

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

12th SENIOR LEADERSHIP RETREAT

IMAGINATIVE LEADERSHIP
THRIVING IN UNCERTAINTY



18th - 20th DECEMBER 2023
TAJ FORT AGUADA RESORT & SPA
GOA

SPEAKERS

Retreat Chairman



R A Mashelkar
Chairman, New Energy Council of
Reliance Industries and Former
Director General, Council Of Scientific
& Industrial Research (CSIR)



Suneeta Reddy
Senior Vice President, AIMA
and Managing Director,
Apollo Hospitals Group



Sunil Kant Munjal
Chairman
Hero Enterprise



Shrinivas Dempo
Immediate Past, AIMA and
Chairman, Dempo Group
of Companies



Geeta Chandran (Padmashri)
Renowned Indian Bharatanatyam
Dancer and Vocalist
Founder President, Natya Vriksha
and Artistic Director, Natya Vriksha
Dance Collective



Rajendra Srivastava
Former Dean, Indian School of Business
and Executive Director - ISB Institute of
Business Innovation, CBM, EFPM



Vinita Bali
Independent Director on
Global Boards and
Former Managing Director,
Britannia Industries



Cynthia Larive
Chancellor
UC Santa Cruz



Sanjeev Sharma
CEO & Managing Director
ABB India Ltd



Vikram Chandra
Founder
Editorji Technologies



Viren Rasquinha
Director and CEO
Olympic Gold Quest



Colby Sharma
LL.B.
Bestselling Author and
Resilience Expert



RETREAT BACKGROUND

Business leaders continue to be under pressure because of new crises emerging one after another. The big rebound after postcovid reopening has been impeded by geopolitical events and an inflation shock. The disruptive and transformative impact of technological change continues to grow. However, the disruption and turbulence have created an opportunity for the business leaders to fundamentally reinvent their purpose, strategies, organizations, and processes to become fit for the new business environment. It is a moment for senior leaders to step up and reset their enterprises for future growth and resilience.

WHO SHOULD ATTEND

AIMA's Senior Leadership Retreat is an interactive onsite learning program designed to enhance leadership skills and your contribution to the next level. Senior leaders from organisations across industries, verticals and functions are eligible to join the retreat.

METHODOLOGY

The Retreat would be conducted in an experience sharing mode and the learning experience will be very intensive and interactive, encouraging high level of active participation by the delegates. Pedagogy will include sharing of ideas, case studies and group discussions.

KEY TAKEAWAYS

The retreat will focus on having a healthy debate on the traits and competencies required to equip senior leaders for the challenges that face them in the future, enabling them to enhance the leadership skills and help them grow their businesses. The program is designed to identify some of the emerging issues faced by senior leadership in the current volatile scenario and to provide insights into innovative approaches and strategies that deliver real value.

PARTICIPATION FEE

- **Rs 1,25,000.00** Per Participant which includes the course fee, study material, cost of accommodation at Taj Fort Aguada Resort & Spa, Goa from 18 December – 20 December 2023 (02nights) breakfast, lunches, dinners as per itinerary.
- **Early Bird Discount:** INR 10,000 discount on registration received till **31st October 2023**.
- **Group Discount** of Rs 5,000 per participant applicable for 3 or more participants registering from the same organization

AIMA GST. No.: 07AAATA1644A1ZH
AIMA PAN No.: AAATA 1644 A
Cheque / Demand Draft in favour of
"All India Management Association"
payable at New Delhi

- Pre-registration & pre-payment is **MUST** for participation.
- The Registration fee includes Delegate Kit, F&B and Reading Material
- Delegate fee is non-refundable
- Changes in nominations are acceptable.

FOR MORE DETAILS PLEASE CONTACT

Mr Mansoor Hassan

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E: mhassan@aima.in

All India Management Association (AIMA)
Management House, 14, Institutional
Area, Lodhi Road

New Delhi – 110003

Ph. No. : 011- 2460 5100/4312 8100/2460
8524/2460 8511



12th Senior Leadership Retreat
Imaginative Leadership: Thriving in Uncertainty
18 – 20 December 2023, Taj Fort Aguada, Goa

REGISTRATION FORM

The following officials would attend the 12th Senior Leadership Retreat, Goa from our organization:

S NO	NAME	DESIGNATION	EMAIL ID	Mobile No
1				
2				
3				
4				
5				

Participation Fee

- **Rs 1,25,000.00** Per Participant which includes the course fee, study material, cost of accommodation at Taj Fort Aguada, Goa from 18 December – 20 December 2023 (02nights) breakfast, lunches, dinners as per itinerary.
- **Early Bird Discount:** INR 10,000 discount on registration received till **31st October 2023**.
- **Group Discount** of Rs 5,000 per participant applicable for 3 or more participants registering from the same organization
- **GST of 18%** will be charged on the participation fees.

Service Tax Regn. No. of AIMA : AAATA 1644 AST001

PAN no. of AIMA : AAATA 1644 A

Please indicate your payment method

Cheque ☐

DD ☐

Bank Transfer ☐

➤ *In case of Bank Transfer, please send us proof of payment.*

Bank Transfer Details:

Bank Name : ICICI Bank, 20, Bisham Pitamah Marg, Pragati Vihar, New Delhi –110003, India

A/c No. : 000701220419

Account Name : All India Management Association

Branch Name : NBCC Place New Delhi Branch

IFSC Code: ICIC0000548

MICR No: 110229069

Cheque / Demand Draft in favour of “**All India Management Association**” payable at New Delhi

For more details, please contact

Mansoor Hassan

Assistant Director – Centre for Management Development

All India Management Association (AIMA)

Management House, 14, Institutional Area, Lodhi Road, New Delhi – 110003, India

Mobile: +91 – 9540060166, Email: mhassan@aima.in

TERMS AND CONDITIONS

Registrations are subject to the following terms and conditions:

1. Registrations are confirmed upon receipt of payment only.
2. VAT will be charged where applicable.
3. Bank or any other Charges will be extra on remittances.
4. The programme is correct at the time of going to print. All India Management Association (AIMA) reserves the right to postpone events or amend the programme if necessary.
5. This order form constitutes a non-refundable binding contract and firm commitment to AIMA.
6. Hotel Booking is made at Taj Fort Aguada, Goa from 18 December from 1400 hrs till 1200 hrs on 20 December 2023.
7. Delegates arriving earlier or staying after the programme will have to bear additional room charges.
8. The registration fee includes the course fee, study material, cost of accommodation at Taj Fort Aguada, Goa from 18 December to 20 December (02 nights), breakfast, lunches, dinners as per itinerary.
9. The registration fee does not include Airfare, Airport Taxes, Airport Transfers, Personal Expenses such as Telephone Calls, laundry, Soft/hard drinks, use of mini bar, Additional / extended stay, etc.

CANCELLATION POLICY

- Cancellations of Participation received before one month of the program will attract cancellation charges of 50 % of the delegate fee.
- Cancellations are not accepted and delegate fee are non-refundable for cancellations received within one month from the date of the programme, however substitutions are permitted.
- Substitutions (if any) must be received in writing no later than 07 days before the start of the programme.

Nominating Authority

I confirm to have read and agree to the Cancellation Policy and the Terms and Conditions as detailed above:

Name: _____ **Designation:** _____

Organisation: _____

GST No: _____

Address: _____

Email: _____ **Mobile:** _____

Signature: _____

Date: _____

(Company Seal)



12th Senior Leadership Retreat
Imaginative Leadership: Thriving in Uncertainty
18 – 20 December 2023, Taj Fort Aguada, Goa
Retreat Agenda

About the Retreat Theme

It has been a decade of crises and there is no end in sight for uncertainty. The ongoing wars and the splintering of the global economy are eroding the viability and reliability of supply chains, financial system, technology integration, and market access. Climate change and the ESG policies are aggravating these uncertainties. Simultaneously, new technologies are altering economies' structures and business models. However, paralysis by analysis has to be avoided and leaders need to embrace chaos and take advantage of uncertainty to make bold moves. Leaders must find ways to speed up their alignment with change and improve their ability to shape the next trend. They need to find ways to mobilize their organizations for the coming challenges and to spot new opportunities in the shifting business landscape. It is a time when leadership is in great demand and this uncertainty will separate the imposters from the true leaders.

Day 1 – Monday, 18 December 2023

1610 – 1625 hrs	Registration with Welcome Tea/Coffee
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1625 – 1630 hrs	Welcome Address & Introductions
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Speaker	Rekha Sethi Director General All India Management Association
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Session 1	Fire Side Chat - Reshaping universities to shape the next-gen leaders
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1630 – 1730 hrs	<i>Universities are cradles of new leadership and the successful universities continuously reinvent themselves to retain their influence on culture, politics, governance, and economy. In this era, the ideals, values, conditions and technologies are changing faster than ever before and universities need to change again to shape the next transformation and provide a nourishing environment for the next-generation leaders. Instead of just providing degrees that cater to recruitment requirements of the bureaucracy and the business, universities need to play a more active role in social, political, economic and technological change. They need to graduate from delivering narrow expertise to producing leaders by also exposing students to the big picture of the world. In addition, universities have to find ways to facilitate diverse leadership by becoming more inclusive and affordable.</i>
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Moderator	Sunil Kant Munjal Retreat Chairman & Chairman, Hero Enterprise
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In Conversation with	Cynthia Larive Chancellor UC Santa Cruz
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Interaction with Audience

Session 2 1730 – 1830 hrs	Audacious Leadership: Turning Challenges to Opportunities <i>The frequency and the intensity of crises have grown and there has been an acceleration of technological and policy churn, which have threatened to disable or distort leadership initiative. Courage is the key in this environment and leaders need to energize their organizations with audacious goals and actions. Hesitation is the cause of most poor outcomes. Audacious leadership can turn fear into cheer by translating challenges into opportunities and transmitting optimism and enthusiasm. Leaders need to find ways to balance the immediate financial health of the organization with ambitious bets for growth. They need to tap their inner hero to take the organization where it has not gone before and give it the fervour to undertake unprecedented targets, projects, innovations, and transformation.</i>
Speaker	Rajendra Srivastava Former Dean, Indian School of Business and Executive Director, ISB Innovation, CBM, EFPM
	Interaction with Audience
1830 – 1930 hrs	TBD
Speaker	Suneeta Reddy Senior Vice President, AIMA and Managing Director, Apollo Hospitals Group
	Interaction with Audience
1830 hrs onwards	Dinner at Serendipity Art Festival

Day 2 – Tuesday, 19 December 2023

Session 3 1000 – 1100 hrs	Profitable ESG <i>The growing trend of environment, social and governance (ESG) standards is reshaping the global business landscape. More and more politicians, investors and consumers are beginning to demand ESG compliance. Governments are using ESG standards to protect the compliant domestic producers against the cheaper foreign ones. Global investors are gravitating to ESG funds. There is a lot to gain or lose for Indian businesses by initiating or delaying adoption of ESG practices and reporting. Besides the access to privileged capital and markets, ESG adoption can make businesses more resource efficient and set them up for super profits in the future despite immediate transition cost. Indian business leaders need to reconcile the mandatory and the voluntary compliances and find ways to lever their ESG scores for profits.</i>
Speaker	Sanjeev Sharma Country Managing Director ABB India Ltd
	Interaction with Audience
Session 4 1100 – 1200 hrs	Leading business and family: Building institutions
Speaker	Shrinivas Dempo Immediate Past, AIMA and Chairman, Dempo Group of Companies
	Interaction with Audience

1200 – 1215 hrs

Tea/ Coffee Break

Session 5

1215 – 1315 hrs

Futureproofing in the VUCA World: Ten Tenets of Resilience

Volatility, uncertainty, complexity, and ambiguity pervade the current business environment and resilience has become a top priority. Business leaders have to attend to multifaceted disruption resulting from rapid and radical changes in industrial technologies, business models, skills, supply chains, consumer trends, climate, geopolitics and more. Increasingly, business leaders are finding themselves bogged down by firefighting and they losing sight of the future. However, leaders must futureproof their businesses by identifying the vulnerabilities and opportunities under different scenarios and take measures to build the requisite resilience for growth and longevity. Expecting and accepting sweeping change and building technological, financial, and intellectual capacity to influence change is foundational to futureproofing. The key is to establish clear tenets of resilience and to practice those with diligence.

Speaker

R A Mashelkar

Chairman, New Energy Council of Reliance Industries and
Former Director General, Council Of Scientific & Industrial Research (CSIR)

Interaction with Audience

1315 – 1400 hrs

Lunch

Session 6

1400 – 1500 hrs

The Responsibility of Leadership

The many market failures in the 21st century have shifted the spotlight from business leaders' exclusive responsibility to the shareholders to their responsibility to the society. Laws and image compulsions have forced business leaders to allocate parts of the profits to undertake apparently socially beneficial projects. However, the key responsibility of business leadership is to not create problems for society and environment instead of giving away some money to mitigate the problems they themselves have created. Business leaders must work out business models that profit more from preventing harm and problems than from mitigating those. They have to design business in such ways that what is good for the larger world is good for the shareholders. Else, they will be cornered by ESG and other such movements.

Speaker

Vinita Bali

Independent Director on Global Boards and
Former Managing Director, Britannia Industries

Interaction with Audience

Session 7

1500 – 1600 hrs

Resilience in the Age of Disruptions

Disruption has become a routine and business leaders must learn to build defences and offences against different sources of disruption. The digitalization and globalization of business has expanded growth possibilities but also created greater vulnerabilities. New competition can come unnoticed from anywhere and former partners can become the new masters. Global and multi-tier supply chains can have too many weak links and access to markets, finance and technology can become hostage to twists and turns in geopolitics. Long-term investments can become worthless overnight with shifts in government policies and regulations. It has become essential to develop a culture of resilient growth and build the capacity to absorb shocks. Leaders must build the necessary moats and bridges to carry the business through disruptions.

Speaker

Colby Sharma LL.B.

Bestselling Author and Resilience Expert

Interaction with Audience

1600 – 1615 hrs

Tea/ Coffee Break

Session 8

1615 – 1715 hrs

Demystifying Bharatanatyam

With its origin in the temples of South India, Bharatanatyam was recast as a secular performing art in the early decades of the 20th century. And, today, it is celebrated across the world as the most-associated classical dance from India. Yet, to many Indians, their understanding of Bharatanatyam remains opaque, and the import of this beautiful art-dance is widely misunderstood and most often dismissed as a traditional relic without contemporary relevance. Leading the campaign to make Bharatanatyam better understood as a classical dance that communicates ideas and concepts, Geeta Chandran has gone on not only to be identified with Classical Bharatanatyam but has pushed its frontiers to create a new genre of performance dialogue through which she has shared contemporary ideas of gender, peace, and environmental issues. In this session of speaking, dancing, and singing, Geeta will help AIMA members see Bharatanatyam in a new light, which they will hopefully go on to celebrate and promote.

Speaker

Geeta Chandran (Padmashri)

Renowned Indian Bharatanatyam Dancer and Vocalist

Founder President, Natya Vriksha and Artistic Director, Natya Vriksha Dance Collective

Interaction with Audience

1715 hrs onwards

Free Time and Dinner at leisure

Day 3 – Wednesday, 20 December 2023

Session 9

0930 – 1030 hrs

Winner takes it all

Nobody remembers those who finish second. Money, fame, and adulation gravitate to the winner. Success breeds success, as it attracts more resources and creates more opportunities. Winning is a cycle and a habit. The teams and the individuals that dominate a sport celebrate nothing but winning, and they see lesser medals as defeats and not victories. Having a winning mentality is the key to setting and achieving the highest standards. This holds true as much for business as for sports. Leaders need to set the best as the minimum benchmark and provide the necessary resources to raise the bar too high for the competition. India needs to foster a winning culture to fulfil its aspiration of becoming an economic and sporting power.

Speaker

Viren Rasquinha

Director and CEO

Olympic Gold Quest

Interaction with Audience

Session 10

1030 – 1130 hrs

Strategic Leadership: Keeping pace with Rapidly changing World

There is a sense of loss of control in the prevailing environment and it is tempting to focus on the immediate and let the future take its own course. The rate and extent of change in the world is overwhelming with all the technological advances, geopolitical upheavals, supply chain reorganization, climate change concerns, emerging policy and regulatory protectionism, cancel culture proliferation, growing consumer wokism and more. It is becoming harder for leaders to keep up with such diverse changes and they are struggling to focus on the long-term. Still, leaders must produce credible strategies for durable resilience and growth. They must reconcile the flexibility of action with firmness of objectives and values. The key is to act at all times and not be forced into reacting.

Speaker **Vikram Chandra**
Founder
Editorji Technologies

Interaction with Audience

Session 11 **TBD**
1130 – 1230 hrs

Speaker **Sunil Kant Munjal**
Retreat Chairman &
Chairman, Hero Enterprise

Interaction with Audience

Distribution of Participation Certificates by Sunil Kant Munjal, Retreat Chairman

Retreat Concludes with Lunch
