

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

November 2024



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

It gives me great pleasure to present the next issue of AIMA News.

With your continued support, AIMA has advanced its efforts to build managerial expertise through its curated initiatives and programmes, both in India and internationally.

In today's fast-changing business landscape, growth and innovation remain critical to staying competitive. Last month, AIMA successfully held the 21st edition of its popular Global Advanced Management Programme (GAMP) in Silicon Valley. Led by Professor Solomon Darwin as Programme Director, the programme explored how emerging technologies can drive market expansion and business growth. A keynote address by Mr. PK Agarwal, Dean of UC Santa Cruz and former CTO of California State, provided valuable insights into technological advancements shaping industries. Delegates also visited leading companies in Silicon Valley, such as Google Climate, Google Cloud, Palo Alto Networks, Meta, Siemens Energy, and Ericsson Silicon Valley, gaining firsthand exposure to cutting-edge practices. The programme concluded with participants presenting innovative business models to a jury of Silicon Valley experts.

On the international front, the Global Innovation & Management Programme (GIMP) held its second edition in Dubai, focusing on strategies to manage transformation by rethinking markets, technology, and talent. With Mr. Harsh Kapoor, Partner at Monitor Deloitte, as Programme Director, the four-day event featured insights from distinguished speakers, including Mr. Christian Buchholz, Co-Founder & Chief Innovation Officer, myZoi; Mr. Syed Muhammad Ali, Co-Founder & CEO, myZoi; Mr. Murali Krishnan, CHRO, Jumbo Group; Ms. Nidhi Sehgal, General Manager- Strategy & Growth, FLC Marketing Group; Mr. Krishnadas Nanath, Deputy Head of Computer Engineering and Informatics, Middlesex University, Dubai; and Mr. Manu Jain, CEO, G42 India. Delegates also visited leading organisations and landmarks such as DP World GCC, Deloitte Middle East, the Museum of the Future, Alserkal Initiatives, and the Shyam Bhatia Cricket Museum. A detailed report is included in this issue.

While AIMA expands its global initiatives, it remains equally committed to strengthening capabilities closer home.

The Vice Chancellors Conclave, aligned with the Viksit Bharat Vision 2047, brought together academic leaders to discuss the latest trends and strategies in higher education. The conclave served as a platform for sharing best practices, fostering collaboration, and strengthening the educational ecosystem.

To further regional cooperation and support smaller Local Management Associations (LMAs), AIMA conducted virtual meetings across the North, South, East, and West regions. These sessions provided a valuable platform for sharing best practices, exchanging ideas, and fostering partnerships to strengthen management efforts at the grassroots level.

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AIMA also continues to focus on developing young and emerging professionals. The 84th Shaping Young Minds Programme (SYMP), held in collaboration with the Indore Management Association, inspired students and young professionals with valuable lessons from leaders across fields. With over 600 participants attending in person, the event was a resounding success.

Additionally, AIMA's Young Leaders Council (YLC) remains dedicated to engaging and empowering India's emerging leaders. The latest YLC session, Beyond The Pitch, provided practical tips on communication, public speaking, and presentation skills. The session featured Dr. Divya Jaitly, Author and Founder of Forethought Corporate Communications, and Mr. Santosh Kumar, AIMA YLC National Chairman, offering valuable insights for young professionals seeking to hone their leadership and communication abilities.

This issue includes brief reports on these programmes, along with updates from the Local Management Associations, and some insightful articles on management trends.

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



Warm regards,

Rekha Sethi

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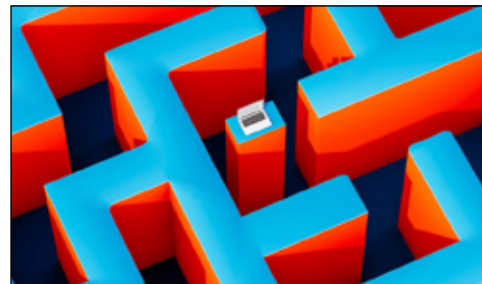
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Advanced Certificate Programme in **CYBER LAWS**

The Advanced Certificate Program on Cyber Laws is an intensive course designed to equip legal professionals, IT specialists, and business leaders with comprehensive knowledge and expertise in the evolving domain of cyber laws. This program covers key topics such as data protection and privacy, cybercrime investigation, intellectual property in the digital age, regulatory compliance, and the legal implications of emerging technologies like AI and blockchain. Participants will gain practical insights through case studies, interactive sessions with industry experts, and hands-on workshops, ensuring they are well-prepared to navigate and address the legal challenges in the digital world.

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Global Advanced Management Programme (GAMP)



Sitting centre (L-R) : Solomon Darwin, Executive Director, Garwood School of Innovation, Haas School of Innovation, University of California, Berkeley; Rekha Sethi, Director General, AIMA and PK Agarwal, Dean, UC Santa Cruz, Former CTO, California State

AIMA organised the 21st edition of its highly popular programme, the Global Advanced Management Programme (GAMP), in Silicon Valley from November 10th-16th, 2024 under the theme 'Expanding Markets by Leveraging Emerging Technologies'.

Programme Director, Professor Solomon Darwin, the Executive Director of the Garwood School of Innovation at the Haas School of Innovation in the University of California, Berkeley, delivered the welcome address. Mr. PK Agarwal, Dean, UC Santa Cruz, Former CTO, California State delivered the keynote address. The session offered delegates an in-depth look at the Business Remodeling process,



Delegates at NVIDIA



Delegates at Palo Alto Networks

expanding their perspectives and opening doors to new opportunities and possibilities.

Additionally, other distinguished speakers who addressed the programme included Dr. Jim Spohrer, Former Senior Director, IBM & APPLE; and Mr Gerard Cunningham, Board Member, Stem, Inc.

The programme included classroom sessions and visits

to Silicon Valley's top innovative companies, where participants met with senior management teams. They also engaged with leading thought leaders and futurists, fostering a valuable exchange of insights and knowledge.

Some of the iconic companies that the delegates got a chance to visit included Google Climate, Google Cloud,



At Google



PK Agarwal, Dean, UC Santa Cruz, Former CTO, California State addressing

Palo Alto Networks, Facebook (Meta), Pacific Gas & Electric Company, Wipro Innovation Center, Siemens (Energy), Stanford Byers Center for Biodesign - Stanford University, IBM, Nvidia and Ericsson Silicon Valley.

This year's event saw active participation from leading Indian companies, including Tata Steel, GAIL, NTPC, NHPC, Balmer Lawrie & Co., and IFFCO. Senior executives from these organisations took part in this specially designed programme focused on business model innovation.

The programme also featured a presentation of innovative business models by participants, representing their companies, to a distinguished jury from Silicon Valley. It concluded with Prof. Solomon Darwin awarding certificates to the participants for successfully completing the programme.



At Siemens



Delegates at IBM

Global Innovation & Management Programme (GIMP)



Rekha Sethi, Director General, AIMA and Harsh Kapoor, Programme Director and Partner- Strategy, Monitor Deloitte with Global Innovation & Management Programme speakers and delegates

AIMA's 2nd Global Innovation & Management Programme (GIMP) was held in Dubai from 3rd- 6th December under the theme 'Managing transformation: Rethinking markets, technology, talent'.

The Inaugural Session began with Ms Rekha Sethi, Director General, AIMA delivering the Welcome Address and Programme Director, Mr Harsh Kapoor,

Partner- Strategy, Monitor Deloitte, India setting the context.

The programme offered a platform to explore business trends, strategic leadership, and innovation, fostering learning and collaboration among industry leaders, entrepreneurs and professionals.

Some of the other speakers of the programme included Mr Christian Buchholz, Co-Founder &



Delegates at Museum of the Future

Chief Innovation Officer, myZoi; Mr Syed Muhammad Ali, Co-Founder & CEO, myZoi; Mr Murali Krishnan, CHRO, Jumbo Group; Ms Nidhi Sehgal, General Manager- Strategy & Growth, FLC Marketing Group; Mr Krishnadas Nanath, Deputy Head of Computer Engineering and Informatics department Middlesex



Rekha Sethi, Director General, AIMA presenting a memento to Manu Jain, CEO, G42 India as Harsh Kapoor, Programme Director and Partner- Strategy, Monitor Deloitte looks on

University, Dubai and Mr Manu Jain, CEO, G42 India.

The four-day programme also included visits to iconic companies including, DP World GCC; Al Futtaim Group; Deloitte Middle East; Museum of the Future; Alserkal Initiatives and Shyam Bhatia Cricket Museum.

The event culminated in an enriching exchange of ideas, inspiring attendees to drive change and progress in their fields.



At Deloitte Middle East



At DP World



Rekha Sethi, Director General, AIMA addressing



At Shyam Bhatia Cricket Museum



Delegates at Alserkal Initiatives



At Al Futtaim Group



At Museum of the Future

Shaping Young Minds Programme (SYMP)



Aayush Dafaria, Partner, Aarel Industries, Aarel System Installation LLP presenting the memento to Sundari Nanda, IPS Special Secretary, Ministry of Home Affairs, Government of India

AIMA organised its 84th Shaping Young Minds Programme (SYMP) in collaboration with the Indore Management Association on 22nd November. This initiative aimed to inspire and empower

management students and young professionals by providing valuable insights from eminent personalities across various fields.



CA Navin Khandelwal, Chartered Accountant, Educationist, Start-Up Mentor and President, Indore Management Association and Ketan Bhandari, Founder & Director, Addon Innovations & KV Greens Realty, Indore



Ambassador Dr. Deepak Vohra, Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau and Ladakh Autonomous Hill Development Councils Kargil and Leh and Rakesh Jajoo, Director, Jajoo Surgicals Private Limited

The event commenced with a welcome address by Ms. Chani Trivedi, Honorary Secretary of the Indore Management Association. Distinguished speakers included Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Ltd; Ms Sundari Nanda, IPS Special Secretary, Ministry of Home Affairs, Government of India; CA Navin Khandelwal, Chartered Accountant, Educationist, Start-Up Mentor and President, Indore Management Association; Ambassador Dr Deepak Vohra, Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau and Ladakh Autonomous Hill Development Councils Kargil and Leh.

The programme offered a platform for young minds to interact with these icons, gaining insights into effective self-management, career decisions, and creating positive work environments. Sessions were chaired by notable professionals such as Mr Pratyush Halen, Founder & CEO, Fingpay; Mr Aayush Dafaria, Partner, Aarel Industries, Aarel System Installation LLP; Mr Ketan Bhandari, Founder & Director, Addon



Sundari Nanda, IPS Special Secretary, Ministry of Home Affairs, Government of India addressing

Innovations & KV Greens Realty, Indore and Mr Rakesh Jajoo, Director, Jajoo Surgicals Private Limited.

The event was well-received, with over 600 participants attending it in person, making it a great success.



Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Ltd and Pratyush Halen, Founder & CEO, Fingpay

Visit to Madras Management Association



Gp Capt R Vijayakumar (Retd) VSM, Executive Director, MMA presenting a memento to Rekha Sethi, Director General, AIMA

AIMA Director General, Ms Rekha Sethi, recently visited the Madras Management Association (MMA) and their new office building. During the visit, Ms Sethi interacted with the entire MMA team, acknowledging their dedication and efforts. She commended the team for their outstanding work

and appreciated their contributions to advancing management practices and building a strong professional community. AIMA Council and office bearers continue to interact with and visit Local Management Associations to strengthen ties and encourage collaboration.



Rekha Sethi, Director General, AIMA with MMA team

Vice Chancellors Conclave



(L-R) V K Malhotra, President IEA & Chairman, Food Commission, MP; Rakesh Mohan Joshi, Vice Chancellor Indian Institute of Foreign Trade; Rajan Saxena, Former Vice Chancellor SVKM's NMIMS Deemed University; Rekha Sethi, Director General, AIMA; Shobhit Mathur, Vice Chancellor, Rishihood University and Rohit Singh, Director, AIMA CME

AIMA organised its Vice Chancellors Conclave from 22nd to 23rd November in New Delhi. Aligned with the Viksit Bharat Vision 2047, the Conclave aimed to contribute to India's goal of becoming a developed nation by 2047, focusing on the advancement of higher education leadership.

Designed specifically for Vice Chancellors and senior academic and administrative leaders, the Conclave provided a platform to enhance leadership skills through interactive sessions, keynote addresses and panel discussions while exploring the latest trends in higher educational landscape.

The conclave commenced with a welcome address by Ms. Rekha Sethi, Director General of AIMA, followed by the introductory remarks by Dr Rajan Saxena, Former Vice Chancellor, SVKM's NMIMS Deemed University. Prof M K Sridhar, Padmashree Awardee, Founder Chancellor, Chanakya University, President, CESS delivered the keynote address.

Some of the eminent speakers who addressed the programme included, Prof. Rakesh Mohan Joshi, Vice Chancellor, Indian Institute of Foreign Trade; Dr. (Mrs.) Pankaj Mittal, Secretary General, Association of Indian Universities; Dr Anbuthambi B, Head of

Strategy - L&T EduTech, Larsen and Toubro; Mr Vinayak Godse, CEO, Data Security Council of India; Dr. Jitendra Mohan Bhardwaj, Chief Information Security Officer & Business Head - Cyber Security, TATA Advanced Systems Limited; Ms Nidhi Goyal, Executive Vice President, Tata Indian Institute of Skills; Prof (Dr.) Sandeep Sacheti, Vice President Research Relations & Academic Affairs, Elsevier India; Dr. Charan Singh, CEO and Founder Director, EGROW

Foundation; Dr. Murari Lal Gaur Vice Chancellor, Dr. C V Raman University Vaishali Bihar; Prof Umashankar Venkatesh, Professor Emeritus, Great Lakes Institute of Management, Gurgaon amongst many others.

The Conclave brought together academic visionaries and change-makers to discuss the future of India's education landscape, promoting productive discussions, and was well-received by the attending delegates.



Speakers and delegates of Vice Chancellors Conclave

HR Power Workshop



(L-R) C Jayakumar, Executive VP & CHRO, Larsen & Toubro; Ashok Ramchandran, Director HR, Aditya Birla Group; Sanjay Behl, CEO & Co-Founder, Nextqore Pvt Ltd; SY Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki; Ayush Gupta, Director HR, GAIL India Ltd; P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd and Neeraj Kapoor, Director, AIMA



Delegates of 2nd HR Power Workshop

AIMA organised the 2nd edition of its HR Power Workshop in Mumbai on 28th and 29th November. Mr KS Shetty, Programme Chairman & Director HR, HPCL chaired the workshop, and addressing the same were many distinguished speakers.

The workshop offered HR professionals a chance to network, learn, and explore innovative strategies for business transformation. Its unique approach blended theory, practical applications, and case studies to address HR challenges and enhance creativity.

The workshop began with a welcome address by Mr. Neeraj Kapoor, Director, AIMA followed by Mr SY Siddiqui, Chairman, AIMA HR Core Committee



P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd addressing



SY Siddiqui, Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki addressing

& Former Executive Advisor, Maruti Suzuki setting the context. Mr. KS Shetty then gave the Chairman's Address, and Mr Anil K Khandelwal, Former Chairman & MD, Bank of Baroda delivered the keynote address.

Some of the eminent speakers who addressed the event included, Ms Neetu Chitkara, MD & Partner, Boston Consulting Group; Mr P Dwarakanath, Former Chairman, GSK Consumer Healthcare Ltd; Rohit Thakur, CHRO, Auto & Farm Sectors, Mahindra and Mahindra Ltd; Mr Ayush Gupta, Director HR, GAIL India Ltd; Mr Sanjay Behl, CEO & Co-Founder, Nextqore Pvt Ltd (Former CEO, Raymond Ltd); Mr C Jayakumar, Executive VP & CHRO, Larsen & Toubro; Mr Ashok Ramchandran, Director HR, Aditya Birla Group; Mr Deepak Deshpande, VP & Head Customer

Experience, Tata Business Excellence Group (Tata Sons); Mr Pushp Kumar Nayar, Executive Director HR , BPCL; Mr R Sivakami, Clinical Psychologist & Therapist.

The HR Best Practices Case Study Contest was held online prior to the workshop, where PSU and private companies showcased their case studies to a distinguished jury. The winners were recognised at the workshop and given the opportunity to present their projects to the audience.

The workshop brought together HR leaders and experts, offering valuable insights and facilitating networking and collaboration, and was well-received by the attending delegates.

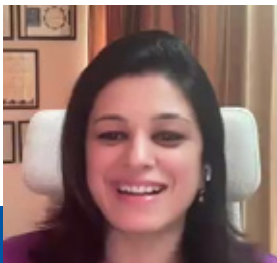
YLC Online Session

Beyond The Pitch

AIMA YLC organised a virtual session titled 'Beyond The Pitch' on 21st November, featuring Dr. Divya Jaitly, the Author, Founder and Managing Director, Forethought Corporate Communications Pvt Ltd. The session, moderated by Mr. Santosh Kumar, AIMA YLC National Chairman and Director, PJIMR WISE Tech, focused on mastering the art of communication. Dr. Jaitly explored various aspects of public speaking,

dispelling common myths and sharing insights on how to elevate communication skills.

The session provided practical tips for enhancing presentation abilities and overcoming public speaking challenges. It was well-received by participants, who gained valuable guidance to refine their communication techniques and boost their confidence in public speaking.

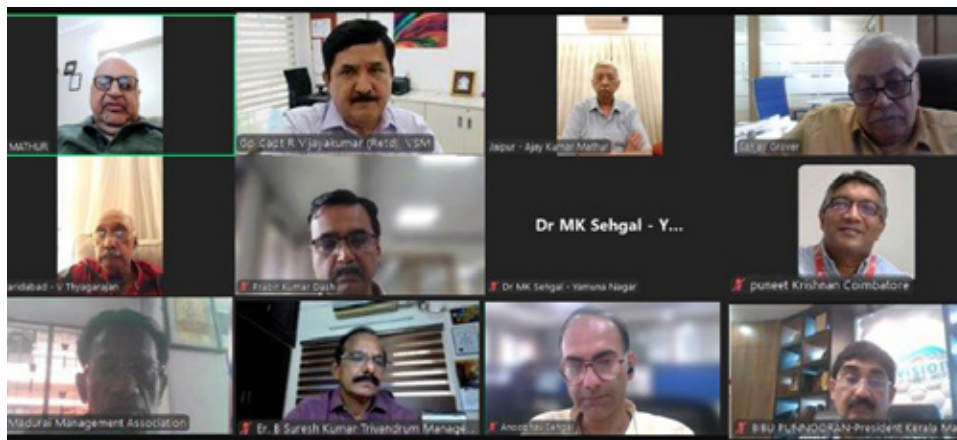


Divya Jaitly
Author, Founder and Managing Director,
Forethought Corporate Communications Pvt Ltd.



Santosh Kumar
AIMA YLC National Chairman and Director
PJIMR WISE Tech

LMA Regional Meeting



Regional meetings of Local Management Associations (LMAs) were held to enhance collaboration and coordination across the North, South, East, and West regions. These virtual sessions aim to share best practices, support smaller LMAs, and foster regional cooperation.

LMA regional meeting in progress

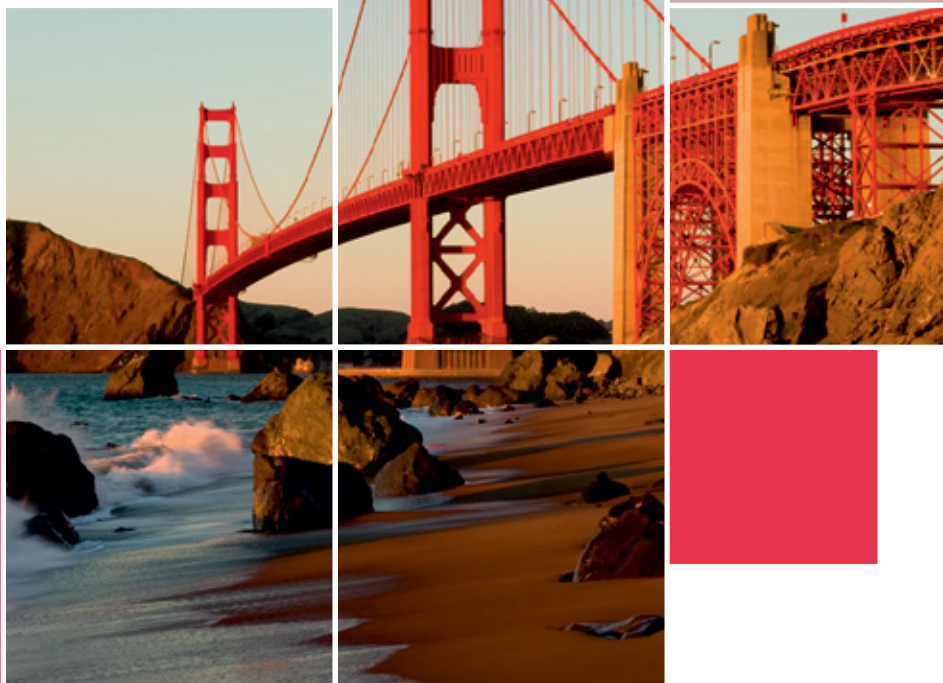
The Northern Region meeting took place on 14th November, followed by the Southern Region meeting on 28th November. Both meetings saw

active participation, with representatives sharing past activities, upcoming plans, and discussing future strategies to strengthen the regions.

GLOBAL ADVANCED MANAGEMENT PROGRAMME

Expanding Markets by
Leveraging Emerging
Technologies

23-29 June, 2025
Silicon Valley, USA



Programme Director

Solomon Darwin

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

Programme Objectives

- Identify opportunities for profitable growth.
- Respond and adapt to the challenges in the changing landscape due to rapid global economic trends.
- Examine the latest concepts, ideas and tools to help them align their business practices with global economic developments and conditions.
- Learn to build sustainable and innovative business models.

Programme Framework

- Class Room Lectures and Interactions
- Keynotes by Silicon Valley Startups and CEOs
- Visits to and interaction with the top management teams of some of the iconic and innovative companies like Nvidia, Cisco, IBM Research, Wells Fargo Bank, Standard Chartered Bank, PayPal, Fujitsu Open Innovation Gateway, Chevron Corporation, Pacific Gas and Electric Company (PG&E), Calpine Corporation, Dupont Innovation Centre, UC Berkeley Campus amongst others.

Participation Fee

Delegate Fee per participant: INR equivalent of USD 14000 per participant.

Inaugural Discount: USD 1000 per participant for registrations received 60 days prior to the dates of the programme.

Early Bird Discount: USD 500 per participant for registrations received 30 days prior to the date of the programme.

- GST: 18% or as applicable on the date of fee payment will be charged on the participation fee.
- AIMAGSTIN No. 07AAATA1644A1ZH AIMA PAN No.: AAATA 1644 A
- Online registration available, please visit www.aima.in

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The Irreplaceable Value of Human Decision-Making in the Age of AI

by Martin Reeves, Mihnea Moldoveanu, and Adam Job

December 11, 2024



Summary- The rise of AI presents an opportunity for humans to step up to the challenge of refining, emphasizing, and applying our own human strengths to differentiate corporate decision-making. However, human capabilities, like making moral judgments, and using imagination or intuition, are often untrained, impulsive, or implicit. Thus, to distinguish and elevate their decision-making processes, organizations need to actively codify and foster the requisite human decision-making skills. This article outline five imperatives towards this end.

AI's rapid advancement has ignited enthusiasm about its potential to revolutionize corporate decision-making by substituting for expensive, fallible humans. But it's naïve to believe that by

gathering ever more data and feeding it to ever more powerful algorithms alone, businesses can uncover the truth, make the right decisions, and create value. We call this false belief "dataism."

Decisions are not merely exercises in data aggregation and algorithmic analysis. They necessarily involve many additional nuanced elements, such as selecting trustworthy data sources, employing imagination to envision possibilities beyond available facts, and judging the feasibility of solutions. These are areas where humans have innate advantages over machines. Crucially, these involve implicit and often untrained human capabilities.

Consider the case of Kodak and Fuji. Both companies had access to the same data indicating the rise of

digital photography, and they evaluated it subject to the same objectives of maximizing growth and profitability. Still, they came to different decisions: Kodak doubled down on its analog products, while Fuji diversified, investing in digital technologies and pursuing other options like cosmetics, which collectively were sufficient to ensure its survival. The same data inspired yet another decision for Sony, which, as a challenger in the market, saw the rise digital photography as an opportunity worth embracing.

This divergence underscores that decisions depend on interpretation, context, and strategic framing — areas where human judgment will remain crucial.

A Holistic View of Decision-Making

Based on our experience with corporate decision-making, as well as the literature on decision science (for example, from the military, health care, and R&D), we have identified eight dimensions beyond data and algorithms that factor into most decisions, albeit often implicitly. They can be understood by walking through the simple example of purchasing a car.

1. Defining the ultimate goal.

Every decision ultimately serves a human end. Specifying this is crucial to understanding what success might look like. The human end for a car buyer might be signaling their status with a luxury vehicle, or ensuring their children have a safe way to travel to and from school.

Businesses too have ultimate goals — from achieving economic prosperity to contributing to society to protecting the environment — which can differ markedly. Given the subjectivity of human values, defining the human end cannot be outsourced to machine intelligence.

2. Framing the immediate objectives.

To achieve your ultimate goal, you often have to make smaller, more immediate, and tangible decisions along the way. In our car-buying example, the ultimate goal may be to purchase a vehicle that meets certain safety standards, but you also want to make sure that the car fits within a given budget. For a business, the ultimate goal might be to achieve 10% sales growth over the previous year, but you also have to ensure that optimizing short-term sales growth doesn't compromise long-term brand reputation.

This kind of decision framing cannot be derived from data and analytic tools alone since it involves trading off individual and collective preferences. Human involvement is crucial in identifying these objectives and balancing them. Quite often, they need to be refined through iterative interactions, as humans often discover “what they really want” by pursuing an objective and adjusting as they discover new features and new sources of value.

3. Charting the realm of the possible.

Once the objectives are defined, it's time to identify possible options. While data is a crucial input for this step, it will not usually tell the full story. Data is retrospective but human decisions are often based on counterfactuals: what might happen, and how we could influence the likelihood of different possibilities playing out.

Human imagination is crucial to extending the realm of the possible. For example, if the need driving a car buyer is a short commute to work, they might consider alternatives like public transportation, ride-sharing services, or electric scooters.

All firms are built on an act of imagination. For instance, Airbnb's founders envisioned a platform where homeowners could rent out spare rooms — upending the belief of leading hospitality companies that you had to build or own the accommodations offered to customers. This idea didn't emerge from analysis of existing hospitality data, but from humans imagining how they could address the need for affordable lodging.

4. Selecting data sources.

Assessing your options can benefit from relevant data. But even though the word data derives from the Latin "datum" (something that is given), data needs to be created: captured, filtered, selected, interpreted and corrected — a task that requires human agency and discernment.

We must avoid the trap of focusing only on given or easily accessible data. In our car-purchasing scenario, relying solely on manufacturer-provided fuel-efficiency data may not provide the complete picture. Supplementing this with independent reviews of real-world performance can lead to a more informed decision.

In business, think of the ease with which we can query current customers on their satisfaction with our offerings — and of the additional insights gained speaking to non-customers about why they are choosing a competitor's services or not choosing any service at all.

Moreover, not all valuable information is quantifiable. For a car, factors like comfort, aesthetics, or driving experience are subjective. We need to identify proxies for these qualitative aspects or gather firsthand experience to fill in the gaps. For example, Procter & Gamble

developed the Swiffer after ethnographic studies (observations of consumers in their homes) identified a desire for more convenient cleaning methods — information that could not be gleaned from existing quantitative datasets.

5. Establishing trustworthiness.

In an era where misinformation can spread rapidly, establishing the credibility of data sources is more critical than ever. AI systems lack this ability. Humans, on the other hand, can evaluate the reputation, expertise, and potential incentives or biases of information providers.

For example, in the car-buying process, a buyer might trust recommendations from friends or family over advertisements from manufacturers. In business, assessing the incentives and credibility of different data sources ensures that decisions are based on reliable information.

6. Choosing a decision algorithm.

While many AI products are marketed as being universally useful, mathematics has shown that no single optimization algorithm can be superior across all problems. Thus, humans must decide which decision-making framework aligns best with their objectives.

In the car example, a cost-focused buyer might use a tool that calculates life-cycle-ownership costs, while another buyer who prioritizes aesthetics might choose a very different approach. Some buyers may forego the expected value of perfect computation and opt for a fast and frugal set of heuristics, and another may prefer an exhaustive search process.

7. Assessing competitiveness.

When purchasing a car, solving the functional

problem — i.e., choosing a practical option that satisfies your objectives — may be sufficient, unless, of course, you are competing for status with your neighbors or classmates. In business, the ideal solution usually needs to be competitively advantageous by being robust to competitors' likely responses and hard for others to imitate. Using the same data and algorithms your competitors have access to, to solve the same problems they face, will not reveal unique or superior opportunities. Rather, it is tantamount to commoditizing one's business by using a generic problem-solving process.

Human strategists play a vital role in assessing the competitive implications of decisions by understanding the incentives, advantages, mindsets, and behavioral patterns of competitors. For example, Apple's success with the iPhone was not merely driven by incorporating the most advanced technology, but also by the company's emphasis on design aesthetics, user experience, and ecosystem integration.

8. Incorporating ethical considerations.

The functionally, economically, or competitively superior solution may not be ethically acceptable. Humans are responsible for ensuring that decisions adhere to ethical norms and societal values. This requires the application of models and principles of moral reasoning to the specific interpersonal and social context of the decision — which is also a quintessentially human ability.

In the car-purchase example, a buyer might consider the environmental impact of their choice, opting for an electric vehicle over a gasoline-powered one, even if it costs more.

New Rules for Human-Led, AI-Supported Decision-Making

Many crucial aspects of decision-making lie beyond the realms of data and algorithms. Indeed, the spread of more powerful tools and larger datasets will likely make the human elements of decision-making more differentiating.

However, human capabilities, like making moral judgments, and using imagination or intuition, are often untrained, impulsive, or implicit. Thus, to distinguish and elevate their decision-making processes, organizations need to actively codify and foster the requisite human decision-making skills. We outline five imperatives towards this end.

Reject simplistic dataism.

Leaders should acknowledge that effective decision-making encompasses more than data analysis and algorithmic optimization. This does not mean abandoning AI tools and techniques — it means integrating AI in a more holistic, human-led process. The emerging discipline of designing and deploying bespoke AI agents jointly shaped by human acts of interpretation and imagination and the computational and informational resources of large language models offers one path forward.

Ensure that problem-solvers get their hands dirty.

Just as pilots practice manual flying to keep their skills sharp despite the availability of autopilot systems, business leaders should immerse themselves in the underlying phenomena of their industries to prevent over-reliance on AI and maintain critical decision-making skills. This entails direct engagement with customers, employees, competitors, and regulators.

For example, Toyota's "Genchi Genbutsu"

philosophy, meaning “go and see for yourself,” encourages managers to visit the shop floor to observe processes firsthand. This practice helps identify inefficiencies and fosters a deeper understanding that data alone cannot provide.

Make implicit human decision-making skills explicit.

Human decisions are often shaped by intuition — our powerful, unconscious intelligence that’s based on our experience and heuristics. Companies can help employees develop their intuition through acknowledging and fostering experiential learning and having decision markers participants reflect on questions like:

What was my initial reaction or gut feeling?

Where did I rely on individual or collective experience?

Where did I supplement my experience or expertise?

What mental shortcuts did I rely on to simplify the decision?

Another uniquely human skill is imagination — the ability to come up with what does not yet exist, but could. While often believed to be the result of uncontrollable strokes of genius, organizations can actually systematically harness imagination through tactics like seeking out anomalies (rather than focusing on averages), questioning previously held assumptions, and conducting experiments.

Foster an environment where human skills can thrive.

It may be difficult for intuition and imagination to shine in a technocratic culture dominated by rational justification. To create an environment that promotes unique human decision-making

skills, organizations must begin with a culture of psychological safety in which employees can express diverse perspectives, debate ideas openly, and challenge the status quo.

Build hybrid decision-making systems.

With human skills appropriately honed, leaders must set about rebuilding decision-making systems that combine the best of human and AI capabilities.

This may involve segmenting decision-making tasks, such as data processing, pattern recognition, and optimization for quantifiable criteria, best suited for AI from those requiring human judgment, like setting objectives and considering ethics, values, and context.

The pumpkin spice latte, one of Starbucks’ most successful products, is an example of human decision-makers taking the lead and leveraging their understanding of context. While initial tests showed that customers preferred the taste of chocolate or caramel-flavored products, the product developers believed that for a seasonal special, uniqueness was even more important than taste. In subsequent studies, they gathered information on this criterion, where the pumpkin flavor excelled.

There will also be tasks where human and machine intelligence intersect and cooperate, forming what might be called a bionic organization in which humans review AI-generated solutions to assess their feasibility, as well as ethical and competitive implications. Consider Netflix, which is famous for making production choices based on its vast trove of viewership data. Its decision to create the chart-topping show *Stranger Things* may have been driven by an observation that content dealing with supernatural themes

performed well, or the enduring popularity of 1980s shows. However, Netflix also had to make several bets driven by intuition, such as hiring a

pair of unproven showrunners that would inject their own vision or taking a chance on a set of inexperienced child actors.



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Do First-Gen College Grads Face Bias in the Job Market?

by *Lee Simmon*
July 20, 2023



Emphasizing the skills and abilities of first-generation students can overcome stereotypical attitudes.

Peter Belmi, PhD '15, fields lots of queries from his graduating students at the University of Virginia's Darden School of Business, where he is a professor. Many of them want career advice. But students who are the first in their family to earn a college degree have a particular question, Belmi says. "They want to know if they should include their first-generation status on their job applications."

He talked it over with several colleagues — including his former doctoral adviser at Stanford, Margaret Neale — and the group agreed that it

could go either way. Hiring managers might see it as a plus, but some research suggested that the first-gen label might carry a stigma.

"On one hand," says Neale, a professor emerita of organizational behavior at Stanford GSB, "being first-generation fits the old Horatio Alger narrative that Americans love: the gritty underdog who overcomes hardships and bootstraps themselves up to success. It takes an exceptional person to do that."

"On one hand," says Neale, a professor emerita

of organizational behavior at Stanford GSB, “being first-generation fits the old Horatio Alger narrative that Americans love: the gritty underdog who overcomes hardships and bootstraps themselves up to success. It takes an exceptional person to do that.”

But, according to Neale, others might believe that one’s class background leaves a mark. These young people may have grown up without the socializing influence of any college-educated role models. Perhaps their schools were under-resourced, or they didn’t have a good study situation at home.

“Basically, it’s a deficit mindset,” Neale says of this perspective. “It’s like, here are all things they lack, compared to other applicants — rather than focusing on the unique strengths that enabled them to beat the odds.”

To find out which view prevailed, Belmiopen in new window and Neale, along with Melissa Thomas-Huntopen in new window, professor at the Darden School, and behavioral scientist Kelly Razopen in new window, created a fictitious résumé and a cover letter that either mentioned the applicant’s first-gen status or did not. They then sent out this candidate’s materials in response to 1,783 entry-level job postings.

The first-gen applications were significantly less successful, receiving 26% fewer callbacks for an interview than the group that didn’t disclose the candidate’s background. “These initial results suggested that revealing your first-gen status probably isn’t a good idea,” Neale says. “But then the question was, why is that?”

The Psychology of Gatekeepers

As anyone who’s applied for a job knows, employers never tell you why that cover letter

you sweated over didn’t make the cut. In this studyopen in new window, the researchers had their suspicions —perhaps hiring managers felt that mentioning first-gen status was inappropriate or seemed like special pleading. But they couldn’t rule out other explanations.

To peer into the minds of these gatekeepers, the team next surveyed 285 hiring managers on their beliefs about the influence of class background. On a scale of 1 to 7, they were asked how strongly they agreed with statements like “The capabilities of people can, to a large degree, be traced back to their social origin.”

They found that a majority of the managers believed/felt that class shapes people’s traits and abilities. Sixty-two percent agreed that “even when individuals have left their original social environment, their behavior is still strongly determined by their social origin.” On average, those surveyed agreed that “generally, students from lower socioeconomic-status backgrounds are not as well equipped to succeed in business.” These findings, says Neale, call into question the assumption that education is a great equalizer and engine of mobility.

By nudging their mindset, participants were much more receptive to hiring first-gen graduates.

- Brian Lowery

Shifting Mindsets

The researchers wondered if there was an intervention that might mitigate the negative first-gen effect. They had traced the bias, at least in part, to a deficit mindset in people who were screening applicants. “What we thought was,

maybe you could devise an intervention to shift that mindset,” Neale says. “Something that employers could use to facilitate inclusion.”

They tested that idea in two more studies, using a large sample of 1,250 people. These were not hiring managers but college-educated, employed individuals from the general population. (Neale says prior research showed that employment gatekeepers share the same evaluation biases as the average person, so the results ought to be transferrable.)

Each was given an application from the fictitious first-gen graduate and asked to imagine they were hiring a team for a critical business opportunity. This time the researchers manipulated the decision-makers’ frame of reference, prompting them to focus either on shortcomings or strengths that might result from a first-generation student’s experience.

In one study, they suggested particular traits that first-gens would have needed to navigate four years of college — like courage, determination, resourcefulness, adaptability, resilience, and problem-solving skills. In the other, they asked the study participants to identify for themselves what those strengths might be.

Remarkably, both these simple interventions worked. Among those with a focus on shortcomings, only 26% said they would consider the first-gen candidate and the group expressed strong doubt that the applicant would have the necessary competence. Among those primed with a focus on strengths, 47% — nearly twice as many — said they would explore a job offer with the candidate.

Neale says this would be easy to implement in a business environment/setting. “It didn’t involve

diversity training sessions or lectures on implicit bias; just a few suggestions on how to come at their assessment from a different direction. By nudging their mindset, participants were much more receptive to hiring first-gen graduates,” she says, “so they were more able to appreciate the strengths that first-gen candidates could bring to an employer.”

Telling Their Own Story

In today’s turbulent world, companies need access to a wide variety of perspectives. “You want folks who, because of their backgrounds, can look at a situation and see different things,” Neale says. “Race and gender are crucial, but we should also think about diversity more broadly to include differing college majors, ages, career paths, and so on. First-gen is one of those things.”

That said, it’s crucial to approach diversity in the right way. “In our work and that of others, we’re learning that trying to combat inequality by focusing on the disadvantages that people have faced can be counterproductive,” she says. “It encourages that deficit mindset, a lens of less-than that can facilitate biases.”

She points to how schools, including Stanford, have tried to help first-gen students with special programs. “While these programs have proved beneficial, focusing only on the remedial side reinforces this deficit mindset. Emphasizing the skills and abilities that these folks clearly have demonstrated can change how we think about their current and future potential.”

The bigger lesson from this research, Neale says, is that we all need to be “more intentional in how we consider the strengths and weaknesses of those around us.” We might start, she says, by listening to how Belmi’s first-gen students saw

themselves. When Belmi polled them before starting this research, a majority wanted to share their first-gen status with prospective employers. They had fought through real challenges and succeeded, becoming the first in their families

to receive a college diploma. “They wanted to tell their story in their job applications because they were proud of what they’d done,” Neale says. “They felt their accomplishments showed special qualities they could bring to the table.”

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Ahmedabad Management Association

On 9th November, Mr. Manish Khanolkar, HR Consultant and Trainer, facilitated the Speakers' Forum Meeting on the topic, 'Small Steps Lead to Big Results.' Additionally, Vaidya Prerak Shah, International Ayurveda Consultant and Founder and CEO of Ayulink Ayurveda, along with Vaidya Dineshchandra Pandya, Senior Physician and former Director of ISM&H, addressed the topic Healthy Start to the New Year



Speaker with facilitator



Speakers with Moderator

On 14th November, Dr. Atman Shah, Assistant Professor at the Department of Economics, St. Xavier's College, Ahmedabad, conducted a session at the Research Forum on the 'Basics of Hypothesis Testing.' Mr. Subbiah Nallamuthu, a renowned wildlife filmmaker and cinematographer, delivered an enthralling talk titled 'Nalla's Legacy: Tigers, Tales, and The Wild,' offering unique insights into wildlife conservation and the majestic tales of tigers in their natural habitat.



(L-R) Speakers – Dr Atman Singh and Mr. Subbiah Nallamuthu addressing

On 15th November, a book launch and discussion were held for 'GIFT IFSC - A Comprehensive Guide' authored by Dr. Udai Lal Paliwal (Professor, Director, and Dean at the Institute of Commerce, Nirma University). The event was graced by Chief Guest Mr. Avichal Kheda (CFO, GIFT City), Guest of Honour Dr. Anup K. Singh (Director General, Nirma University), and was presided over by Mr. K. K. Patel (Vice President, Nirma University) and also addressed by Mr. Sandip Shah (Head of IFSC Department, Gujarat International Finance Tec-City Co. Ltd.); and Dr. Vineeta Arora (Assistant Professor, Higher Education Department, Government of Rajasthan).



Guests at the book launch

On 16th November, Mr. Sanjay Chakraborty hosted an engaging and interactive quiz session on 'The World of TATA Group.' He shared insights into the history, achievements, and values of the TATA Group, encouraging participants to explore the legacy of one of India's most prominent conglomerates.



Shri Dushyanth Sridhar addressing

On 17th November, Shri Dushyanth Sridhar, a Vedic speaker, author, IISc fellow, and Indian film director, delivered an insightful talk titled 'Hanuman - The Supreme Devotee,' captivating the audience with his knowledge and storytelling. In celebration of Children's Day, a special workshop titled "Families That Play Together, Stay Together" was organised for children and their parents.

On 21st November, Mr. Ashish Joshi (Assistant Vice President and Regional Business Head, HDFC Asset Management Company Ltd.) and Mr. Vatsal P. Shah (Founder, Anantaya Financial Services) addressed the session 'From Being Financially Literate to Being Financially Wise.'



Speakers at the event

On 22nd November, Mr. Ankit Majmudar, EXIM Consultant and Founder of Global Business Solutions, presented a talk on 'Export Potential for Spices & Agro Products.'

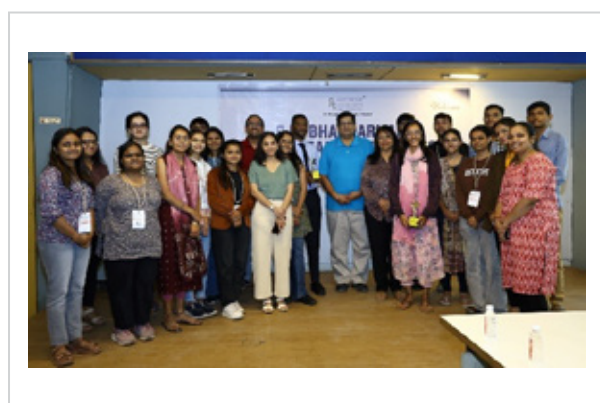
On 23rd November, a panel discussion and Q/A session on 'Common and Important Neurological Disorders' addressed critical topics such as stroke, dementia, Parkinson's disease, and epilepsy. Esteemed speakers included Prof. Dr. Sudhir V. Shah (Padmashree Awardee), Dr. Heli S. Shah, Dr. Apoorv Patel, and Dr. Shailesh Darji.



The panelists at the event

Special Events

On 23rd and 24th November, the prestigious S.R. Bhandari Best Speaker Award was organised to celebrate excellence in expression and eloquence. In the first round, participants showcased thoughtful perspectives on topics like the Environment, Education, Gender, and Peace. The extempore final round tested their spontaneity and language skills, culminating in an exciting finish. Congratulations to Ms. Kahani Shah, the winner, and Mr. William Santhosh, the runner-up, for their outstanding performances.



Participants at the Award ceremony

On 28th November, the 18th Dr. R.L. Sanghvi Endowment-AMA Annual Lecture on Economics was held, focusing on the topic 'India's Journey to \$5 Trillion Economy - Challenges and Opportunities.' The session was addressed by Mr. Yamal Vyas, Chairman of the Fourth State Finance Commission of Gujarat.



Mr. Yamal Vyas addressing



Speakers and Panelists at the event

The 27th Innovation Conference, themed Innovation in Action: Shaping a Better World, was held on 30th November. Prof. S. P. Singh, Director General of Kaushalya - The Skill University, inaugurated the conference. Esteemed speakers included Mr. Vishal Gunani, Entrepreneur, TEDx Speaker, and Author; Dr. CA Achyut Dani, Director General and Provost of JG University; Mr. Nisarg Kansara, Co-Founder of Hungrito; Positive Paaji (Kuldipsingh Kaler), Entrepreneurial and Motivational Speaker, Author, and Writer; Mr. Sarvesh Jain, Founder of Orjet Foundation; and Mr. Hiten Bhuta, CEO of CGS Infotech, Mumbai.

AMA hosted Special AMAzing Diwali Programmes for Children and Youth, featuring engaging workshops and sessions. Topics included Emotional Intelligence, Kaizen for Continual Improvement, Confidence Building, Leadership Qualities, Seven Habits of Successful Teens, and Career Path Discovery.



Glimpse of Diwali workshop

Allahabad Management Association

Special Cover Release

Allahabad Management Association in collaboration with India Post Allahabad, hosted a special stamp and cover release event on 8th November. The Chief Guest, Mr. Pramod Bansal, Vice President of AMA and President of the Allahabad Philatelic Society, unveiled a special stamp and cover themed 'Deep Utsav Ayodhya.' The event was attended by 25 AMA members.



Mr Pramod Bansal, Vice President AMA releasing a special cover



Expert Doctors Panel at the Workshop

Workshop

AMA organised a Continuous Medical Education (CME) programme on 11th November for its members, focusing on prevalent health issues in the elderly population. The session featured a panel of five expert doctors. Dr. Shanti Chaudhri, Medical Officer at SRN Medical College, addressed health and nutrition; renowned ophthalmologist Dr. R. N. Mishra discussed eye problems; Dr. Mukesh Khare provided insights into his area of expertise; Dr. V. B. Mishra explained the Ayurvedic approach to treating chronic diseases; and Dr. Asutosh Chaturvedi concluded with a session on dental issues

affecting the elderly. The event, attended by 38 AMA members, included a Q/A session and was telecast live on Doordarshan Allahabad.

Book Review

AMA organised a book review event on 30th November at its Civil Lines office. The speaker, Prof. Arun Kumar from the Department of Commerce and Business Administration at the Central University of Allahabad, reviewed his book, *The Discipline of Business. In Atha Vyavasaya Anushasanam: The Discipline of Business, Path to Excellence*. Prof. Kumar integrates his expertise in business with his deep understanding of Yoga principles, presenting a transformative framework for business discipline inspired by Patanjali's Ashtanga Yoga. Mr. Ravi Prakash introduced the speaker, and Mr. O. P. Goel, President of AMA, presented him with a memento.



Mr O. P Goel, President AMA presenting a memento to Prof Arun Kumar

Baroda Management Association

Friday Evening Talk

Baroda Management Association organised its revamped Friday Evening Talk on 8th November 2024 on the topic 'Data-Driven Decision Making and Analytical Skills' by Dr. Krunal Soni, Associate Professor at GSFC University, Vadodara. The session focused on the importance of leveraging data for strategic decisions, equipping participants with tools to analyze and interpret data effectively. Dr. Soni provided practical insights into applying analytical skills to real-world scenarios, empowering attendees to make informed and impactful decisions in their organisations.



Speaker addressing the audience



FET Chairperson Dr. Amita Prabin in discussion with speaker

Another Friday Evening Talk was held on 15th November 2024 on the topic 'Employee Engagement and Well-Being' by Mr. Ashutosh Yadav, Head HR, Cryogas Industries; Mr. Jignesh Mandavia, Vice President, Industry Relations, GSFC Ltd. and Mr. Andrew Shepherd, Founder, CLAREskills.

A session on 'From Boomers to Alpha - Evolving Workplace' was conducted by Mr. Pallav Anjaria, AGM, HR, L&T, on 22nd November, 2024. Mr. Anjaria provided a forward-looking perspective, highlighting the shifts required to navigate the dynamic workplace of the future. The session delved into insightful best practices and emerging trends shaping the multigenerational workforce, emphasising the importance of adaptability and collaboration across diverse age groups.



Speaker addressing the audience



BMA's Managing Committee Member Mr. Bhadresh Shah presenting a token of gratitude to the speaker

BMA organised a talk on 29th November, titled 'Building Safe and Inclusive Workplaces' by Ms. Shivani Madan Bose, a distinguished HR professional with over 18 years of experience in HR strategies, leadership development, and PoSH training. Ms. Shivani Madan Bose delivered an insightful and engaging session on Building Safe and Inclusive Workplaces. Drawing upon her extensive experience in handling cases of sexual harassment, she provided a comprehensive understanding of the POSH Act, 2013, its relevance in workplaces, and actionable strategies organisations can implement to prevent incidents of sexual harassment.

Bangalore Management Association

Evening Lecture

On 7th November, Bangalore Management Association hosted an engaging evening lecture titled 'Navigating the Future: Fallacies, False Thinking, and Business Management' by Dr. Krishna Kumar N. G. The session explored into the impact of cognitive biases, such as confirmation bias, overconfidence, and the sunk cost fallacy, on decision-making and organisational success in the business world. Dr. Krishna Kumar highlighted how these biases can lead managers to rely on flawed reasoning, such as overvaluing familiar information, dismissing contradictory evidence, or continuing with failing strategies due to prior investments.



Dr. Raju, (Centre) Dr. Krishna Kumar, Dr. S Nagendra, Secretary BMA



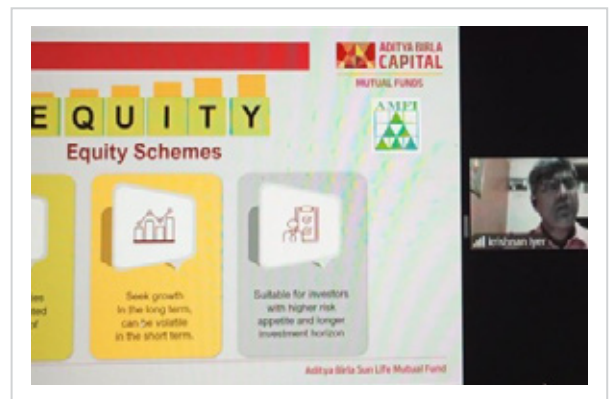
MDP conducted by Prof. H.S. Srivatsa and Mr. Sumit Kanu

MDP

Bangalore Management Association successfully organised a Management Development Programme on ‘Digital Transformation for Organisational Growth: A Strategic Approach’ on 13th November. The programme was conducted by distinguished experts, Prof. H.S. Srivatsa and Mr. Sumit Kanu, and focused on equipping participants with insights into leveraging digital transformation as a catalyst for organizational success. Digital transformation has emerged as a critical driver for businesses striving to thrive in rapidly evolving markets. By adopting advanced technologies such as artificial intelligence, cloud computing, and data analytics, organisations can streamline operations, improve customer experiences, and unlock new avenues for revenue generation. The programme witnessed an enthusiastic response, with 48 participants actively engaging in discussions and exploring practical approaches to implementing digital strategies effectively.

Online lecture

BMA conducted a lecture on 18th November with speaker Krishnan Iyer who covered a comprehensive range of financial topics, starting with budgeting, where the importance of tracking income and expenses to ensure financial control and discipline was highlighted. The discussion on debt management focused on strategies to reduce and manage high-interest debt, helping individuals make smarter choices to avoid financial strain. The speaker also emphasised the significance of financial planning in setting both short-term and long-term financial goals, while staying aligned with personal values and priorities. Lastly, the speaker discussed tax planning, offering strategies to minimise tax liabilities, including utilising deductions and credits, and making tax-efficient financial decisions.



Speaker, Krishnan Iyer sharing his presentation

Bharuch District Management Association

Evening Lecture

BDMA's EHS Forum recently convened a webinar on 16th November on ‘Discussion on Recent Statutory and Regulatory Requirements’ impacting industries. The forum also deliberated on the upcoming calendar of events for the next three months, aimed at enhancing awareness and compliance in environmental, health, and safety practices. Industry leaders and EHS professionals shared insights, fostering collaboration for a safer and sustainable future. This initiative underscores the forum's commitment to driving excellence in EHS standards.



Dr. Raju (Centre), Dr. Krishna Kumar, Dr. S. Nagendra, Secretary BMA



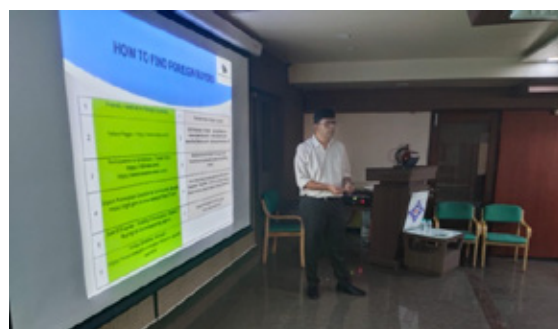
CSR attendees with President - BDMA

CSR Forum Meet

BDMA's CSR Forum facilitated an insightful meet on 16th November, at the Smt. Jayaben Mody Multispecialty Hospital. The session focused on 'Insights into Novel CSR Interventions in Sports, Education, and Healthcare.' Experts and practitioners shared innovative strategies and impactful case studies, emphasising the transformative role of CSR in driving positive societal change.

MDP

BDMA organised an MDP in collaboration with AMA on 19th November. The session, led by Mr. Ankit Majmudar, Founder of Global Business Solutions, focused on 'Market Selection, Finding Buyers, and Free Trade Agreements (FTAs).' Participants gained valuable insights into global market strategies, buyer engagement, and leveraging FTAs for business growth.



Mr. Ankit Majmudar conducting the session



Ms. Devangi Bhatt addressing the 250th Book Lovers meet

250th Book Lover's Meet

BDMA's Book Lovers organised a talk on 23rd November on 'Books Memoirs of Geisha and Umrao Jaan Adaa by faculty Ms. Devangi Bhatt.



The session on Asset Integrity Management in progress

MDP

BDMA organised an exclusive MDP on 'Asset Integrity Management' on 17th October. The programme featured eminent faculty: Mr. Paresh Haribhakti, Mr. Chiral Patel, Mr. Gopul Patel, and Mr. Ketan Upadhyay, renowned experts in metallurgy, corrosion prevention, risk-based inspection, and material properties. This session promised valuable insights for professionals aiming to enhance operational reliability and safety.



Participants of Excel and Advanced Excel

In-house MDP

BDMA organised an in-house MDP on 25th and 26th November on 'Excel and Advanced Excel' at Best Value Chem Pvt. Ltd Vadodara. The programme was led by expert corporate trainer Mr. Nilay Shah, focusing on enhancing employees' skills in data management and analytical functions through Excel. The training aimed to equip participants with advanced Excel techniques to streamline work processes and improve productivity.

94th HR Forum Meet

The 94th HR Forum meeting took place successfully on 29th November, featuring a roundtable discussion on the 'Upcoming HR Conclave.' The event brought together HR professionals and thought leaders, who exchanged valuable insights, encouraging collaboration and innovation in planning the Conclave. The evening was highlighted by engaging discussions and collective brainstorming, laying a solid groundwork for the Conclave's success.



Discussion for upcoming HR Conclave in progress

Bhopal Management Association

Diwali Milan

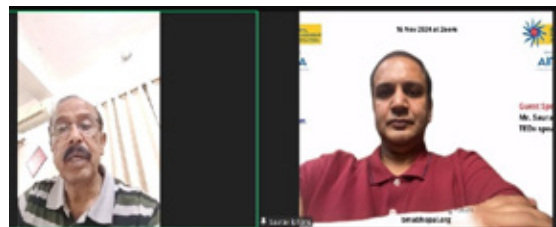
Bhopal Management Association hosted a vibrant Diwali Milan celebration on 8th November, filled with fun, karaoke, games, and a delightful dinner. The event brought together members in the festive spirit, fostering camaraderie and joy. Mr. Suneel Bhargava extended a warm welcome to all attendees, setting the tone for an engaging evening. The programme was skilfully moderated by Dr. Rajeev Agrawal, Ms. Deepa Ayachit, Dr. Nishtha Tyagi, and Mr. Mahendra Joshi, ensuring smooth proceedings and active participation. The highlight of the evening was the presentation of Life Membership Certificates to new members by the President of BMA, adding a special touch to the festivities, laying a solid foundation for the Conclave's success.



(L to R) Mr. Suneel Bhargava, Mr. SS Rana, Dr. Rajeev Agrawal, Mr N.K. Chhibbar

Webinar

BMA organised an insightful webinar on 'Leadership Lessons from Ramayana' on 16th November via Zoom. The guest speaker for the session was Mr. Saurav Sharma, a TEDx speaker, EV evangelist, AI protagonist, and marathoner. Mr. Sharma captivated the audience by illustrating key leadership principles through the characters and stories of the Ramayana, offering practical lessons for personal and professional growth. The event began with a warm welcome address by Mr. Suneel Bhargava, President, BMA. The concluding remarks were delivered by Dr. Shikha Bhargava, Chairperson of the Women Enrichment Committee, BMA. Dr. Nishtha Tyagi, Co-Chairperson of the Women Enrichment Committee, BMA, presented the vote of thanks.



(L to R) Mr. Suneel Bhargava and Mr. Saurav Sharma



Students with their Membership Certificates

Inauguration of BMA's Student Chapter

BMA inaugurated its Student Chapter at the SGI MBA Department, Bhopal, on 20th November. The event was graced by Mr. Suneel Bhargava, President, BMA; Dr. Prashant Jain, Vice Chairman, SGI; Mr. Rajeev Saxena, Chairperson, Student Engagement Activities; and Mr. N.K. Chhibbar, Vice President, BMA. The programme began with a welcome address by Dr. Dharmesh Jain, Director, MBA, SGI, followed by an inspiring address by Dr. Prashant Jain. Mr. Suneel Bhargava shared his valuable insights on leadership and professional growth. Dr. Rishi Sharma, HOD-SIRTE, delivered the vote of thanks, and Membership Certificates were presented to the students. The event was coordinated by Mr. Aamir Khan, Manager, BMA.

Workshop

BMA under the BMA-SIRT Student Chapter, successfully conducted a workshop on 'Interpersonal and Human Resource Skills' on 20th November at the SGI MBA Department, Bhopal. The session was led by Dr. Aditya Gupta, Vice President of Top Rankers and Honorary Secretary of BMA, who served as the resource person. Dr. Gupta shared valuable insights into key HR skills, including effective communication, teamwork, conflict resolution, leadership development, emotional intelligence, and building professional relationships.



Dr Aditya conducting the workshop

BMA conducted a Skill Boost Workshop under BMA SIRT Student Chapter on the topic 'Decision Making and Problem-Solving Skills' dated 21st November. Dr. Nishtha Tyagi, TEDx Speaker and Marketer of 5G, 6G, and AI technologies and Mr. Rajiv Saxena, Retd. Technical Officer, Government of MP were the resource persons. Mr. Rajiv Saxena began the session by explaining decision making process. Dr. Nishtha Tyagi gave a brief introduction about BMA and what are the benefits of being a member of the BMA. The vote of thanks was given by Dr. Rishi Sharma, HOD-MBA, SIRTE, Bhopal and EC Member, BMA.



(L to R) Dr. Amrita Tiwari, Dr. Nishtha Tyagi, Mr. Rajiv Saxena, Mr. Prasann Jain, and Dr. Rishi Sharma



Ms. Etsuko Nakano, President, OISCA International, speaking on the occasion of inauguration function.

of the other eminent speakers included Dr. Debashis Chatterjee, Director, IIMK; Ms. Etsuko Nakano, President, OISCA International; Mr K Jayakumar IAS (Retd) and Mr Yasuaki Nagaishi. Mr Aravindababu M, Secretary General, gave the vote of thanks. Papers presentation; OISCA FURUSATO Village at Vythiri, Wayanad Inauguration and OISCA Indo Japan Business meeting forum was arranged during the three days event. Around 250 delegates participated in the events.

Investors Meet

Calicut Management Association, SNES IMSAR, and Prasad Associates hosted 'Explore Investment Opportunities in Hamriyah Free Zone, UAE' investor meet on 18th November. Hamriyah Free Zone Authority Commercial Director Ali Syed Al Jarwan was the chief guest and Sales Manager Omar Raashid Al Lim and Authority Promotion manager Muhammed Basheer spoke on the occasion. Er. Anandamani presided the function

Calicut Management Association

OISCA Global Summit 2024

OISCA International South India Chapter in association with Calicut Management Association and IIM Kozhikode organised OISCA Global Summit 2024 on 16th to 18th November. The theme of the Summit was 'Natural Environment and Climate Sustainability' (Climate Resilience: Integrating Sustainability and Biodiversity for a Thriving Planet). Hon'ble Mr. Justice Devan Ramacharan, Judge, High Court, Kerala, was the chief guest of the Summit. Mr K. K. Chandran, President, OISCA SIC gave welcome address and Er. Anandamani K Chairman, Organising Committee, delivered introductory address. Some



Hamriyah Free Zone Authority Commercial Director Ali Syed Al Jarwan addressing the participants

Coimbatore Management Association

Monday Musings

CMA hosted a session on 4th November with speaker Prof. Sreeraman Nandhi, who explained the significance of BRICS SUMMIT 2024 as India and China are two important nations in the global south and are at an important stage in modernisation. He explained that the countries are losing their confidence against the dollar in world trade when the dollar is used as a political weapon. He also talked about the SWIFT (Society of worldwide Interbank Financial Telecommunication) payment system for international money transfers. The session ended with a thanks giving to the speaker.



Speaker -Prof. Sreeraman Nandhi



Speaker, Dr. Angammai Monika

CMA hosted a session on 11th November which started with the welcome note. Dr. Angammai Monika explained about goal settings and why it is vital from day one. She explained about leveraging internships and the real world. She also informed that, for early career success, clear goals, networking, soft skills, growth mind-set, resilience, personal branding, continuous learning, and internships are needed. She encouraged the audience to interact with her and the session concluded with a Q/A session.

CMA conducted a session on 18th November with Mr. Erine Louis who spoke on grooming – a reflection of brand. He explained the importance of a team and what happens to our business in our absence. He also differentiated between a leader and a manager, and how often we elevate to the leadership role, by citing the example of Late Mr. Ratan Tata. He also explained about AI and Geo tagging values. He stressed the value of mindfulness by practicing yoga. He wrapped up his session with a social message 'Greener tomorrow – Clean as you Go,' by managing wastes through segregation and recycling.



Speaker, Mr. Erine Louis

On 25th November, Speaker Mr. Ganesh Kumar Jayaraman explained about the importance of reskilling in the 21st century. Students need to upgrade themselves by learning continuously, which has to be carried out on a life-time basis, and learning should never stop at any point. He instructed the audience to keep an open mind and read what is happening in the industry, which will ensure our survival in a competitive environment. He finally advised the audience to take numerous efforts to upgrade their skills in their industry to stay ahead of the competition.



Speaker, Mr. Ganesh Kumar Jayaraman

Knowledge sharing session

CMA invited renowned advertising and marketing professional Mr. Lakshmipathy Bhat on 22nd November to share his insights on Marketing for Industrial Brands in the Digital World. Dr. Nithyanandan Devaraaj, President of CMA, welcomed Mr. Bhat and the audience, setting the context and tone for the session. Mr. RLN Shivakumar, President of the Advertising Club, introduced Mr. Bhat, highlighting how he has been an ardent follower of Mr. Bhat's career in advertising and his thought-provoking writings on marketing and communication over the years. The event concluded with a lively and thought-provoking Q/A session, where Coimbatore's industry stalwarts engaged with Mr. Bhat, seeking his perspectives on marketing communications, particularly for industrial products.



Mr. Lakshmipathy Bhat receiving a memento

Delhi Management Association

National Conference

Delhi Management Association hosted a momentous National Conference on 9th November on Supply Chain Management in collaboration with DTU-DCE Fraternity Forum. The conference was graced by Mr. Suresh Prabhakar Prabhu, Former Union Minister and a globally recognised policymaker, as the Chief Guest. Mr. Sunand Sharma, a prominent leader in management and development sectors, honoured the event as the Guest of Honour. In a heartfelt gesture, DMA recognised and felicitated all speakers, Past Presidents, and office bearers for their enduring contributions and commitment to the association's growth and mission. This acknowledgment underscored DMA's tradition of celebrating excellence and fostering a culture of collaboration.



Dignitaries at the National Conference



Glimpses of Past President and Office Bearers

DMA Foundation Day

DMA celebrated its Foundation Day on 9th November, marking a significant milestone in its history by commemorating its founding principles and values. During the event, the DMA President and Past President addressed the gathering, highlighting the association's accomplishments and sharing its vision for the future. The celebration also recognised the contributions of all office bearers and Past Presidents, who were honoured for their dedication and service. Additionally, the occasion marked the beginning of DMA's 70th year, underscoring its enduring legacy and unwavering commitment to promoting management excellence.

Intra College B – Plan Competition

DMA partnered with RDIAS for intra college entrepreneurship competition on 19th November. Mr. Amit Kumar Arya, Honorary Secretary, DMA and Ms. Shuchi Gupta, Chairperson of Programme Management Committee, DMA were the distinguished judges. Their invaluable insights, expert feedback, and words of encouragement inspired the budding entrepreneurs to think bigger and refine their visionary business plans.

CSR Connect Summit

DMA was proud to associate as a supporting partner for the CSR Connect Summit, held on 23rd November at Radisson Blu Dwarka, New Delhi.



CSR Connect Summit in progress

Faridabad Management Association

Faridabad Management Association, in collaboration with Lucknow Management Association, hosted the Viksit Bharat Summit and Awards 2024 on 9th November under the theme Leadership Excellence in Nation Building and Economic Empowerment. The event began with an inspiring inaugural address by Ms. Charu Smita Malhotra, Sr. Vice President, FMA, followed by a presidential address by Ms. Saloni Kaul. Dr. Raj Nehru, Vice Chancellor of Shri Vishwakarma Skill University, Haryana, chaired the summit. The keynote address was delivered by Mr. Sudhanshu Mani, celebrated as the Father of the Vande Bharat Express. Guest of Honour Ms. Seema Jhingan spoke on Empowering Business through Legal Frameworks, while Mr. Debasish Satpathy of NBCC India Ltd.



(L to R) Dr. Debasish Satpathy, Chief General Manager, NBCC India Ltd.; Mr. Beni Kinha, Founder Nectar Factor; the Chief Guest Dr. Raj Nehru, Vice Chancellor, (SVSU); Award Winner Mr. Kartik Sharma, Past Chairman, AIMA YLC; Mr. Sudhanshu Mani, Father of Vande Bharat; Ms. Saloni Kaul, President, FMA and Ms. Charu Smita Malhotra, Sr. Vice President, FMA

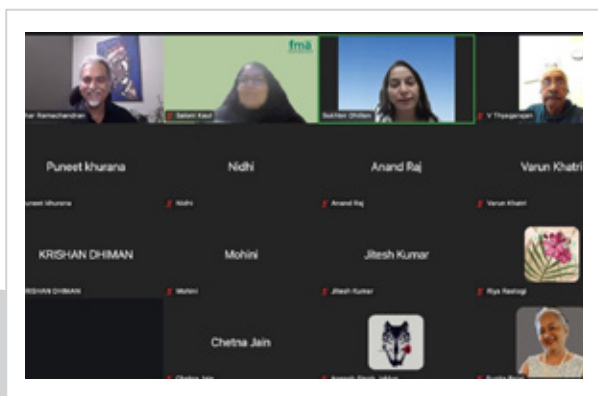


(L to R) Ms. Charu Smita Malhotra; Award Winner Rtn. JP Malhotra, , President, DLF Industries; Sudhanshu Mani, Father of Vande Bharat, Ms. Saloni Kaul, President FMA; Mr. Rajiv Kapoor, Managing Director, Manav Rachna Educational Institution, Faridabad

Subramaniam was acknowledged for National Excellence in Skill Development, and Ms. Savita Dutt was named Community Empowerment Champion. Mr. Rajiv Kapoor was recognised for his contribution to Knowledge and Societal Advancement at Manav Rachna Educational Institutions, and Dr. Jyoti Rana for her leadership in Vocational Training and Skill Empowerment at Sri Vishwakarma Skill University (SVSU). Mr. Debasis Satpathy, CGM-HR of NBCC India Ltd., received an award for Engineering Innovation, while Mr. Rajkumar was honoured for his excellence in National Skill Development and Workforce Empowerment at Amass Skill Ventures Pvt. Ltd. Mr. Jitin Uppal received the Trailblazer Award for Traffic and Road Safety Products on behalf of Pioneer Enterprises, and Ms. Sartaj Lamba was recognised for her advocacy in Health and Wellness. Dr. Parul Khanna of IMT Faridabad was celebrated as a Transformational Leader in Higher Education and Student Success. Ms. Ekta Katta was recognised for Excellence in Holistic Wellness, and Ms. Komal Raina Kaul received the Trailblazer Award in Wellness and Mental Health. The event was attended by nearly 100 professionals from industry and academia, making it a significant platform for recognition and valuable insights.



Distinguished Speakers, FMA Executive Board and Award Winners of Viksit Bharat Summit



Participants attending the talk show

linked Ancient Wisdom to Modern Leadership with lessons from the Mahabharata. Mr. Beni Kinha shared insights on sustainability with his thought-provoking question, do we know where we are going? The awards segment recognised outstanding contributions in various fields. The Excellence Awards recognised several distinguished individuals for their outstanding contributions across various fields. Mr. Kartik Sharma was honoured for Young Visionary Leadership, while Mr. Rajive Chawla received recognition for his outstanding contributions to SME Leadership and as a Growth Catalyst. Mr. J.P. Malhotra was celebrated for his work in SME Development and Skill Development at DLF Industries, Faridabad. L. Venkata

On 16th November, FMA launched a new virtual talk show, a monthly series titled 'In Conversation: 60-Minutes Author Insights'. The session began with a welcome address by FMA President Ms. Saloni Kaul. The conversation was skilfully moderated by the experienced and engaging host, Ms. Sukhbir Dhillon, a professor at DGIM Law College. She posed insightful questions to the distinguished guest speaker, Mr. Sridhar Ramachandran, author of 'End of Samba Dance'. The event concluded with a heartfelt vote of thanks delivered by Mr. V. Thyagarajan, Executive Director of FMA.

Ghaziabad Management Association

Ghaziabad Management Association organised a session on 'Cyber security and Ethical Hacking with AI' on 14th November at Indraprastha Engineering college, Ghaziabad. Mr Kundan Kumar, Technical Advisor & Mr Vishal Jain, Technical Head – Cyber Security from Global Institute of Cyber Security & Ethical Hacking, GICSEH Data Security Pvt. Ltd., Noida was the speakers of the session. The session was highly insightful and informative for the students, and it was attended by 310 students.



Speaker, Mr Vishal Jain of CGSI



Rahul Agrawal (GMA), Principal Mr Vikas Gupta IPEC

Ghaziabad Management Association in association RCCVC, Ghaziabad organised 'Talent Quest 2024' on 8th November at RCCVC, Ghaziabad. The event aimed to enhance personality development skills through participation in various competitions, including debates, sports, and cultural activities.. About 45 students participated.



GMA ED felicitating the winners



GMA ED and Secy giving the award to Winner

GMA, in association with Heartfulness, organised the Green Heartfulness Run at Gymkhana, Indirapuram, Ghaziabad, on 17th November. Over 800 runners participated in various categories, including 1 km, 3 km, 5 km, and 10 km.



The Speaker with other GMA members

GMA conducted a Management Development Programme (MDP) on 'Mastering the Art of Professional Interviews' on 22nd November at Mewar Institute of Management, Ghaziabad. The session was led by Mr. Satish Kumar, an International Facilitator, Consultant, and Trainer. The MDP was organized for final-year PG students to help them understand the knowledge and preparation required for interviews. The session covered key areas such as researching specific fields, industries, organizations, and job descriptions (JD), understanding soft and hard skill requirements, and learning to communicate effectively with interviewers. The workshop was highly engaging and was attended by 220 students.

GMA conducted a session on 'Art of Winning Your Dream Job' on 23rd November at RKGIT, Ghaziabad. The session was specifically designed for final-year PG students aspiring to secure their dream jobs. It covered a wide range of relevant topics, including the evolution of recruitment and how to discover hidden job opportunities, mastering LinkedIn and job portals to attract recruiters, and techniques to beat AI tools like ATS and chatbots in the recruitment process. Additionally, the session provided tips on Assessment Centers, Group Discussions, and the 7 C's of Hiring Success, as well as advice on dressing to impress, perfecting body language, and closing interviews like a professional. The interactive and engaging session was delivered by Mr. Nilanjan Mukherjee, GM HR, Relaxo Group, and saw enthusiastic participation from 110 students representing various colleges.



The speaker being felicitated by ED GMA and Dr Vibhuti Tyagi, Dir RKGIT



Mr SK Verma of GMA giving awards to winners

GMA and RKGIT jointly organised MANTHAN-2024, a Business Quiz Competition, on 27th November. The event witnessed participation from 98 colleges on the final day of the competition. The quiz was conducted in three phases and spanned the entire day. It was adjudged by distinguished faculty members and industry leaders. IMSEC emerged as the winner of this year's competition, while IMS US and Lloyd Business School secured the positions of 1st and 2nd runners-up, respectively. The winners were felicitated with cash prizes, trophies, and certificates to celebrate their achievement.

GMA, in association with CARTE and the 'Beautiful Tomorrow' Trust, organised a 'Cervical Cancer Detection Camp' on 27th November at CARTE, Ghaziabad. Dr. Smita began the session by explaining the importance of early detection of cervical cancer in females. To expand its reach and benefit a larger section of society, GMA plans to organise this camp every month.



Camp at CARTE

GMA conducted a session on 'Cervical Cancer Awareness' at Mewar Institute of Management, Ghaziabad, on 28th November. Dr. Madhu Gupta, a renowned Gynecologist and trustee of Beautiful Tomorrow was the speaker. Dr. Gupta explained that cervical cancer is the only cancer which can be detected, prevented and has its vaccine available. Total 85 participants attended the session.



Participants attending session

GMA organised 'Extempore : A dive in Dark', competition in association with Ajay Kumar Garg institute of Management on 29th November. Mr SK Tiwari, GMA President was chief guest. Mr Satish Kumar and Mr Saurbah Garg were the jury members. Mr Murali from AKGEC, Mr Utkarsh from AKGEC and Ms Gargi Yadav from RCCVGC were the winners of the competition. Trophies were given to the winners and certificates to all participants. Total 52 students of various management colleges participated.



Award winners with Jury /GMA members



Valedictory session

A two-day All India Seminar on 'Green Hydrogen – Generation, Storage, and Safety Aspects' was organised by The Institution of Engineers (India) in association with the Ghaziabad Management Association on 29th–30th November at IPEC, Ghaziabad. The seminar featured 4 technical sessions during which 23 papers were presented. It served as an ideal platform for thought leaders from various institutes and industry experts to convene, discuss, and strategise ways to advance the Green Hydrogen Mission and contribute to the country's progress.

Goa Management Association

LeaderTalks

Goa Management Association organised a LeaderTalk on 'Sustainability in Waste Management' on 21st November, featuring Mr. Krishnan Komandur, CEO of the Adar Poonawalla Clean City Initiative. Mr. Komandur delivered an insightful presentation, addressing sustainability challenges, innovative solutions, and best practices in waste management. He highlighted the importance of reducing, reusing, and recycling, alongside adopting scientific methods and fostering community collaboration to tackle India's waste crisis. The session began with a warm welcome by GMA Chairman, Mr. Deepak A. Bandekar, and concluded with a vote of thanks by Vice Chairman, Mr. Rajesh Mehrotra.



Mr. Krishnan Komandur during his presentation



Ms. Vijeta Yadav along with participants

Indore Management Association

IMA Exclusive Session

Indore Management Association organised an exclusive session on 7th November on the topic 'Role of Communication and Time Management' with Ms. Vijeta Yadav, a Communication Coach and Corporate Trainer.



Mr. Sunil Kalyankar along with the participants

Diksha In-House Training

IMA organised 'Diksha' a training programme on 12th November on the topic 'Conduct and Discipline at Workplace' at Avantika Gas Ltd. The facilitator of the session was Mr. Sunil Kalyankar, a Business Excellence and HR Consultant.

IMA organised a training programme on 16th November on the topic 'Effective Sales Communication Skills' at Umang Engineering Pvt. Ltd., by Mr Abhishek Mishra, a Corporate Trainer, Educator and Life Coach.



Mr Abhishek Mishra receiving a memento

IMA organised a programme on 23rd November on the topic 'Taking Ownership' at Hettich Pvt Ltd. The facilitator of the session was Captain Jaison Thomas, a Transformational Trainer, Certified Confidence Building Coach and Career Coach.



Captain Jaison Thomas along with the participants

IMA organised 'Diksha' a training programme on 30th November on the topic 'Ownership and Accountability' at Eagle Seeds and Biotech Pvt. Ltd with Captain Jaison Thomas, a Transformational Trainer, Certified Confidence Building Coach and Career Coach.



Captain Jaison Thomas addressing

IMA Collaborative Programme

IMA was an organising partner with Hello Hindustan for the Indore Literature Festival 2024 held from 15th to 17th November at Daly College, Indore.

IMA Exclusive Talk

IMA organised a talk on the topic 'India's Most Uncommon Common Man Ratan Tata' which was moderated by CA Navin Khandelwal, President, IMA and the facilitator of the session was Dr Thomas Mathew, an Author, IAS officer (Retd.), Corporate Strategist, Defence Analyst.



Dr Thomas Mathew addressing

MDP

IMA associated with Institute of Chartered Accountants of India (ICAI) Indore Branch and organise a session on the topic 'Double Your Profit' on 21st November with Mr Rahul Jain, a India's Leading Business Coach.



SYMP speakers, AIMA and IMA officials and other dignitaries

IMA collaborated with AIMA and organised SYMP at Indore on 22nd November at Acropolis Institute of Management Studies and Research, Indore. The speakers of the session were Dr. Shikha Nehru Sharma, a Founder of Nutriwel Health India Ltd; Ms. Sundari Nanda, an IPS, Special Secretary, Ministry of Home Affairs, Government of India; and Ambassador Dr Deepak Vohra, a Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau and Ladakh Autonomous Hill Development Councils Kargil and Leh.

IMA Training @Doorstep Programme

IMA organised a programme on 28th November on the topic 'Scale Up Your Skills' at IPCA Laboratories Ltd, Dewas by Ms. Navita Arora, a Corporate Trainer.



Participants at the Leadership Strategies Training

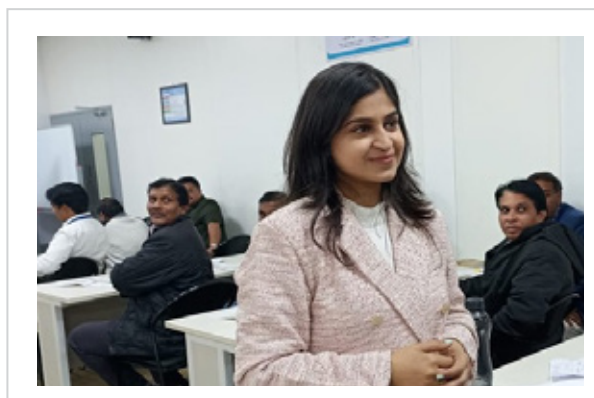
equipping them with the skills to lead with confidence and resilience.



Mr Rahul Jain addressing the session

IMA Associated Programme

IMA collaborated with AIMA and organised SYMP at Indore on 22nd November at Acropolis Institute of Management Studies and Research, Indore. The speakers of the session were Dr. Shikha Nehru Sharma, a Founder of Nutriwel Health India Ltd; Ms. Sundari Nanda, an IPS, Special Secretary, Ministry of Home Affairs, Government of India; and Ambassador Dr Deepak Vohra, a Special Advisor to the Prime Minister, Lesotho, South Sudan and Guinea-Bissau and Ladakh Autonomous Hill Development Councils Kargil and Leh.



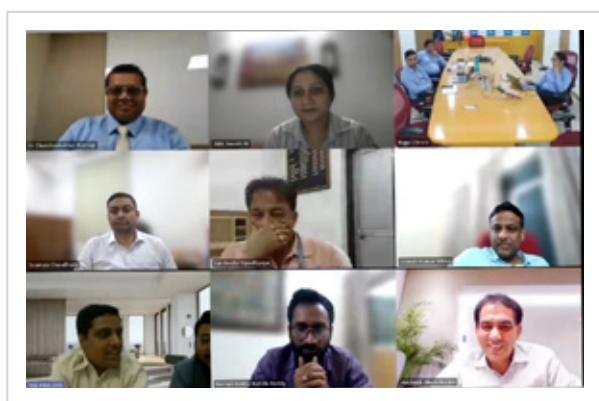
Ms Navita Arora during the session

Jamshedpur Management Association Training

On 14th November, JMA conducted a comprehensive training session on Leadership Strategies (Managing Team, Mastering Time and Emotional Intelligence) for employees of Tata BlueScope. Through a series of activities, roleplays and case studies, participants gained deep insights into effective communication, conflict resolution and stress management,

Meeting

On 16th November, JMA had the privilege of meeting with Mr. Anand Iyengar from Institute of Hotel Management, Aurangabad to discuss potential future collaborations on various courses. The conversation centred around identifying mutually beneficial areas for partnership, including the development of specialised hospitality management programs, joint certifications, and internship opportunities for students. JMA representatives, Mr. Vinay, Head of Operations and Ms. Sweekriti, Centre Head, led the meeting, which set the stage for further discussions and outlined key steps toward building a fruitful collaborative relationship between both institutions.



Participants at the 7th Business Simulation Games

7th Business Simulation Games

On 19th November, JMA in association with AIMA, successfully conducted the 7th Business Simulation Games, providing an excellent platform for participants to explore and apply business concepts in a risk-free environment. The event featured over 18 enthusiastic teams representing various organisations, including SAIL Bokaro, Tata Bluescope, Tata Hitachi, NINL, IOCL, TSUISL and Timken.

Technika Technical Debate Competition

JMA, in collaboration with Arka Jain University, successfully organised an engaging Technical Debate Competition on 20th November, as part of the Technika 4.0 fest, themed 'Mirai: Crafting Tomorrow's Innovations Today.' The competition not only highlighted the participants' understanding of emerging trends but also encouraged collaboration and solution-driven thinking. The jury panel included Mr. Satish Agarwal, Sr. Principal Data Scientist, Affine, and Mr. Sanjay Sinha, Ex-CEO, Tata Autocomp Hendrickson Suspension Pvt. Ltd., who provided valuable insights and guidance.



Jury members with the Winner of Technika Technical Debate



Participants presenting their ideas to the Jury

Technika Tech Startup Pitch Competition

JMA, in association with Arka Jain University, hosted the Tech Startup Pitch on 20th November, as part of Technika 4.0, themed 'Mirai: Crafting Tomorrow's Innovations Today.' The competition encouraged creativity, problem-solving, and market-ready innovations, offering participants an opportunity to refine their concepts and gain invaluable feedback from industry leaders.

Workshop

The session ‘Empowering SMEs: Achieving Manufacturing Excellence’ held on 21st November at the Centre for Excellence, Jamshedpur, was an exclusive gathering of top executives from SMEs in the region. The event, organised by JMA in collaboration with PwC India, focused on strategies to enhance operational efficiency, reduce costs, and drive profitability in the manufacturing sector. Led by Mr. Arun Ray Chaudhuri and Mr. Abhishek Mukherjee from PwC’s Operations and Manufacturing team, the session offered invaluable insights into Lean Six Sigma, business process reengineering, and digital operations



Mr. Arun Ray Chaudhuri addressing the event

Meeting

On 22nd November, JMA had an engaging session with Mr. Anand Dayal, Director of IDTR and Mr. Anjan Kundu, Marketing Head of IDTR, to explore future collaborations for training and events aimed at both industries and students. This meeting, attended by Mr. Vinay, Head of Operations of JMA and Ms. Sweekriti Jadaun, Centre Head of JMA. By combining IDTR’s expertise in industrial training with JMA’s network, the collaboration aims to bridge the gap between industry demands and academic learning.



JMA representatives with IDTR delegate



Participants presenting their ideas at the Competition

Ensemble Valhalla the Next Gen Leader Competition

On 23rd November, JMA partnered with Ensemble Valhalla 2024, XLRI Jamshedpur’s premier B-School festival, as the event sponsor for The Next Gen Leader (TNGL). The event attracted immense participation from top institutions nationwide and featured three challenging rounds, culminating in a live business round judged by JMA’s esteemed jury, Mr. Anurag Mishra, ICF Certified Leadership Coach.

Workshop on Artificial Intelligence

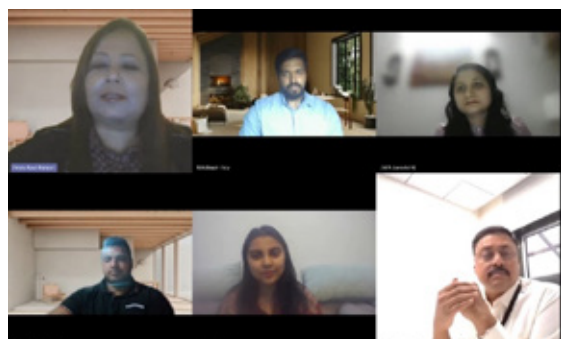
On 24th November, JMA organised an engaging AI workshop for the kids of Tata Power employees as part of the Children's Day celebrations. The workshop aimed to introduce young minds to the fascinating world of artificial intelligence through interactive sessions and fun activities. The speaker led several hands-on exercises, encouraging the children to explore AI concepts in a creative and enjoyable manner.



Speaker addressing the participants

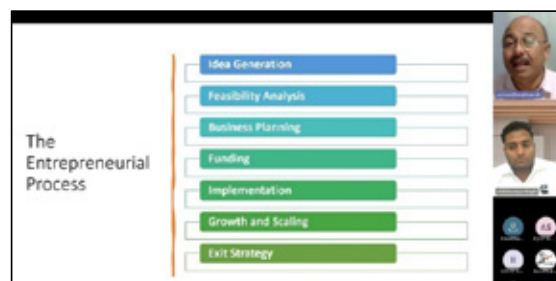
Talk

On 26th November, JMA hosted a thought-provoking session as part of its E.L.S. (Enriching Life Series) Talk series titled Resilience Redefined: Essential tools for Managing Stress and Enhancing Well-Being. The session led by Ms. Priya Ranjan, Founder Sunshine Wellness, was a valuable and insightful experience for all attendees. Ms. Ranjan shared practical tools and techniques focused on boosting mental wellness and building resilience in the face of life's challenges.



Speaker and participants at the event

On 28th November, JMA hosted a session on 'Insights on Building a Successful Start-Up,' in collaboration with InFED, the business incubator of IIM Nagpur. Mr. Annirudha Athawale, Mentor InFED, shared his invaluable expertise on the key aspects of launching and scaling a successful start-up. The session proved to be a great learning opportunity, offering actionable strategies for aspiring entrepreneurs to navigate the complexities of starting and growing a business.



Speaker addressing the attendees

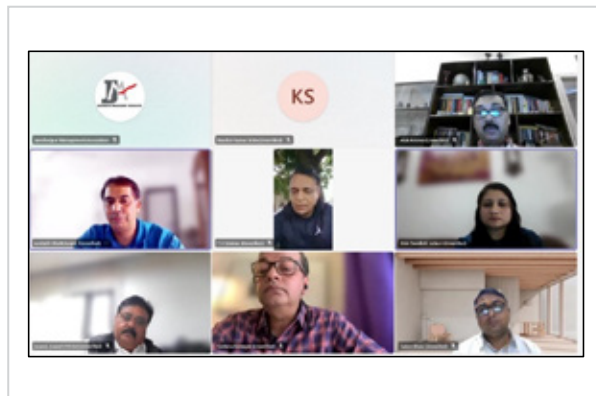


Trainer with the participants

On 29th and 30th November, JMA organised a 2 day EDGE (Connecting Campuses, Enhancing Employability) workshop on 'The Professional Skills Development.' Designed for students gearing up for corporate roles and interviews, the workshop covered essential topics such as Professional Communication, Email Etiquette, Interview Techniques and Professional Behaviour.

AGM of Kharagpur Management Association

On 30th November, JMA as a mentor association, successfully conducted the first Annual General Meeting of Kharagpur Management Association via a virtual platform. Key discussions included the appointment of new board members, the passing of important resolutions, and deliberations on the way forward for KMA.



Board members and distinguished attendees at the AGM of KMA



Board members and distinguished attendees at the JMA AGM

AGM of JMA

On 30th November, JMA held its Annual General Meeting, marking a significant step forward for the organisation. During the meeting, the Hon. Secretary Mr. Amitabh Bhattcharjee presented the progress made during FY24, highlighting key achievements and initiatives. The Hon. President Mr. Chanakya Chaudhary discussed the future actions and reviewed the association's overall progress, outlining the direction for the coming year. The team also celebrated winning two prestigious AIMA awards, marking a significant milestone in the association's journey.

Kerala Management Association

Remembering The Legend Ratan Tata

Kerala Management Association organised a commemorative lecture on 5th November to honour Ratan Tata, a visionary leader who seamlessly integrated industrial growth with a deep compassion for society. Mr. T. K. A. Nair, former Principal Secretary to the Prime Minister, lauded Tata's remarkable contributions to economic development and social welfare, emphasising his role in creating employment opportunities and advancing humanitarian causes. The event was chaired by KMA President Mr. Bibu Punnooran, with a warm welcome address delivered by Vice President Mr. Algiers Khalid and a vote of thanks extended by Joint Secretary Mr. Anil Varma.



Former Principal Secretary to the Prime Minister Mr. T K A Nair delivering a lecture at the KMA's Ratan Tata commemoration while KMA Vice President Mr. Algiers Khalid, Mr. President Bibu Punnooran, and Joint Secretary Mr. Anil Varma looks on

Leadership Insights

In a Leader's Insight Fireside Chat organised by KMA, Dr. V. Venu, former Chief Secretary of Kerala and Chairman of the Kochi Biennale, and Dr. K.N. Raghavan, former Principal Chief Commissioner of the Central Board of Direct Taxes and Customs, as well as an author and cricket umpire, engaged in a discussion on 8th November. The conversation centered on the theme 'From Campus to Retirement: A Life in Public Service.' KMA President Mr. Bibu Punnooran presided over the event, with Mr. Deepak Aswani delivered the welcome address and Joint Secretary Mr. Anil Varma shared the vote of thanks.



Dr. V. Venu and Dr. K.N. Raghavan along with the KMA officials



Mr. Karthik Murali during the interactive session with the KMA Young Minds

KMA Young Minds Meet

KMA conducted KMA Young Minds meet on 13th November at Yacht Club with Chief Guest Mr. Karthik Murali, Founder, Eatkochieat. The meeting was well attended by the young members of KMA. The meeting was presided over by Ms. Arathy Varma.

Inspire Series

Justice should remain at the forefront even as businesses strive for success, emphasised Jaber Abdul Wahab, Group CEO of Bridgeway Group (Middle East, Africa, and India), during the Inspire Series organised by KMA under the Youth at Level Next – Empowering Young Managers programme. He spoke on the topic, 'The Evolution of Family Business: A Journey of Global Expansion.' During the event, KMA's official newsletter was unveiled.



Mr. Jaber Abdul Wahab, Group CEO of Bridgeway Group (Middle East, Africa, and India), addressing the audience while seated nearby are KMA Vice President Mr. Algiers Khalid, Mr. President Bibu Punnooran, and Treasurer Mr. Dileep Narayanan

KMA CEO Conclave

KMA organised a thought-provoking CEO Conclave on 20th November where renowned writer Mr. Anand Neelakandan shared his insights on the path to success. According to Mr. Neelakandan, the key to achieving success lies in embracing the 'Asura Way,' a philosophy rooted in the relentless pursuit of one's goals with determination and clarity. The event was presided over by KMA President Mr. Bibu Punnooran, with KMA Managing Committee member Mr. Ramesh Nair extending a warm welcome and Treasurer Mr. Dileep Narayanan delivering the vote of thanks.



Mr. Anand Neelakandan inaugurating the KMA CEO Conclave in Kochi, accompanying by Mr. Dileep Narayanan, Mr. Bibu Punnooran, and Mr. Ramesh Nair



Mr. Hormis Tharakan addressing at the KMA Leader Insight Lecture, alongside Mr. K Srinivasan, Mr. Bibu Punnooran, and Mr. Tom P. Joseph

Leader insight Series

As part of the KMA Leader Insight Lecture Series, former Kerala Police Chief Mr. Hormis Tharakan delivered an insightful lecture on 22nd November on the theme 'Who Will Police the Police?' The lecture concluded with Mr. Tharakan calling for a police force that not only upholds the law but also maintains a human face. KMA President Mr. Bibu Punnooran chaired the event, while KMA Managing Committee member Mr. K. Srinivasan delivered the welcome address, and Mr. Tom P. Joseph proposed the vote of thanks.

As part of the KMA Leader Insight lecture series, Mr. Prashanth Parameswaran, President of Soulful, Tata Consumer Products, delivered an insightful lecture on 20th November on the theme 'Redefining Culture: Making Ancient Grains Relevant for the Twenty-First Century.' The event was presided over by KMA President Mr. Bibu Punnooran, with Vice President Mr. Algiers Khalid and Joint Secretary Mr. Anil Varma sharing their thoughts.



Mr. Prashanth Parameswaran addressing the KMA Inspire Series, while Mr. Algiers Khalid, Mr. Bibu Punnooran, and Mr. Anil Varma look on

Lucknow Management Association

Orientation Programme

Lucknow Management Association and Goel Institute of Technology and Management recently organised an insightful Orientation Programme for the faculty members of the Management Department on 9th November. The event was aimed at enhancing academic leadership and encouraging collaboration within the institution. As part of the event, Institutional Membership Certificates were presented to Dr. Rishi Asthana, Director, Goel Institute of Technology and Management.



Mr. A.K. Mathur, Ms. Renu Chaudhary presenting the Institutional Membership certificates



Mr. Sudhanshu Mani addressing the session

Viksit Bharat Summit and Awards 2024

LMA in association with AIMA and FMA organised FMAs Viksit Bharat Summit and Awards 2024: Leadership Excellence In Nation-Building and Economic Empowerment on 9th November. The keynote speaker was Mr. Sudhanshu Mani, The Father of Vande Bharat Express and guest speaker was Mr. Debasis Satapathy, Chief General Manager - HR NBCC (India) Ltd. Dr. Raj Nehru Vice Chancellor Shri Vishwakarma Skill University was chief guest of this programme.

Career Counseling Session

LMA, successfully conducted a career counseling session at APS-LBS Marg on 12th November. The session was led by CA Devesh Agarwal, a seasoned expert in career development, who shared various career theories and strategies. The interactive session aimed to equip students with practical tools to identify and pursue their aspirations effectively. The event saw enthusiastic participation, with around 300 students attending the session.



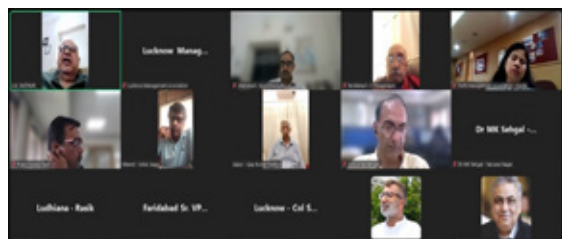
Students of Army Public School in counseling session

Student Assessment

LMA and Gyani Professionals OPC Pvt. Ltd organised a follow-up student assessment to evaluate participants' learning and understanding on 13th November. The assessment aimed to measure the impact of the counseling session while identifying student's strengths, interests, and aptitudes. The assessment also generated valuable data for educators and counselors, enabling them to provide personalised guidance and support for students in their career development journey.



Students of Army Public School at the Counseling session



Mr. A.K. Mathur interacting with Northern Region LMAs

Online Meeting

AIMA and LMA jointly organised an online meeting on the Northern Region - LMA Coordination Meeting on 14th November. Mr. A.K. Mathur, Sr. Vice President LMA coordinated the meeting. LMAs that were part of this group were Allahabad, Bathinda, Chandigarh, Dehradun, Delhi, Faridabad, Ghaziabad, Gurgaon, Hardwar, Lucknow, Ludhiana, Meerut, Noida, Rohilkhand, Yamuna Nagar Jagadhri Management Association.

Panel Discussion

LMA, in collaboration with the AMU Old Boys (Alumni) Association Lucknow, organised a panel discussion on the topic 'Impact of Happiness on Physical and Mental Health' on 14th November. The esteemed panelists included Prof. Madhurima Pradhan, Former Professor of the Psychology Department, Founder Director, and expert at the Happy Thinking Laboratory, University of Lucknow; Dr. Manju Agarwal, Professor of Psychology, Amity University; and Mr. Fakhre Azam, Founder of Innate Pro. The session was moderated by Mr. Alok Ranjan, Former Chief Secretary of Uttar Pradesh and Past President of the LMA.



(L-R) Prof. Madhurima Pradhan, Mr. Alok Ranjan, Dr. Manju Agarwal and Mr. Fakhre Azam

Training Programme

LMA in collaboration with G.C.R.G. Group of Institution, Lucknow organised a faculty training programme on the 'One Trillion US Dollar UP Economy Vision' on 16th November at G.C.R.G. Institute by Prof. Mohd. Ossama Incubation Manager BNCET, Lucknow. Both faculty and students of G.C.R.G. Institutes participated in attending training programmes.



(L) Prof. Mohd. Ossama receiving a memento



(L-R) Mr. Willibroad George, Mr. A.K. Mathur and Dr. Amrita Vohra

Interactive Session

In collaboration with GEMS Education, LMA organised an insightful session on 'Digital Detoxing in Society' on 16th November. The discussion featured two esteemed speakers from GEMS Education Dr. Amrita Vohra, COO and Director Academics, a renowned educationist, highlighted the psychological impact of excessive screen time and shared strategies to incorporate digital detox practices into daily life. Mr. Willibroad George, a tech enthusiast and wellness expert, discussed the role of mindfulness and self-discipline in managing digital habits.

Conference

LMA, in collaboration with the Micro Finance Association of Uttar Pradesh (UPMA), hosted a conference on 'Reimagine Resilience: Building Adaptive and Sustainable Microfinance Models for the Future' on 18th November. The event was graced by Mr. Asim Arun, Hon'ble State Minister, Government of Uttar Pradesh, along with Mr. A.K. Mathur, Senior Vice President of LMA, and Mr. Pravin Dwivedi, Vice President of LMA. The conference was attended by LMA members, delegates from various industries, professionals, and research scholars.



Mr. Asim Arun addressing the session

Samman Ceremony

LMA in collaboration with Guide Social Welfare Institute organised the Golden Age Yugpurush Samman Investiture Ceremony on 19th November to honour the highly distinguished men who have made invaluable contributions to the reconstruction of the society. The Chief Guest of the function was Dr. G.K. Goswami, Additional Director General (ADG) of Police, State of Uttar Pradesh, and Founding Director, Uttar Pradesh State Institute of Forensic Sciences (Lucknow).



(L-R) Dr. Indu Subhash, Capt. Mr. P.K. Bajaj, Dr. G.K. Goswami, Mr. A.K. Mathur and Mr. Upmanyu Subhash



Mr. Pravin Kumar Dwivedi with speakers at the session

IFLC

The 7th International Financial Literacy Conclave on Financial Literacy and Inclusion towards a Developed Nation by 2047 was held on 23rd November at Indira Gandhi Pratishthan, Lucknow. The event was organised by the Awoke India Foundation, with the LMA serving as a knowledge partner. The Chief Guest of the conclave was Mr. Brajesh Pathak, Deputy Chief Minister of Uttar Pradesh. Eminent speakers included Mr. Pankaj Chaudhary, Hon'ble Union Minister of State for Finance, Government of India, Mr. Dinesh Pratap Singh, Hon'ble Minister of Horticulture, Agriculture Exports, Marketing and Foreign Trade, Government of Uttar Pradesh, and other senior dignitaries. The conclave focused on advancing financial literacy and inclusion as essential steps toward creating a financially empowered and developed nation by 2047.

Health Talk

LMA and Inner Wheel Club of Lucknow Baradari, organised a Health talk on 'Asthma, Air Pollution, and Sleep Apnea: A Vicious Cycle' by Dr. Shubham Agarwal, Consultant in Pulmonary and Sleep Medicine at Apollo Medics Super Speciality Hospital, Lucknow on 26th November.



(L-R) Mr. Rahul Dutt, Col. (Dr.) Sameer Misra and Dr. Shubham Agarwal

Investor Awareness Programme

LMA in collaboration with AWOKE India Foundation, School of Management Sciences (SMS), National Stock Exchange, Lucknow and SEBI organised Regional Investor Awareness Programme on 'Securities Market: The Road Ahead' on 28 November. The key speaker of the programme was Mr. Ashwini Bhatia, Whole Time Member SEBI, Mumbai and Ex. M.D. SEBI.



Mr. A.K. Mathur and Mr. Pravin Dwivedi at the programme



Mr. Trilok Nath Anand, Director Sanspareils Greenlands unveiling the bust of Mr. Sultan Singh Jain

Meerut Management Association

Unveiling the Bust of Shri Sultan Singh Jain

Meerut Management Association unveiled the bust of its founder, Mr. Sultan Singh Jain, at Management House, Pallavpuram on 3rd November. The ceremony presided over by MMA President Mr. Ankur Jaggi; Chief Guest Mr. Trilok Nath Anand unveiled the bust. A panel discussion on MMA's contribution and its present relevance included Dr. Poonam Devdutt, Mr. Abhay Gupta, Mr. Yogesh Garg, Mr. Vibhore Agarwal, and Mr. Gaurav Jain.

Time Management

On 21st November, a delegation from the Student Chapter of MMA visited Dewan V.S. Institute of Management. Col. Naresh Kumar- Director Dewan VS Group of Institutions, Dr. Vinky Sharma Director Dept. of MBA, welcomed them. Maj Gen Pankaj Kaushik (Retd.) presented an engaging talk on 'Time Management' to 100 attendees, encouraging lively interaction.



Maj Gen Pankaj Kaushik (Retd.) addressing students and faculty members

Mentorship Session

MMA Student Chapter organised a mentorship session titled 'Ice Breaker' on 30th November, under the leadership of Mr. Gaurav Jain, Chairman of the Student Chapter. During the session, a 14-week curriculum was introduced and shared with the participants. The event featured engaging team-building and self-analysis activities, facilitated by faculty members and MMA representatives. These activities promoted collaboration and enhanced self-awareness among the participants.



Participants of MMA Student Chapter at the MMA Auditorium

Noida Management Association

1st Women Development Conference

NMA hosted a conference on 14th November, centered on the theme of gender diversity in corporate India. The event drew inspiration from the Manusmriti verse, 'Yatra nari pujanya ramante tatra devtah'—which translates to, 'Where women are honored, divinity blossoms there.' This profound message set the tone for discussions on promoting inclusivity and equality in the workplace. The conference witnessed active participation from around 90 delegates, speakers, and guests.



Lighting of the lamp by President Dr. Yogendra Singh; Conference Chair, Ms. Veena Swarup, Former Director HR, EIL and distinguished Guests and Speakers

Panchkula Management Association

Golf Tournament

PMA organised a lively Golf Tournament on 17th November at the Panchkula Golf Club, offering participants a unique blend of sporting excitement and management skill development. The event saw enthusiastic participation from over 50 golfers representing diverse age groups and professions, including students, educators, army officers, civil servants, engineers, doctors, and business leaders. Winners across various categories were recognised and awarded prizes. PMA President, Mr. I.P.S. Anand, delivered an engaging lecture, emphasising



Golf Tournament 2024 at PMA

how golf cultivates essential management traits such as time management, leadership, patience, and mindfulness. The tournament beautifully combined the spirit of sport with opportunities for professional growth, making it a memorable and enriching experience for all attendees.

Quilon Management Association

Quilon Management Association held its monthly meeting on 4th November, featuring Mr. T. Nandakumar, IAS (Retd.), Former Chairman of the National Dairy Development Board, as the chief guest. The meeting was chaired by QMA President Mr. N. Jayachandran.

The event commenced with a silent prayer, followed by a warm welcome from QMA Secretary General Mr. P. N. Appukuttan. Dr. A.S. Shaji introduced the distinguished chief guest to the audience. Mr. T. Nandakumar delivered an insightful talk on the topic 'Ease of Doing Business in Kerala,' which sparked an engaging discussion among QMA members. The meeting concluded with a vote of thanks delivered by QMA Secretary of Public Relations, Mr. R. S. Chippy.



Mr. T Nandakumar, IAS (Rtd) former chairman National Dairy Development Board addressing on 'Ease of doing business in Kerala'.

Rajkot Management Association

Atmiya University's National Convention

Mr. Jayen Kotecha, President of the Rajkot Management Association (RMA), participated as a panelist in the 26th National Convention at Atmiya University, Rajkot, on 8th November. As part of a mixed panel comprising experts from Legal, Governance, NGOs, and Associations, Mr. Kotecha contributed to a round-table discussion on 'Shaping the Future of Education in Context to Value Education.' Drawing on his leadership experience, he emphasised the importance of integrating value-based education into governance and community systems. RMA member and Dean of Atmiya University, Mr. Vishal Khasgiwala, presented a memento to Mr. Kotecha in recognition of his insightful contribution. Dr. Darshana Vithalani, RMA member and faculty at Atmiya University, moderated the discussion, facilitating an engaging and thoughtful exchange of ideas.

Food Processing Conference

On 28th November, RMA collaborated with the ASSOCHAM Gujarat Council to host the 2nd Edition of the Conference on 'Strengthening Food Processing in the Saurashtra Region of Gujarat.' The conference delved into critical aspects of the food processing industry, such as Value Addition, Export Opportunities, Infrastructure, Finance, and Government Schemes from the Ministry of Food Processing Industries (MoFPI) and the State Government. The event garnered



President Mr. Jayen Kotecha with the dignitaries at the National Convention



The Chief Guest, Mr. V. P. Vaishnav along with other panelists on the dais

an enthusiastic response, with over 125 participants from various sectors, reflecting strong regional interest in advancing the food processing industry. As a key supporting organisation, RMA's Hon. Secretary presented a memento to the Chief Guest, Mr. V. P. Vaishnav, President of the Rajkot Chamber of Commerce and Industry, in recognition of his invaluable contributions.

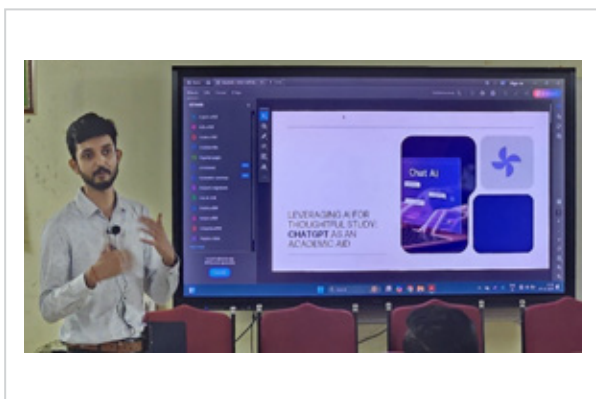
Thrissur Management Association

Kerala Piravi Day Programme

Thrissur Management Association organised a Kerala Piravi Day programme on 1st November, on the theme 'Kerala Yesterday, Today and Tomorrow: 68 Years of Social Life' which was attended by 150 participants. The event featured Chief Guest Dr. S. K. Vasanthan, a noted Malayalam history researcher and writer, alongside eminent guest speakers including Mr. M. P. Surendran, Senior Journalist and Author; CA Anantharaman T. S., Past President of TMA; and Ms. Anu Pappachan, History Researcher, among others.



The chief guest along with others at the Kerala Piravi Day Programme



Mr. Kuhal Singh (COO, TMA) addressing

Management Development Session

TMA hosted a Management Development Session at the College of Cooperation Banking and Management, KAU Agri MBA, with 150 participants on 2nd November. The session, themed AI, featured an insightful talk by Kuhal Singh, COO of TMA, on the topic 'Leveraging AI for Thoughtful Study: ChatGPT as an Academic Aid.'

TMA conducted a session on 7th November at Nirmala College of Management, Chalakudy, Thrissur, with 100 participants in attendance. The session, themed Social, featured Dr. E. G. Ranjith Kumar, Hon. Treasurer of TMA and Director of the College of Cooperation Banking and Management, as the guest speaker.



Dr E G Ranjith Kumar, Hon Treasurer TMA AND Director, College of Cooperation Banking and Management addressing



CA T R Anantharaman, President, TMA interacting with students

TMA organised a session on 26th November at the Government Engineering College, Thrissur, with 150 participants in attendance. The session, led by Chief Guest Kushal Singh, COO of TMA, focused on the topic Personal Branding.



Dr Merine Paul, Medical Director, Trinity Eye Hospital, Thrissur

Workshop

TMA conducted a Student Placement Training Half-Day workshop on 12th November attended by 30 participants. The session was led by Er. Rajeevan C. G., who shared practical insights and strategies to enhance students' employability skills and prepare them for successful placements. The workshop fostered an engaging learning environment, empowering participants with valuable tools to excel in their professional journeys.

TMA conducted a session on 15th November at Kerala Varma College, Thrissur. The session, graced by Chief Guest CA T. R. Anantharaman, focused on the topic 'Adapting to Change: Strategies for Sustainable Growth in Commerce.' It provided insightful strategies for navigating the evolving landscape of commerce, emphasising adaptability and sustainability as critical drivers of growth.



MDP session by Kushal Singh (COO, TMA)

3rd Internal Speaker Series

The 3rd Internal Speaker Series, organised by TMA, took place on 7th November at the TMA Management House, drawing an audience of 100. Dr. Merine Paul, Medical Director of Trinity Eye Hospital, Thrissur, delivered an engaging session on Investing in Your Health.



Er Rajeevan C G (TMA MC Member) interacting



TMA MC meeting in progress

TMA Managing Committee Meeting

The Managing Committee Meeting of TMA was held on 12th November, with 35 members in attendance. The meeting provided a platform for discussing key initiatives, reviewing ongoing projects, and planning future activities, reflecting the collective commitment to driving the association's vision and objectives forward.

TMA Vision 2047

On 13th November, TMA participated in the Kerala Urban Development Stakeholders meeting held at the Thrissur Corporation, with 50 participants in attendance. Organised jointly by Thrissur Corporation, KILA, and other government departments, this event was part of the TMA Vision 2047 initiative. Hon. Secretary CA Ajith Kaimal represented TMA in the session, which brought together key stakeholders to discuss and collaborate on urban development strategies for Kerala's future growth.



Thrissur Corporation Mayor Mr M K Varghese addressing at the Kerala Urban Development Stakeholders meeting



TMA Meet in conversation with Mr P K Jaleel, MD Best Group

TMA Meet with CEO

The second meet with CEO programme was held on 13th November, where Mr. P. K. Jaleel, Founder and CEO of Best Group, engaged with TMA MC Members. He shared his inspiring journey, offering a unique and enriching experience for all attendees.

Industrial Visit

On 20th November, TMA Young Leaders of Thrissur organised an industrial visit to the steel de-coiling unit of Kavalakkat Agencies. The visit provided 25 members with an insightful experience, offering a closer look at the operations and processes involved in steel de-coiling.



YLT members at steel de-coiling unit of Kavalakkat Agencies



Inaugural address by Mr. Arjun Pandian, IAS, District Collector of Thrissur



Keynote address by Mr. Kartik Sharma, Past Chairman, AIMA YLC

TMA ESG Convergence Summit

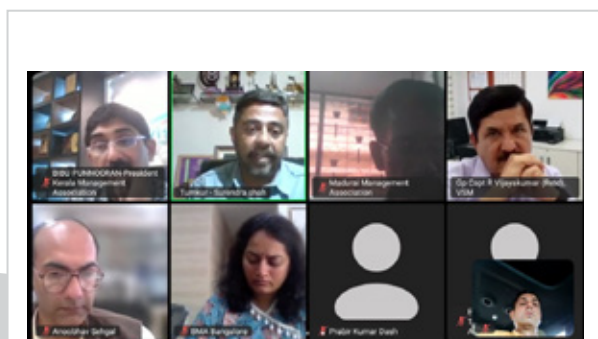
TMA hosted the ESG Convergence Summit on 21st November, attracting 290 participants. The event, themed 'From Compliance to Competitive Advantage: ESG for a Sustainable Future', was inaugurated by Chief Guest Mr. Arjun Pandian IAS, District Collector of Thrissur. Esteemed speakers, including Mr. Pradyumna Sahu (Partner, ESG – BFSI, PwC), Mr. Kartik Sharma (Past Chairman, AIMA YLC), Mr. Vignesh Chandrasekar (CFO, Synthite Industries Pvt. Ltd.), and Mr. Santhosh Varshney (GM, Kochi Refinery, BPCL), shared valuable insights. The summit explored how ESG principles can drive sustainable practices while transforming compliance into a strategic advantage.

Presentation of TMA ESG Awards

TMA presented the TMA Aquastar Green Entrepreneur Award to Mr. Zakaria Joy, Founder and CEO of Northamps ENV Solution, and the TMA Aquastar ESG Excellence Award to CGH Earth Group during the TMA ESG Convergence Summit held on 21st November at the Hyatt Regency, Thrissur. These awards recognize exceptional contributions to adopting and championing ESG practices, highlighting innovative approaches and sustained efforts toward environmental stewardship, social responsibility, and governance excellence.



TMA Aquastar Green Entrepreneur Award winner Mr. Zakaria Joy, Founder and CEO of Northamps ENV Solution



TMA President, CA T. R. Anantharaman, representing TMA at the meeting

Southern Region - LMA Coordination Meeting

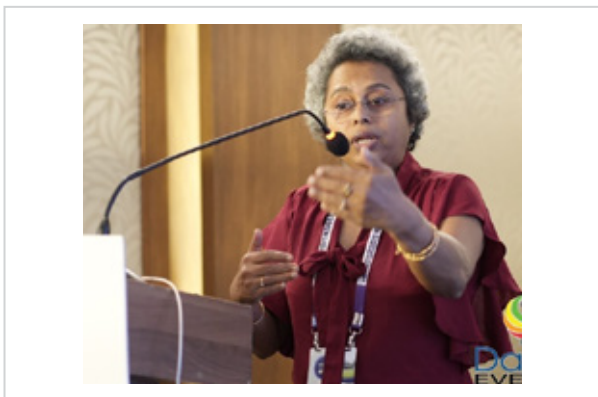
TMA participated in the Southern Region - LMA Coordination Meeting held online on 28th November, with 25 participants attending. TMA President, CA T. R. Anantharaman, represented TMA at the meeting, where key regional collaborative initiatives among various LMAs were discussed.

Meeting

TMA representatives met with Mr. Ajith Kumar K.K., the newly appointed Managing Director of Dhanlaxmi Bank, to discuss TMA's vision and mission. During the meeting, the MD expressed his full support for TMA's initiatives.



TMA representatives with Mr. Ajith Kumar K.K Managing Director of Dhanlaxmi Bank



TMA MC member Dr. Merine Paul addressing the 51st Annual Conference of the Kerala

TMA MC member Dr. Merine Paul delivered an insightful keynote address on the topic Communication is the Key at the 51st Annual Conference of the Kerala Society of Ophthalmic Surgeons (KSO). The session witnessed enthusiastic participation, with 200 delegates attending.

Trivandrum Management Association

Lecture Programme

On 2nd November, Trivandrum Management Association organised an evening lecture on Corporate Governance and Business Turnaround. The session was led by Mr. K. R. Sajikumar, Judicial Member of the National Company Law Tribunal (NCLT), who emphasised the importance of robust governance and strategic legal interventions in reviving distressed companies. The discussion also highlighted NCLT's crucial role in corporate restructuring, safeguarding stakeholder interests, and promoting sustainable business practices. TMA members and participants in attendance gained valuable insights into the role of ESG-aligned governance frameworks in supporting Kerala's transition to a knowledge-driven, responsible economy.



Mr. K. R. Sajikumar delivering his lecture, with (L to R) Mr. Unnikrishnan Gopinath, Secretary, TMA, and Mr. Sreekanth P. Krishnan, Chairman, Evening Lecture Programme

Coffee with the Corporate leader

On 14th November, TMA hosted the Coffee with Corporate Leader Programme at St. Xavier's Catholic College of Engineering, Nagercoil. The event connected MBA students with corporate leaders, providing insights into industry practices and leadership. Mr. S. Ganesh Kumar, Managing Director of Ayoki Fabricon Pvt. Ltd., shared his entrepreneurial journey, highlighting the global success of his company. He encouraged students to focus on job creation rather than job seeking and emphasised the value of practical learning.



Mr. S. Ganesh Kumar addressing the students, alongside CS Jayashree CO, Chairperson, TMA Student Chapters



(L_R)- Dr. Anilkumar N addressing the participants alongside Mr. C.V. Sundara Rajan, and Dr. Mathew Dan.

Fireside Chat

On 30th November, TMA hosted a Fireside Chat on Climate Change and the Challenges of Biodiversity. This event, part of TMA's initiatives to promote Environmental, Social, and Governance (ESG) goals, brought together esteemed experts: Dr. Anilkumar N., Chairman of the Kerala Biodiversity Board; Dr. Mathew Dan, Former Principal Scientist at the Jawaharlal Nehru Tropical Botanic Garden and Research Institute; and Mr. C.V. Sundara Rajan, an environmental and social impact assessment professional, who moderated the discussion. The panel highlighted the pressing need to address climate change's effects on biodiversity, focusing on rising temperatures, species extinction, and ecosystem degradation.

Vaikom Management Association

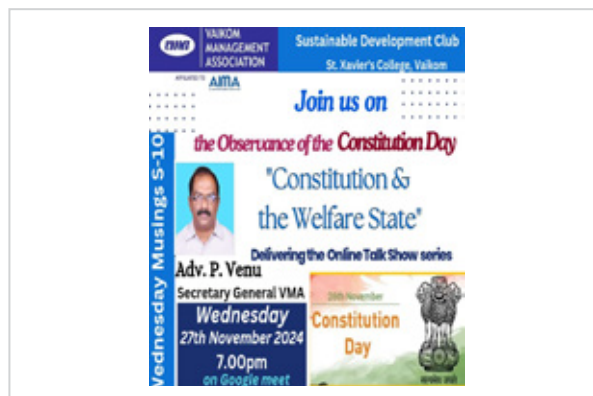
On 3rd November, VMA proudly honoured Mr. Tharun Moorthy, the talented writer-director behind the critically acclaimed film 'Saudi Vellakka.' This National Award-winning film has brought significant recognition to the young filmmaker from Vaikom. During the event, Tharun Moorthy shared insights into his remarkable journey, beginning as a Kathakali artist and aspiring film star. 'Saudi Vellakka,' his subsequent film, showcases his ability to tackle complex social issues through the lens of ordinary lives. The film's success at the 70th National Film Awards has firmly established him as a promising voice in Indian cinema. His father, Mr. Madhu Moorthy, contributed to the discussion by highlighting the necessity of balancing artistic pursuits with practical considerations.



Mr. Tharun Moorthy addressing the audience after receiving the award.

Wednesday Musing

On 27th November, Adv. P. Venu, Secretary General of VMA, delivered a thought-provoking lecture titled 'Constitution and the Welfare State,' commemorating the 75th anniversary of India's Constitution. The talk explored the evolution of the Indian state, transitioning from an ancient entity focused on basic protection to a modern welfare state committed to social and economic justice. He underscored the challenges India faces in realising its potential as a welfare state, including issues of governance, corruption, maladministration, and deficits in judicial efficiency.



Adv. P. Venu, Secretary General of VMA addressing a session on 'Constitution and the Welfare State'

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
Young Managers Simulation		Online	17- 31 January 2025
13th Innovation Practitioners Case Study Contest and Summit		Online	28th January 2025
AI & Big Data Retreat	Umakant Soni Program Director & Chairman, AI foundry and Co-Founder, ARTPARK	Goa	30 January - 1 February 2025
Fourth AIMA - Dr K S Basu Annual Memorial Lecture		Online	07 February 2025
Global Procurement Summit		New Delhi	10 -11 February 2025
Shaping Young Minds Programme		Bathinda	13 February 2025
AIMA's 69th Foundation Day & 15th Managing India Awards		New Delhi	21 February 2025
HR Power Workshop		Kolkata	28 February - 1 March 2025
Regional Management Conclave		Ahmedabad	07 March 2025
10th National Leadership Conclave		New Delhi	15 April 2025

To view full calendar please visit www.aima.in

For any feedback, suggestions or advertising queries please write to - aimanews@aima.in

The logo for Aima (All India Management Association) features the word "Aima" in a bold, white, sans-serif font. The letters are closely spaced, with the 'i' having a dot. The background is a solid red color with some faint, abstract white geometric shapes in the top right corner.

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