

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

SEPTEMBER 2024



MESSAGE FROM THE DIRECTOR GENERAL

Dear Readers,

It gives me great pleasure to present another issue of AIMA News. With your constant support and encouragement, AIMA has continued its endeavour to spread management thought and build capability through its curated programmes and initiatives, not just in India but overseas as well.

October was a busy month for AIMA as efforts were made to enhance international reach, connecting key members of India Inc. with esteemed counterparts worldwide. A major highlight was the 7th US-India Conference, held in collaboration with the University of California, Santa Cruz, and chaired by Mr. Sunil Kant Munjal, Chairman of AIMA International. The proceedings commenced with keynote and welcome addresses by Mr. K. Srikar Reddy, Consul General of India in San Francisco, and Ms. Cynthia Larive, Chancellor of UC Santa Cruz respectively, followed by sessions featuring industry and academic leaders from both India and the USA. The discussions focused on boosting trade and using technology for growth, highlighting the importance of trust in tackling global challenges and strengthening India-US collaboration. More details can be found inside.

On the sidelines of the conference, AIMA also organised a CEO Delegation Visit to the San Francisco Bay Area and San Diego. Led by Mr. Sunil Kant Munjal, the high-profile delegation visited a range of global companies across various sectors, while also engaging with senior officials to gain firsthand insights into upcoming technologies and cutting-edge innovations. Some of the companies visited included OpenAI, Microsoft, Carnegie Endowment for International Peace, Lucid Motors, Palo Alto Networks, Google, Qualcomm, and Illumina, to name a few.

On the European front, AIMA continued its long-standing partnership with Horasis by collaborating on the Horasis India Meeting 2024, held in Athens, Greece. The AIMA delegation included Past Presidents Ms. Preetha Reddy and Mr. Rajiv Kaul, along with distinguished Council Members, YLC, and some Local Management Association representatives. The meeting brought together over 300 distinguished business and political leaders from around the world to discuss major regional and global issues. A brief summary is carried in this issue.

Back home, AIMA continued its LeaderSpeak series with the 72nd session on 'Stakeholder Management, Business Ethics, and Challenges,' featuring Prof. R. Edward Freeman from the University of Virginia Darden School of Business. Moderated by Mr. Nikhil Sawhney, the session highlighted the importance of reputation, loyalty, and authentic stakeholder engagement for sustainable success. This highly engaging and interactive session attracted over 900 participants across various AIMA digital platforms.

Recognising the growing importance of ethical and mindful business practices, AIMA recently organised the 11th Business Responsibility Summit and Project Excellence Contest & Recognition. The summit featured in-depth sessions with CSR experts and leaders and included a contest to recognise outstanding CSR initiatives.

AIMA News

AIMA'S MONTHLY E-MAGAZINE

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

SEPTEMBER 2024

Additionally, the 83rd Shaping Young Minds Programme, organised in collaboration with the Ludhiana Management Association, provided valuable support to young managers early in their careers in Ludhiana and surrounding areas. Further details can be found in this issue.

AIMA continued its efforts to provide varied opportunities and platforms for inspiring and nurturing future leaders and management professionals.

The AIMA Young Leaders Council (YLC) organised a virtual session where Ms. Anshul Bafna discussed the importance of integrating spiritual practices in the workplace in conversation with Dr. Bindu Subramaniam.

In addition, AIMA's National Management Quiz (NMQ) marked its silver jubilee edition, which witnessed impressive participation from a diverse range of organisations. This event highlighted the exceptional management talent present in both the private and public sectors across India.

Brief reports can be found in this issue along with the latest news from the Local Management Associations and some interesting articles on management.

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

Warm regards,



Rekha Sethi
Director General

AIMA OFFICE BEARERS

PRESIDENT

Ms Suneeta Reddy

Managing Director, Apollo Hospitals Enterprise Ltd

SENIOR VICE PRESIDENT

Mr TV Narendran

CEO & Managing Director
TATA Steel Ltd

VICE PRESIDENT

Mr Vishal Kampani

Non-Executive Vice Chairman
JM Financial Ltd

IMMEDIATE PAST PRESIDENT

Mr Nikhil Sawhney

Vice Chairman and Managing Director,
Triveni Turbine Limited and Director,
Triveni Engineering and Industries Limited

DIRECTOR GENERAL

Ms Rekha Sethi

Published by

AIMA, Management House,
14, Institutional Area,
Lodhi Road, New Delhi-110003
Tel : 01124645100
E-mail : dlma@aima.in
Website : www.aima.in

Managing Editor
Smita Das



CONTENTS



AIMA SNAPSHOTS

09 CEOs DELEGATION VISIT TO SILICON VALLEY



13 2ND LEADERSHIP RETREAT



17 SHAPING YOUNG MINDS PROGRAMME (SYMP)

20 HORASIS INDIA MEETING

22 BUSINESS RESPONSIBILITY SUMMIT

23 LEADERSPEAK SESSION

24 NATIONAL MANAGEMENT QUIZ (NMQ)

7th US-India Conference

26 IN-COMPANY PROGRAMME

27 YLC SESSIONS

FEATURES

29 KPMG 2024 INDIA CEO OUTLOOK

32 5 STEPS TO BUILD A CLIMATE-LITERATE WORKFORCE

37 A BETTER WAY TO MAKE THE RECOMMENDATIONS THAT POWER POPULAR PLATFORMS



41 NEWS FROM LMA'S



85 AIMA EVENTS CALENDAR

Global Innovation and Management Programme (GIMP)

AIMA
ALL INDIA MANAGEMENT ASSOCIATION

Reset Leadership: From Crisis Renovation to Growth Innovation

3rd - 6th December 2024, Dubai



SPEAKERS



Harsh Kapoor
Programme Director &
Partner Monitor, Deloitte



Suneeta Reddy
President, AIMA &
Managing Director
Apollo Hospitals Enterprise Ltd



Sunjay Sudhir
Ambassador of India
UAE



Nikhil Sawhney
Immediate Past President, AIMA &
Vice Chairman & Managing Director
Triveni Turbine Ltd



Vishal Kampani
Vice President, AIMA &
Non-Executive Vice Chairman
JM Financial Ltd



Rekha Sethi
Director General
AIMA



Christian Buchholz
Chief Innovation Officer &
Co- Founder, myZoi



Syed Muhammad Ali
CEO
myZoi



Shyam A Bhatia
Chairman, Alam Steel Group
Founder and Curator
Shyam Bhatia Cricket Museum



Manu Jain
CEO
G42 India



Krishnadas Nanath
Deputy Head of Computer
Engineering & Informatics
department, Middlesex
University, Dubai

For more details, please contact

Mr Mansoor Hassan - Assistant Director
Mobile: +91 – 9540060166, Email: mhassan@aima.in

All India Management Association Management House, 14, Institutional Area, Lodhi Road, New Delhi – 110003
www.aima.in

7th US-India Conference



K. Srikar Reddy, Consul General of India in San Francisco with AIMA delegates and other speakers

AIMA organised the 7th edition of its US-India Conference, in collaboration with the University of California, Santa Cruz on 1st October 2024 at the UC Santa Cruz Silicon Valley Campus in Santa Clara, California.

The conference revolved around the theme 'India & US: Trade-linked, Tech-Driven, Trust-Based,' bringing together leaders from both the nations to discuss the future of economic and technological partnerships.

During the Inaugural Session on 'India & US: Trade-linked, Tech-Driven, Trust-Based,' Consul General of India in San Francisco, Mr K. Srikar Reddy delivered the keynote address highlighting the current



Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise addressing



(L-R) Rekha Sethi, Director General, AIMA; Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise; K. Srikanth Reddy, Consul General of India in San Francisco; Cynthia Larive, Chancellor, UC Santa Cruz and Galina Hale, Professor of Economics, UC Santa Cruz

areas of cooperation between the two largest democracies in the world and emphasizing the need for mutual integration, trade facilitation, and

strategic partnerships in advanced computing and green energy. Ms. Cynthia Larive, Chancellor, UC Santa Cruz, offered the welcome address while Mr.



(L-R) Sanjay Kirloskar, Chairman & MD, Kirloskar Brothers; Nirvikar Singh, Professor of Economics, UC Santa Cruz; Navneet Chugh, Managing Partner, Chugh LLP; Pramod Bhasin, Founder, Genpact & Chairman, Clix Capital; Sharad Singh, CEO, Trivium and Lori Kletzer, Campus Provost and Executive Vice Chancellor, UC Santa Cruz



Gopal Krishna G S S, Business Head, TCS North America; Shanker Trivedi, Senior VP, NVIDIA; David Haussler, Distinguished Professor, UC Santa Cruz and Vikram Chandra, Founder, Editorji Technologies

Santa Cruz; Mr Gopal Krishna G S S, Business Head, TCS North America. Mr Vikram Chandra, Founder, Editorji Technologies moderated the session. The session explored the impact of AI on businesses, education and governance.

As Asia becomes a strategic focus point, a session on 'Asia – US & India Roles in a Shifting Geopolitical Theatre' discussed the evolving role of the US and India in the Indo-Pacific. The session led by Mr Sunil Kant Munjal, Chairman, AIMA International & Chairman,

Hero Enterprise emphasised the need for strategic cooperation to ensure stability in the region. Mr Arun

Sunil Kant Munjal, Chairman of AIMA International and Chairman, Hero Enterprise gave an overview of potential that India offers to the world and US in particular for areas of collaboration especially from the perspective of Technology. Ms. Rekha Sethi, Director General, AIMA delivered the Introductory Remarks and Mr. Galina Hale, Professor of Economics at UC Santa Cruz offered the Concluding Remarks.

A session on 'AI and Economy-Balancing Power in the Digital Age' focused on how AI is reshaping global economic power. The session featured Mr Shanker Trivedi, Senior VP, NVIDIA; Mr David Haussler, Distinguished Professor, UC



(L-R) R Mukundan, MD & CEO, Tata Chemicals; Philip Reiner, CEO, Institute for Security and Technology; Sunil Kant Munjal, Chairman, AIMA International & Chairman, Hero Enterprise; Vineet Agarwal, MD, Transport Corporation of India and Arun Kumar, Managing Partner, Celesta Capital



Rekha Sethi, Director General, AIMA; Shanker Trivedi, Senior VP, NVIDIA; Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise and K. Srikar Reddy, Consul General of India in San Francisco

Kumar, Managing Partner, Celesta Capital; Mr Philip Reiner, CEO, Institute for Security and Technology; Mr R Mukundan, MD & CEO, Tata Chemicals and Mr Vineet Agarwal, MD, Transport Corporation of India were the panellists in the session.

The concluding session on the 'State of the World Economy' addressed post-pandemic recovery, emphasising the resilience of larger economies and the challenges ahead. The session was moderated by Ms. Lori Kletzer, Campus Provost and Executive Vice Chancellor, UC Santa Cruz. The panellists for the

session included Mr Sanjay Kirloskar, Chairman & MD, Kirloskar Brothers; Mr Pramod Bhasin, Founder, Genpact & Chairman, Clix Capital; Mr Navneet Chugh, Managing Partner, Chugh LLP, Mr Sharad Singh, CEO, Trivium and Mr Nirvikar Singh, Professor of Economics, UC Santa Cruz. The session explored how the US and India can collaborate to drive global growth amid geopolitical rivalries and disruptions.

The programme received an enthusiastic response, with more than 135 delegates participating from the Valley and the Bay Area.

CEO Delegation Visit to Silicon Valley



AIMA CEOs delegation at Microsoft

AIMA organised its CEO Delegation Visit from 30th September to 4th October 2024 to San Francisco, Bay Area and San Diego. The 5-day visit offered a unique opportunity for delegates to gain invaluable insights into Silicon Valley's dynamic business landscape and explore strategic partnerships.

The delegation led by Mr Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise comprised several industry stalwarts including Mr Sanjay Kirloskar, Chairman and Managing Director, Kirloskar Brothers Ltd; Mr Pramod Bhasin, Founder, Genpact LLC & Co-founder, Asha Ventures and Clix Capital, Chairman, ICRIER; Mr R Mukundan, Managing



Jay Srinivasan, Chief Executive Officer, Truvian ; Kim Kamdar, Board Member, Truvian & Sunil Kant Munjal, Chairman, AIMA International and Chairman, Hero Enterprise at Truvian Health



At Lucid Motors

Director & CEO, Tata Chemicals Ltd; Mr Rajiv Vastupal Mehta, Group Chairman and Managing Director, Rajiv Petrochemicals Pvt. Ltd; Ms. Rekha Sethi, Director General, AIMA, Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd., Mr Arun Kumar, Managing Partner, Celesta Capital; Mr Vikram Chandra, Founder, Editorji Technologies; Mr Inderdeep Singh, Managing Director, Continental Device India Pvt Ltd; Mr Laksh Vaaman Sehgal, Vice Chairman, Motherson Group; Mr Shiv Grewal, Co-founder and Managing Partner, Auctus Global Capital Group.

The programme featured visits to iconic companies,

allowing delegates to witness innovative practices firsthand. The delegates also visited some of the finest companies specialised in AI like OpenAI and Microsoft and presentations from AI Founders &



At Google



At Illumina

Startups. Other companies visited in the Silicon Valley and San Francisco included, Carnegie Endowment for International Peace, Lucid Motors, Palo Alto Networks, Google and Zipline.

The San Diego leg of the delegation included

visits to several prominent companies in the medical and biotech sectors, such as the Sharp Prebys Innovation and Education Center, Truvian Health, the T. Denny Sanford Medical Education & Telemedicine Center, and Illumina. The highlight was an engaging meeting at Qualcomm, featuring multiple demonstrations of their upcoming technologies. This experience provided the CEOs with an insightful view of AI's impact on emerging business landscapes and how new practices can be applied within their own organisations.



At Zipline



At Sharp Prebys Innovation and Education Center



At Carnegie Foundation



At Shack 15



At Anthropic



At Qualcomm

2nd LeadHERship Retreat



Speakers and delegates at the 2nd LeadHERship Retreat

Following the success of its inaugural edition, AIMA hosted the 2nd edition of its LeadHERship Retreat in Goa from 18th to 20th September 2024, under the theme 'She Leads: Shaping Tomorrow's Trailblazers'. This three-day interactive programme brought together senior-level women professionals, offering them the opportunity to enhance their leadership skills through engaging discussions and sessions led by esteemed speakers from various sectors.

Ms Sundari Nanda, Special Secretary, Ministry of Home Affairs, opened the discussions by addressing the evolving role of women in leadership. She highlighted the importance of balancing professional ambitions with personal responsibilities, emphasising how women leaders



Sundari Nanda, Special Secretary, Ministry of Home Affairs addressing



(L-R) Aparna Popat, Olympian & Founder, SportsVVKan Pvt. Ltd.; Sundari Nanda, Special Secretary Ministry of Home Affairs; Shikha Nehru Sharma, Founder, Nutriwel Health India Pvt Ltd; Rekha Sethi, Director General, AIMA; Pallavi Dempo, Executive Director, Dempo Industries Pvt Ltd; Ritu Beri, Indian Fashion Designer; Bindu Subramaniam, Co-founder & CEO, SaPa Learning Pvt Ltd and Immediate Past Chairperson, AIMA Young Leaders Council and Shrinivas D Dempo, Past President, AIMA and Chairman, Dempo Group of Companies



Rekha Sethi, Director General, AIMA presenting a memento to Shrinivas D Dempo, Past President, AIMA and Chairman, Dempo Group of Companies

can drive meaningful change on a global scale.

Dr Shikha Nehru Sharma, Founder of Nutriwel Health India Pvt Ltd, provided valuable insights into how a balanced lifestyle and clear tech boundaries contribute to lifelong success in her session titled ‘Healthy, Wealthy, Wise: Habits for a Successful Career’.

In a session focused on advancing Indian women in leadership positions, Mr Shrinivas Dempo, Past President, AIMA & Chairman, Dempo Group of Companies, stressed the importance of diverse perspectives in decision-making and the equal contributions women bring to the table.

A fireside chat between Ms Pallavi Dempo, Executive Director, Dempo Industries Pvt Ltd and renowned

Pallavi Dempo, Executive Director, Dempo Industries Pvt Ltd and Ritu Beri, Indian Fashion Designer



fashion designer Ms Ritu Beri explored how women leaders can express their elegance and individuality by embracing personal style and confidence.

Ms Bindu Subramaniam, Co-founder & CEO, SaPa Learning Pvt Ltd; Immediate Past Chairperson, AIMA Young Leaders Council, led a session on 'Change with Continuity: Tradition and the Individual Talent.' She discussed the challenge of preserving a 5,000-year-old musical tradition while fostering innovation and

youth engagement in the arts.

Olympian, Ms Aparna Popat shared her perspectives on 'Building a Winning Mentality,' underscoring the need for greater corporate investment in creating world-class champions and ensuring consistent excellence in India's sporting landscape.

In a powerful session on financial leadership, Ms Latha Venkatesh, Executive Editor, CNBC-TV18, examined the critical role of women in



Sumit Sabharwal, VP, Head of HR Shared Services, Fujitsu International Regions



Latha Venkatesh, Executive Editor, CNBC-TV18



Shernaz Patel, Indian Film and Theatre Actress

wealth creation and the importance of improving representation in financial leadership positions.

Indian actress, Ms Shernaz Patel offered insights into authentic presence and effective communication, drawing from Patsy Rodenburg’s techniques to help participants refine their personal and professional interactions.

Mr Sumit Sabharwal, Head- HR, Shared Services, Fujitsu International Regions, led an interactive workshop on ‘Evolving with Authenticity,’ where he emphasised the need for authentic leadership and



Dr Shikha Nehru Sharma, Founder, Nutriwel Health India Ltd

how to balance work and life with integrity.

Showcasing diverse and impactful sessions on leadership presence, career development, work-life balance, communication skills and self-awareness, the retreat equipped participants with essential tools for personal and professional growth. The event was a grand success, with each speaker enriching the dialogue through valuable leadership lessons and personal growth strategies to 25 senior-level female delegates from diverse industries, backgrounds, and professions, including entrepreneurs, businesswomen, and consultants.



*Bindu Subramaniam, Co-founder & CEO, SaPa Learning Pvt Ltd
Immediate Past Chairperson, AIMA Young Leaders Council*



Aparna Popat, Olympian & Founder, SportsVKan Pvt. Ltd.

Shaping Young Minds Programme



SYMP speakers, moderators and Ludhiana Management Association office bearers

AIMA organised the 83rd Shaping Young Minds Programme (SYMP) in collaboration with the Ludhiana Management Association on 20th September 2024 in Ludhiana.

Ms. Harpreet Kang, President of the Ludhiana Management Association delivered the welcome address. The programme featured a lineup of distinguished speakers, including Mr Richard Rekhy, Entrepreneur, Board Member and Former Chief Executive Officer of KPMG in India; Ms Sangeeta Talwar, Independent Director on Board of Companies Creator of Brands Maggi, Tata Tea, Diversity Speaker & Author; Ambassador Gurjit Singh, Former Indian Ambassador Germany, Indonesia, Ethiopia, ASEAN,



Sangeeta Talwar, Independent Director on Board of Companies Creator of Brands Maggi, Tata Tea, Diversity Speaker & Author



Ambassador Gurjit Singh, Former Indian Ambassador Germany, Indonesia, Ethiopia, ASEAN, The African Union, Author & Honorary Professor, IIT Indore and Dinesh Kumar, Journalist

The African Union, Author & Honorary Professor, IIT Indore; Mr Jayant Krishna, Former CEO, ED & COO, National Skill Development Corporation, PM's Skill India Mission, Group CEO, UKIBC, Founding CEO, FAST India.

The event served as a dynamic platform for aspiring students and young professionals to interact with these industry icons, gaining valuable insights into personal and professional growth. Discussions focused on effective self-management, informed



Jayant Krishna, Former CEO, ED & COO, National Skill Development Corporation, PM's Skill India Mission, Group CEO, UKIBC, Founding CEO, FAST India and Amit Jain, Managing Director, Shingora Textiles Pvt Limited

*Richard Rekhy, Entrepreneur,
Board Member and Former Chief
Executive Officer of KPMG in
India*



career choices, and fostering conducive work environments. The sessions were led by notable speakers including Mr Amit Thapar, President, Ganga Acrowools Limited; Ms Abha Sikri, Soft Skills and Management Coach, Mr Dinesh Kumar, Journalist; Mr Amit Jain, Managing Director, Shingora Textiles

Pvt Limited. The programme concluded with a vote of thanks from Dr. Naresh Sachdev, Professor of Business Management and Director, Punjab College of Technical Education. Overall, the event was well-received, with over 800 participants attending the programme physically.



*Harpreet Kang, President,
Ludhiana Management Association*

Horasis India Meeting



Preetha Reddy, Past President, AIMA & Vice Chairperson, Apollo Hospitals addressing the session on 'Coherent Technological Growth Needs Vision' along with other panelists.

AIMA was the Partner Organisation for the Horasis India Meeting 2024, held in Athens, Greece, from 15th-16th September. AIMA has a long-standing association with Horasis, having partnered with the organisation for nearly a decade.

This two-day meeting provided an ideal platform for senior business leaders from India, Greece, and around the world to explore opportunities for cooperation, impact investing, and sustainable growth. Through multiple debates and sessions, the conference delved into the rise of Indian firms to global prominence and strategies for rapid, sustainable economic growth in India, while also considering Greece as a gateway for expansion into Europe.

This year's delegation from AIMA featured several distinguished representatives, including AIMA Past Presidents, Ms. Preetha Reddy, Vice Chairperson, Apollo Hospitals, and Mr. Rajive Kaul, Chairman, Nicco Engineering Services Ltd (Nicco Group). AIMA Council Members Mr. Richard Rekhy, Entrepreneur and Board Member, and former CEO, KPMG in India; Mr. Vineet Agarwal, Managing Director, Transport Corporation of India; Dr. Bhimaraya Metri, Director, IIM Nagpur and Mr. Pravin Kumar Dwivedi, President, Awoke India Group were also present. AIMA YLC, Vice Chairman, Mr. Arun Pandit, Co-founder, Hyphen SCS, also joined the delegation. Other notable delegates included Mr. Pranjal Sharma, Economic Analyst, Advisor and Author; Mr. Elangovan R. Mudaliyar,



Frank-Jürgen Richter, Chairman, Horasis, Switzerland addressing



Arun Pandit, Vice Chairman, AIMA YLC & Co-founder, Hyphen SCS and Richard Rekhy, Entrepreneur and Board Member and Former Chief Executive Officer- KPMG in India

Chairman & Managing Director, Plant Engineering People Pvt Ltd; Mr. Vikas D. Sudame, Founder & Chairman, Vikas Associates; Mr. G.V.S. Kumar, Chief Operating Officer, VBHC Ltd and Mr. Partha Ghosh, Head of HR, Nevatia Steel & Alloys Pvt Ltd, among others.

The meeting brought together over 300 distinguished business and political leaders from India, Greece, and across the globe to address critical regional and global challenges. This diverse gathering fostered collaboration, and the sharing of insights aimed at driving sustainable development and positive change.



AIMA council members and YLC members at Horasis India Meeting at Athens, Greece

11th Business Responsibility Summit



(L-R) Joseph Varkey, Head Tailoring, Retail CRM & Data Analytics, Raymond Lifestyle Ltd; Dipanwita Chakraborty, Regional Director, Corporate Responsibility, Asia Pacific, Cargill; Navdeep Singh Mehram, Vice President, Sustainability- Diageo India; Anil K Gupta, Founder, Honey Bee Network; Visiting Faculty IIM Ahmedabad and Neeraj Kapoor, Director, AIMA

AIMA organised the 11th Business Responsibility Summit and Project Excellence Contest & Recognition on 27th September 2024 at its Lajpat Nagar Office.

The theme of the Summit this year, was- 'CSR 3.0: Redefining Responsibility in a Changing World, focused on the stellar role that PSUs and corporates have played in executing CSR projects. Mr Ashwini Saxena, CEO, JSW Foundation chaired the programme and delivered the Chairman's address, and the Chief Guest on the occasion was Prof Anil K Gupta, Founder Honey Bee Network; Visiting Faculty IIM Ahmedabad. A special address was delivered by Mr Soumitra Mandal, Partner, Sattva Consulting and a paper was presented by Ms Saloni Gupta, Associate Principal: Region Head (North & West) Corporate Advisory, Sattva Consulting in the Inaugural Session.

Some of the other CSR leaders who addressed the Summit included, Mr Joseph Varkey, Head Tailoring, Retail CRM & Data Analytics, Raymond Lifestyle Ltd; Ms Dipanwita Chakraborty, Regional Director, Corporate Responsibility, Asia Pacific, Cargill; Mr Navdeep Singh Mehram, Vice President, Sustainability- Diageo India; Mr Raghuvansh Saxena, CEO, Earthwatch

Institute India; Mr Anand Desai, Founder & CEO, Dheya and Mr Aditya Kumar, Programme Manager, SRIJAN.

The Summit also recognised the winners of the CSR Project Excellence Contest, a key component of the programme held prior to the Summit. PSU and Private Sector companies who have done outstanding CSR work based on project value, were honoured for their outstanding contributions. In the PSU segment, ONGC emerged as the winner, while Odisha Mining Corporation and HPCL secured the Runner Up and 2nd Runner Up positions respectively. Among private sector companies, Larsen & Toubro Ltd emerged as the winner, with Nayara Energy and Hindustan Unilever Ltd being recognised as the runner-up and 2nd runner up respectively.

LeaderSpeak Session



Ms Rekha Sethi, Director General, AIMA



Prof R. Edward Freeman, Stephen E. Bachand University Professor, Business Administration, Elis and Signe Olsson Professor, Business Administration, University of Virginia Darden School of Business



Mr Nikhil Sawhney, Immediate Past President, AIMA, Vice Chairman and Managing Director, Triveni Turbine Limited



AIMA organised its 72nd LeaderSpeak session on 26th September 2024, with Prof R. Edward Freeman, Stephen E. Bachand University Professor, Business Administration, Elis and Signe Olsson Professor, Business Administration, University of Virginia Darden School of Business on the theme 'Stakeholder Management, Business Ethics and the Challenges'. Ms Rekha Sethi, Director General, AIMA delivered the Introductory Remarks and Mr Nikhil Sawhney, Immediate Past President, AIMA, Vice Chairman and Managing Director, Triveni Turbine Limited and Director, Triveni Engineering and Industries Limited chaired the session.

A leading philosopher known for stakeholder theory, which advocates considering all stakeholders'

interests in business decisions, Prof Freeman's work has significantly shaped ethical practices in corporate governance. Prof Freeman also discussed challenges such as maintaining transparency amidst pressure for profits and the impact of cultural differences in global operations. He concluded the session by highlighting how authentic CSR builds trust and counters scepticism in the fast-paced digital age. Therefore, proactive reputation management and genuine stakeholder engagement are essential for building loyalty and driving sustainable business success and positive societal impact.

The session was conducted virtually and was well attended by over 800 participants via Zoom and other AIMA social media channels.

National Management Quiz



Winners of National Management Quiz

The 25th edition of AIMA's National Management Quiz (NMQ) took place across India. The virtual regional rounds commenced from 13th September to 1st October, with the Grand Finale being held on 1st October 2024. This year, the quiz was divided into two distinct categories- NMQ and HR. It brought together some of the brightest minds to showcase their knowledge, skills and strategic thinking.

In the NMQ category, IndianOil Corp Limited claimed the National Champion and the Runner Up I and II positions were secured by Steel Authority of India

Limited (Bhilai Steel Plant, SAIL). In the HR Quiz, IndianOil Corp Limited emerged as the National Champions, with Steel Authority of India Limited (Bokaro Steel Limited, SAIL) and NTPC Limited securing the Runner Up I and II positions.

The entire quiz was expertly conducted by Quiz Master Mr Ajay Poonia. The programme saw remarkable participation, with over 100 teams from around 40 organisations competing in four regional preliminary rounds and the Grand Finale, featuring a diverse mix of private and public sector companies.



ADVANCED CERTIFICATE PROGRAMME IN BUSINESS CONSULTING

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

Eligibility

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

Duration

The duration of the programme is 6 months.

Programme Fees

The programme fees for this course is ₹ 75, 000/- (including GST @18%) which include cost of Course Learning Material & Examination fees.

Incompany Training Programme



Participants of in-company training programme on Public Procurement

AIMA successfully conducted a two-day in-company training programme on Public Procurement for Punjab & Sind Bank from October 3rd to 4th, 2024, in New Delhi. Tailored specifically for the bank's employees, the comprehensive programme aimed to enhance procurement practices within the organisation.

The trainers for the programme included Mr. Amitabh Dutta, Public Procurement Expert; Mr. Vikram Rajwanshi, Procurement Specialist, Ministry of Finance and Mr. Kush Tyagi, Trainer, GeM. The training covered essential topics such

as the fundamentals of procurement for services, goods, and works, an introduction to the public procurement framework, and key features of the General Financial Rules (GFR) 2017. Additionally, participants learned about various methods of procurement, bid evaluation techniques, and the latest features of procurement through GeM.

The programme received positive feedback, highlighting its effectiveness in enhancing participants' understanding and skills in public procurement.

YLC Sessions



Bindu Subramaniam, Immediate Past Chairperson, AIMA YLC and Co-Founder and CEO, SaPa



Anshul Bafna, Business Psychologist & Spiritual Coach

AIMA YLC organised a virtual session on 'Harmonising Minds: Business Psychology and Spirituality' on 27th September 2024 featuring Ms. Anshul Bafna, Business Psychologist & Spiritual Coach. The session was moderated by Dr. Bindu Subramaniam, Immediate Past Chairperson, AIMA YLC and Co-Founder and CEO, SaPa.

The session focused on the integration of spiritual practices within the workplace, aiming to enhance employee well-being and cultivate a more engaged and motivated workforce. Participants explored

how leaders can make mindful and ethical decisions that positively shape organisational culture.

The discussion highlighted the advantages of promoting holistic growth, which contributes to both personal and professional fulfilment. This insightful session offered valuable perspectives on aligning business practices with spiritual principles, encouraging participants to reflect on the significant impact such integration can have on workplace dynamics.

VICE CHANCELLORS CONCLAVE

Transformational Leadership for a Viksit Bharat 2047 Transforming India into the Global Hub of Knowledge & Education 22-23 November 2024, New Delhi

Aligned with the Viksit Bharat Vision 2047, the Conclave aims to contribute to the nation's long-term goal of becoming a developed nation by 2047. AIMA's Vice Chancellors Conclave stands as a beacon of transformative leadership, bringing together the brightest minds in academia to foster a culture of excellence and innovation. This Conclave is dedicated to handholding academic leaders, enhancing their capabilities, and nurturing the leadership skills essential for steering educational institutions toward a brighter future.

The Conclave aims to equip Vice Chancellors and Heads of Institutions with advanced leadership skills. Through a series of interactive sessions, keynote addresses, and panel discussions, participants will explore the latest trends in higher educational landscape.

By bringing together a diverse group of academic leaders, the Conclave will facilitate the creation of a robust network of peers. This network will serve as a platform for sharing best practices, innovative ideas, and collaborative opportunities, thereby strengthening the educational ecosystem.

Sessions will focus on developing a long-term vision, implementing effective policies, and embracing technological advancements to enhance the quality of education and research. The Conclave is specially designed for Vice Chancellors, Academic and Administrative Heads of Higher Education Institutions

Vice Chancellors Conclave Partners



Indian Economic Association



Association of Indian Universities



All India Council for Technical Education



Centre for Educational and Social Studies

Contact to register:
All India Management Association
Saumya Singh
Deputy Director, Centre For Management Education
Email:vc-council@aima.in www.aima.in WhatsApp/ Phone No.: 9810475327

Scan to Register



KPMG 2024 India CEO Outlook Leveraging AI to steer global challenges



The KPMG 2024 India CEO Outlook draws on the perspectives of 125 CEOs across India and 1,325 CEOs globally on their mindset and strategies ahead.

From geopolitical tensions to technological disruptions, from shifting consumer preferences to mounting sustainability concerns, the challenges facing today's business leaders across the world and in India are multifaceted and relentless. In addition to these external forces, CEOs in India as well as globally are also contending with internal pressures, such as talent shortages and the push for innovation and the continuous dynamic surrounding hybrid working.

As they strive to steer their organisations toward success in this dynamic environment, CEOs must remain nimble and forward thinking as they look to lead their organisations to long-term growth and balance the priorities that have been foundational to both our global and India CEO Outlook Report: Technology and gen AI, talent and ESG.

Economic Outlook -The confidence of CEOs in India in terms of growth prospects for the global economy over the next three years has considerably increased to 80 per cent in 2024 from 69 per cent in 2023. This substantial increase highlights a renewed optimism and determination in navigating

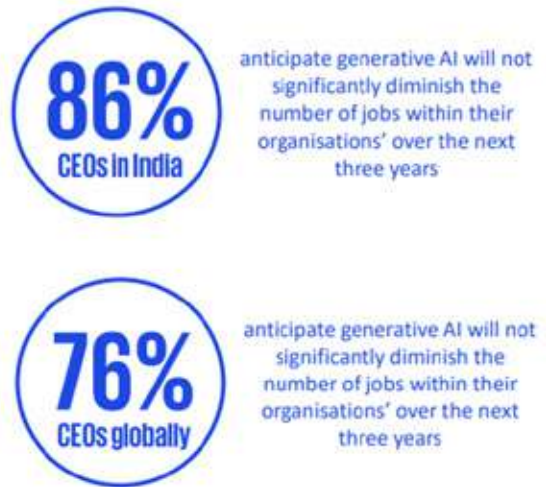
long-term growth trajectories. Conversely, the level of confidence of CEOs in India in their own company’s growth prospects has declined to 68 per cent from 71 per cent in 2023, mirroring a slight decline of 76 per cent observed, when it comes to CEOs globally in comparison to 77 per cent in 2023.

This indicates while overall economic recovery continues, executives remain cautious due to lingering uncertainties stemming from geopolitical complexities, economic instability, and rapid technological advancements.

While external threats like geopolitical tensions and political instability have receded, CEOs in India now face a new set of internal challenges, including operational difficulties with the constant emergence of new and disruptive technologies.

Technology and gen AI- There is growing commitment towards generative AI among CEOs in India as well as globally, with majority of them expressing their intention to invest in the technology to drive the change. Many believe, that generative AI will increasingly be utilised to drive productivity gains and value creation across the workforce, with 71 per cent of CEOs in India compared to 76 per cent CEOs globally, reporting that they have a solid understanding of the ways in which generative AI can enhance their organisation’s performance and secure a competitive edge. At the same time, they are also apprehensive about the pace of progress on generative AI regulations, with 77 per cent of CEOs in India as opposed to 69 per cent globally agreeing with this sentiment. CEOs in India are finding themselves at crossroads, grappling with the challenge of deploying AI to drive growth and shareholder return, while ensuring that

Comparison of CEOs in India and globally anticipating the impact of generative AI



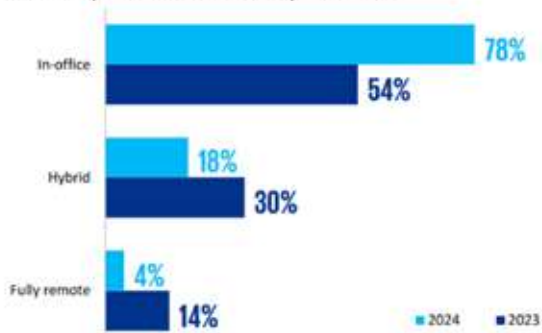
Source: KPMG 2024 CEO Outlook

the ethical human impact of the technology is not compromised. Therefore, ethical challenges are a major concern, with 64 per cent of CEOs in India compared to 61 per cent CEOs globally, tagging it as a significant obstacle to adopting generative AI in their organisations.

Talent and the evolving workforce dynamics- In the face of shifting workforce dynamics and challenges posed by both internal and external factors, growth-focused business leaders are recalibrating their social contracts to meet the changing expectations of current and future talent, while keeping long-term organisational growth in mind. CEOs in India are also taking a firm stance on returning to pre-pandemic, in-office work models with 78 per cent of CEOs in India, compared to 83 per cent of CEOs globally, envisioning a return to an in-office working environment for their employees within the next three years. To facilitate this, 91 per cent of CEOs in India compared to 87 per cent CEOs

globally, are prepared to reward employees who consistently come into the office with promotions, raises, and more favourable assignments.

Comparison on the working environment for corporate employees in the next three years basis views shared by CEOs in India



Source: KPMG 2024 CEO Outlook and KPMG 2023 CEO Outlook

Leadership recognises the significance of ESG- CEOs have started considering ESG as an integral part of their corporate strategy, particularly in the context of enhancing customer relationships and bolstering brand reputation. 30 per cent of CEOs in India compared to 34 per cent CEOs globally, have cited building customer relationships and positive brand association as the top area where ESG would have the most impact.

There is also a noticeable increase in the politicisation and polarisation of critical issues,

including social mobility and climate change, which is presenting significant challenges for CEOs in India as well as globally who are already facing the pressure to meet or re-evaluate their established targets. As a result, CEOs both India and global, are altering their approach to communicating their efforts on ESG initiatives, with 75 per cent of CEOs in India compared to 69 per cent CEOs globally concurring with the statement.

Lastly, leaders are increasingly adopting a long-term perspective towards ESG investments, acknowledging that the benefits may not manifest immediately but can accumulate over time. A significant portion of CEOs in India, comprising 57 per cent, and globally, at 55 per cent, anticipate witnessing a substantial return on their ESG investments within the next three to five years.

As we navigate these complexities, the resilience of CEOs in India is encouraging. As these leaders adapt to market dynamics and stakeholder expectations, their vision will be pivotal in shaping the future of their organisations, carving pathways to success amidst uncertainty.

For more detailed insights on the report [click here](#)

5 Steps to Build a Climate-Literate Workforce

by Lynn Schenk and Alison Smart

October 4, 2024



Summary: *The factors that drive business decisions — from market and risk intelligence data, to local building codes, to employee safeguard requirements — were developed in the context of climate stability, based on predictable bands of variation in weather patterns and climate-related events. Today, scenario-planning based on factors derived from the assumption of a stable climate will lead to under-protection of assets and miscalculations of operating costs, market size, and even customer preferences. Potential impacts of a changing climate in a given location is knowable information if one knows what to look for, where to look, and understands the basics of climate change that underpin this data. Senior managers need to lead the effort to become climate literate and to then enable all of their employees, especially aspiring and rising managers, to do the same. Armed with that capability, managers — and all employees — can make better decisions for their companies and the societies that depend on their goods and services.*

A complex set of risks and opportunities related to climate change are coming at businesses across the globe with increasing frequency and speed. Managers are generally aware of the potential impacts of climate-driven events like wildfires, extreme heat, drought, and flooding on their operations, including their impact on supply chains; availability of materials; trade and transportation routes; energy availability and costs; well-being, availability, and productivity of their employees; and even market demand for their goods and services.

But the translation of this awareness into sound business planning is fundamentally broken, leaving businesses exposed to risks and missing out on opportunities to serve markets and society.

The problem is that the factors that drive business decisions, from market and risk intelligence data, to local building codes, to employee safeguard requirements (all of which generally include implicit assumptions about the local climate) were entirely developed in the context of climate stability, with predictable bands of variation in weather patterns and climate-related events.

Now, we've broken out of that stability band. Past climate conditions do not provide much basis for assessing future conditions. The codes based on those conditions don't sync with current reality. And scenario-planning based on factors derived from the assumption of a stable climate for any region or market will lead to under-protection of assets and miscalculations of operating costs, market size, and even customer preferences.

We've seen this happen already in anything from major data-center shutdowns due to record-breaking heat, to complete loss of agricultural regions and key crops due to flooding or drought, to the patchy reliability of building and transport infrastructure. In many of these cases, robust risk management systems are in place — but they are based on outdated assumptions.

The good news is, there is still a chance to get back on track, and it starts with climate literacy. When applied to strategic decision-making, simple concepts of climate literacy can result in an outsized return of risk reduction and opportunity discovery. Potential impacts of a changing climate in a given location is knowable information if one knows what to look for, where to look, and understands the basics of climate change that underpin this data. Senior managers need to lead the effort to become climate literate and to then enable all of their employees, especially aspiring and rising managers, to do the same. Armed with that capability, managers — and all employees — can make better decisions for their companies and the societies that depend on their goods and services.

Key Concepts of Climate Literacy

Achieving the climate literacy necessary to interpret and apply data does not require a highly sophisticated understanding of climate science. The National Ocean and Atmospheric Administration (NOAA) defines climate literacy simply as “understanding your influence on climate and climate's influence on you and society.” While there are many layers of climate literacy, from comprehensive general knowledge to deep and specific expertise, a logic chain of concepts can get managers started on a path to understanding and acting on the risks and opportunities brought about by a changing climate:

Civilization was built on a foundation of climate stability

That stability persisted for 12,000 years as our societies and economies became ever more complex. This means that everything in civilization, including agricultural regions, building codes, capital markets, and business plans, include assumptions of continuing climate stability.

We have entered a period of climate instability.

The Earth has already warmed about 1.3°C beyond preindustrial temperatures and is on a trajectory to reach around 3°C of warming by the end of the century (absent further emissions reduction efforts), which means that the climate will continue to change for the foreseeable future. This represents a new paradigm, as we have never before maintained civilization in a continuously changing climate.

There is a direct relationship between greenhouse gas emissions and global warming

As long as greenhouse gases continue to be emitted into the atmosphere, the planet will continue to warm, and the climate will continue to change.

Sources of greenhouse gas emissions are varied

These can include transportation and movement of people and goods, heating and cooling, manufacturing and waste, and food production. There are business-scale, ready-to-deploy solutions, tools, and services available in every category.

Warmer air, caused by greenhouse gas emissions, holds more moisture

More moisture held in the atmosphere means more frequent dry spells and larger storms are likely in many locations, with unpredictable patterns. The details of this concept are both interesting and intuitive: For every 1°C warmer the atmosphere is, it can hold 7% more water vapor.

The likely local manifestations of warming is knowable information

Climate models can offer useful projections on how the range and probability of climactic events are likely to change in a warming world.

Applying Climate Literacy to Business Decision-Making Starts with Questions

How might a business leader apply these concepts to decision making in operations and strategy? Starting with the knowledge of the legacy of climate stability, managers can engage in a five-step process to apply the above concepts of climate literacy to a sound process of risk management and opportunity discovery.

1. List out the assumptions of climate stability that may be embedded in your business models and operations

Ask yourself questions like: What assumptions have your business or industry made historically about the climate? What aspects of the climate are you reliant upon? Hospitable temperatures for outdoor laborers or essential equipment? Plentiful water sources? Unimpeded transportation routes? Availability of source materials? Are your energy use projections based on past data or future temperature projections? What are the climate (and demand) conditions upon which your energy sources and grid distribution networks were built?

2. Determine which of these assumptions are material to your business success

Does access to fresh water at a certain predictable volume underpin your operations? Is shipping or receiving of goods or materials fundamental to your business? Is your business labor intensive, requiring certain conditions as well as reliant on population density or access to worksites; or machine intensive, requiring energy for operations at a certain volume or temperature?

3. Map the location of these material assumptions

Where on the globe are these material elements located? Where are those water sources or delivery routes? Where are your key suppliers, customers, and employees? How do you move goods?

4. Run a variety of warming scenarios to determine potential for change in those material assumptions and assess potential vulnerability

Applying your climate literacy, including the current trajectory for warming, use climate maps to examine potential impacts for 1.5, 2.0, 2.5, and 3.0 degree C increases. What are the key hazards in those areas where your material business assumptions occur? How do those hazards change between warming scenarios? What business impacts might arise if those hazards occurred?

5. Explore options to protect or grow specific aspects of your business

Do employees have established protocols in the event of an extreme climate event? Do you diversify locations and sources of raw material for your supply chains? Are there raw materials replacement opportunities, or areas for significant efficiency gains if potential energy supply is at risk? Do you take measures to protect employees and improve their access to work? Are there alternative modes of transport and routes and methods that might both reduce climate impacts and ensure greater reliability?

Approaches to protecting and preparing for business success can range in scope and scale and don't have to be as extreme as things like undersea data centers to manage cooling needs. Smaller, focused measures can have outsized returns and can be integrated into routine business practices, like UPS improving employee safety protocols for heat conditions or AT&T using predictive data analytics to build climate resilience into their capital maintenance and improvement plans. Companies are examining their supply chains, exploring lab-grown alternatives for things like palm oil and cotton (that address climate impacts as well as labor and water use issues), looking into more efficient chemical processes that underpin many business operations, and researching fuel or mode switching in shipping and road transport for lower impact and greater reliability.

Gaining basic climate literacy and going through this five-step exercise equips leaders and employees with the essential understanding needed to anticipate risks, assess vulnerabilities, and implement adaptive and mitigative strategies. It can also connect businesses to the entrepreneurs developing the new models, products, and processes needed to ensure continued business success and societal stability in an era of climate instability.

Disclaimer: This article is republished with permission from Insights by Harvard Business Review. <https://hbr.org/2024/10/5-steps-to-build-a-climate-literate-workforce>



JOIN THE MANAGEMENT MOVEMENT

Networking opportunities with Indian and global corporate majors
Platform to interact with other members / thought leaders
Concessional rate for AIMA programmes
Complimentary membership of AIMA library
Affiliation to any one LMA
Free e-copies of 'Indian Management' and AIMA E-news
Representation on the AIMA Council of Management through election
My AIMA online portal services

So when are you connecting with us?

Become an AIMA Member Today !

www.aima.in

Dr Prabir Kumar Dash, Deputy Director-Membership

All India Management Association, Management House, 14 Institutional Area, Lodhi Road, New Delhi - 110003

Tel: 011-24621323 (Direct), 24645100 Extn-535, Fax: 011-24626689 Email: member@aima.in

A Better Way to Make the Recommendations That Power Popular Platforms

A model developed at Uber Eats could change how consumers find their new favorite meals, music, or movies.

by *Deborah Lynn Blumberg*
September 13, 2024



Recommendation systems have driven the growth of platforms that match consumers with products and services. | credit: iStock/Vectorian

When Uber Eats embraced a more data-driven approach in 2019, Yuyan Wang joined the company as an applied scientist and founding member of its data science team. To help keep customers, couriers, and restaurants happy and maximize long-term profits, the team set out to build better recommendations into the food delivery platform.

What's known as recommender systems are the driving force behind the suggestions you see when you open an app like Uber Eats. They're powered by algorithms that have been trained to understand what consumers want based on their previous decisions as well as other customers' behavior. For example, when an Uber Eats customer who likes Tex-Mex opens the app, they might see a selection of restaurants that make fajitas and enchiladas.

These recommendation systems have become key growth drivers for multi-sided platforms — apps that connect multiple customer groups, like buyers and sellers (Amazon, eBay) or drivers and

passengers (Uber, Lyft). YouTube has attributed 70% of its watch time to recommendations, while Netflix has reported that personalized suggestions now contribute to 80% of content consumption.

When Wang joined Uber Eats, its recommendations were geared toward getting customers to keep using the app. But they weren't taking into account restaurants' or couriers' goals. Recommending popular restaurants, in theory, may increase the likelihood of consumers placing an order, says Wang, who recently joined Stanford Graduate School of Business as an assistant professor of marketing. But there are unintended consequences that could quickly cascade.

Well-liked restaurants might get over-recommended and then overwhelmed with orders. If they have a bad experience, they may not recommend Uber Eats to other restaurant owners. Customers would be annoyed by late deliveries and may not come back to the platform. Furthermore, delayed orders could make couriers late, putting a dent in their tips. More importantly, new or low-volume restaurants might not get the exposure they're expecting and opt to leave the platform. In the long term, this would result in fewer restaurants using the platform, which would mean a worse experience for consumers due to lack of selection.

"When you optimize for only one side, it hurts other sides and ultimately the business," Wang says. "For a platform to be successful in the long term, you need to model and take into account all sides of the business. It's more profitable that way."

In a new paper, Wang and Long Tao and Xian Xing Zhang of Uber Technologies show how they developed a new recommender system for Uber Eats that considers the often competing goals of multi-sided platform participants. The multi-objective hierarchical recommender, or MOHR, is a system that companies across industries – from Netflix to Etsy – can use to improve customer recommendations.

Upgrading the Carousel

Wang and her colleagues' recommender system is the first to mathematically and holistically make customer recommendations in ways that benefit multiple stakeholders. The system also addresses the challenge of ranking and arranging suggestions on a page.

When the researchers began the project, Uber Eats didn't have a dedicated mathematical framework for organizing carousels of recommendations where customers could scroll through categories like "Healthy Eats" or "Can Be Delivered in 25 Minutes." "Carousels help to alleviate the cold-start issue, or the problem of not knowing what to recommend to new customers," Wang says. "But platforms also have trouble ranking and arranging these carousels together with single restaurants on the same page" — much less mathematically principled way to do it," Wang says.

The researchers conducted a field experiment, applying their recommender system to 2% of Uber Eats' global consumers. The results showed significant improvements in consumer conversion, retention,

"People tend to focus on brilliant individuals. But unless you think there are more geniuses on the margins, this suggests that where you sit matters at least as much as who you are."

- Amir Goldberg

and gross bookings. If the system had been applied to all consumers, they estimated Uber Eats would have seen a \$1.5 million weekly increase in revenue. The company has since deployed the recommender system globally on its app homepage.

Wang and her colleagues designed their system with multiple modules so developers at different companies could use it piecemeal based on their unique needs. “Maybe you don’t have a hierarchical presentation on your page, but you do care about competing objectives,” she says. “You can use the system in a modularized fashion.” The system can also optimize one-sided platforms like news sites or clothing sellers.

Beyond the Black Box

The system syncs well with Wang’s overarching research interests, which lie in the intersection of marketing, machine learning, and statistics. After working at Uber, she was a senior research engineer at Google DeepMind, a job she held for four years. “I loved my jobs,” she says. “You can see the immediate, tangible impact of your work. When you order Uber Eats today, the recommendations are still powered by this framework, so it was a really fantastic experience.”

Wang moved into academia because she wanted to better understand and improve the long-term values of personalized products and services. “Over the years, more people have realized that recommender systems focused on short-term engagement goals can lead to more clickbaity, poor content,” she says. “I want to optimize long-term metrics, such as gaining repeat customers and getting customers to have a more fulfilling and meaningful long-term experience on the platform.”

More broadly, Wang is interested in using theory and behavioral insights to help design more transparent machine learning systems. She sees flaws in current design methods such as the black box model, in which developers cannot see the factors algorithms use to generate a given output. In another new paper, she details a collaboration with Google researchers where they tested a recommendation framework on YouTube that considers consumers’ intent when making predictions instead of relying on pure black-box approaches as most platforms do.

“More data and more computing power may make new AI models more powerful,” Wang says. “But you don’t really know why a consumer behaves in a certain way on the platform or why certain model architectures work better than the others. This is not the most sustainable way of doing AI research.”

“It’s great that more and more people are excited to leverage AI and machine learning to solve real-world business problems,” she says. “I’m excited to bridge that gap, and I see great potential for these two communities to be closer to each other and to leverage each other’s strengths.”

Disclaimer:

This article is republished with permission from Insights by Stanford Graduate School of Business. <https://www.gsb.stanford.edu/insights/better-way-make-recommendations-power-popular-platforms>

Champions of change

Inspiring, Creating and Innovating

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



Thought
Leadership



Peer to Peer
Networking



Professional
development



Best Practice
Sharing



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

Ahmedabad Management Association

On 1st September, a book launch and discussion were held for 'Global Tumult: India as a Pole Star' authored by Ambassador Sujan Chinoy, Director General of the Manohar Parrikar Institute for Defence Studies and Analyses. The event explored the key themes of the book, which examines India's evolving role in global geopolitics and its position as a stabilising force amid international turbulence.



Speaker with other Guests



Chief Guest and Guest of Honour with Jury Members and Awardees

On 5th September, Shri Ramanbhai Patel-AMA Shreshtha Shikshak Award 2023 ceremony took place, with Dr. Shamsheer Singh, IPS, DGP and Director of the Anti-Corruption Bureau, Gujarat State, as Chief Guest, and Prof. B.H. Jajoo, Former Professor and Dean at IIM Ahmedabad, as the Guest of Honour. They presented the prestigious Trophy, Citation, and Cash Award to Ms. Kailashben Prabhubhai Jadav from Shri Kanaiyabe Group Primary School, Bhuj, Kutch, and Ms. Hasti Chandwani from Zebar School for Children, Thaltej, Ahmedabad.



Jagadguru Shankaracharya Swami Shri Sadananda Saraswatiji

On 9th September, His Holiness Anant Shrivibhushit, Dwarka Peeth Jagadguru Shankaracharya Swami Shri Sadananda Saraswatiji, along with Swami Shri Parmatmananda Saraswatiji, President of Sivananda Ashram, Ahmedabad, and Convener and General Secretary of Hindu Dharma Acharya Sabha, delivered an insightful address on 'Gita and Self Management.' The discussion focused on the teachings of the Bhagavad Gita and their application to self-management.



Participants with Speaker

On 10th September, an exclusive interaction was held with renowned US scientist Dr G.N. Patel, who boasts over 100 patents to his name. Dr. Patel, a globally recognised innovator, has been honoured with prestigious awards including the R&D 100 Award, Frost and Sullivan Award for Excellence in Technology, and the Edison Patent Award.

On 12th September, Dr Atman Shah, Assistant Professor in the Department of Economics at St. Xavier’s College, Ahmedabad, facilitated the Research Forum on ‘Understanding of Research and Research Process.’ The session focused on the fundamentals of conducting research, exploring methodologies, and guiding participants through the essential steps of the research process, from formulating questions to data analysis and presentation of findings.



Dr. Atman Shah addressing



Speaker and Moderator

On 13th September, Mr. Ankit Majmudar, EXIM Consultant and Founder of Global Business Solutions, delivered an address on ‘Export Opportunities in Africa.’ He provided valuable insights into the growing markets of Africa, highlighting key sectors for export, emerging business trends, and strategies for Indian businesses.

On 14th September, in celebration of Hindi Diwas, journalist and author Mr. Sopan Joshi, known for his research on society, the environment, and both traditional and modern knowledge systems, delivered a special lecture on ‘Hindi ke Bandhan, Seema aur Saadhan’.



Speaker and Moderator

On 19th September, during the B. N. Dastoor Learners' Forum, Mr. Hemant Nag, an IT industry veteran, leadership coach, and acclaimed author, discussed his book 'Notice Period.' Prof. Bhaskar Joshi, a senior HR professional and organisational development expert, discussed the book 'Jamsetji Tata: Powerful Learnings for Corporate Success,' authored by R. Gopalakrishnan.



Speakers and Moderator



Speakers and Moderator

On 19th September, a premier screening of a short documentary titled 'The Miracle Man of Ahmedabad' was held in honour of Padma Shree Reuben David on his 112th birth anniversary. The event featured Esther David, an author and artist and the daughter of Reuben David, as the chief guest. Dr M.P. Chandran, Chairman of the ASIA Charitable Trust and President of JG University, served as the guest of honour, while Dr CA Achyut Dani, Director General and Provost of JG University, was the special guest.



Panelists addressing the session

On 20th September, a panel discussion titled 'Be An Unstoppable Entrepreneur by Leveraging the Growth of India' featuring Shri Amit Thaker, MLA from Vejalpur, as the chief guest. The event was moderated by Ms. Nehal Mehta, Global Head of Business and Networking at Powerful Group and Founder of SVaAarambh, who is also the National Vice President of WICCI – EECouncil. The panel included esteemed speakers such as Mr. Sudhir Naik, Co-founder of eInfoChips; Mr. Manasvi Thapar, Founder of Candour Legal and Indus Mentors; Ms. Meena Kaviya, Director of Ayma Creations and President of COWE - Gujarat; and Mr. Kunaall Devmane, Author and International Keynote Speaker.



On 20th September, Mr. Biren Kothari—a noted biographer, translator, editor, and blogger—delivered a talk titled ‘Kahat Cartoon...: From Dinosaurs to Drones.’ The session explored the evolution of cartoons as a medium of expression, tracing their journey from ancient times to the digital age.

Speaker with Moderator



On 24th September, Mr. Manish Khanolkar, an HR Consultant and Trainer, facilitated the Speakers’ Forum Meeting. Mr. Khanolkar guided attendees in improving their speaking abilities, providing valuable insights and techniques for managing reactions and responses in various situations, with a focus on personal growth and communication.

Participant speaking at the forum

An exhibition titled ‘Remembering Babu’ was held from 28th September to 3rd October showcasing rare collectibles on Mahatma Gandhi. The exhibition was curated by Dr Dhimant Purohit, Editor-in-Chief of newzviewz, and featured unique items and memorabilia related to Gandhi’s life and legacy.



Glimpses of Exhibition

On 30th September, a special interaction was held on 'European Union and India - The Way Forward for Business and Other Relations'. The session was led by Mr. Vivek Nagpaul, Owner and Lead Resource Person at EuroAsian Network, The Netherlands, and Chairman of the EuroAsian University and Career Network, who offered valuable insights for individuals involved in or planning to conduct business in Europe.



Participants with Speaker



(L-R) Mr. Devang Thakore, President; Mr. A. K. Sahni, Hon. Secretary and Mr. Unmesh Dixit (C) at BDMA

On 25th September, Mr. Unmesh Dixit, Executive Director of AMA visited the Bharuch and Vadodara Management Association. During the visit, he engaged with members, discussing collaborative opportunities and sharing insights on management practices. The interactions aimed to strengthen relationships between the associations and explore potential joint initiatives to enhance professional development and networking within the region.

The Executive Leadership Programme was conducted featuring seven programmes in total. The first five programmes took place on 25th and 26th September, while the remaining two were held on 27th and 28th September. Participants included executives from various roles, such as Chief Executive Officers (CEOs), Chief Marketing Officers (CMOs), Chief Product Officers (CPOs), Chief Financial Officers (CFOs), Chief Human Resource Officers (CHROs), Chief Supply Chain Officers (CSCOs), and Chief Operating Officers (COOs).



Glimpse of Executive Leadership Programme



Participants with Speaker

On September, AMA conducted various programmes at Odhav Industries Association. A series of impactful programmes aimed at enhancing business skills and leadership. These sessions covered a range of topics, including leveraging AI and Co-Pilots for daily productivity, fostering Effective Teamwork for Organisational Growth, and accessing Global Trade Information.

The 67th Annual General Meeting of AMA was held on 21st September. Key highlights included a review of the year’s activities, presentation of financial reports, approval of the budget, and discussions on future programs. The AGM also saw the election of new office bearers and recognition of members for their contributions.



New Office Bearers

Allahabad Management Association

MDP

Allahabad Management Association organised a MDP on 8th September, titled ‘Ikigai – The Japanese Secret to Longevity and Life Management,’ presented by Mr. Ravi Prakash, CEO of Big Skills. During his presentation, Mr. Prakash shared insights into the secrets of the Japanese people’s long life, noting that the world’s oldest living person was a Japanese woman. He explained that the Japanese follow three key principles that contribute to their longevity: they eat only up to 80% of their stomach’s capacity, meals are served on small plates, and their staple diet includes sweet potatoes. Mr. O.P. Goel, President of the Association, introduced the speaker, while Mr. Apoorva Agha skilfully moderated the session. The presentation was well-received by faculty from various B-schools and 35 members of the association. Dr. Shanti Chaudhri, PRO, delivered the vote of thanks.



Mr Ravi Prakash, CEO Big Skills addressing the session

Case Study

AIMA conducted a comprehensive study on the successful opening of Starbucks chain in Allahabad. This case study delves into the factors that have contributed to its success. The opening of the chain in Allahabad is a part of Starbucks broader strategy to establish 1000 stores across India by 2028. The outlet is strategically located, has cultural integration, range of products, excellent customer experience, brand acceptability and operational excellence.

Bharuch District Management Association

MDP

BDMA conducted a comprehensive POSH (Prevention of Sexual Harassment) programme for corporate employees on 10th September, led by Ms. Ashu Manchanda. The session focused on raising awareness, prevention strategies, and support systems to address workplace harassment. Participants actively engaged in discussions and activities aimed at advancing a respectful and equitable work environment. The programme sought to empower employees with the knowledge and tools needed to effectively prevent and address harassment.



Ms. Ashu Manchanda addressing the programme



Participants at the webinar

BDMA's Finance and Taxation forum organised a webinar on 14th September with CA Rajiv Gandhi and CA Saurabh Jain on Tax Audit as Tax audits are critical for ensuring compliance with updated financial regulations. Recent amendments have raised the turnover threshold for audit exemptions in cash-light businesses, alongside stricter disclosures on cash transactions and GST reconciliation.

In-House MDP

BDMA organised an in-house MDP training on 14th September at Toyolnk, focused on ‘Planning and Organising,’ facilitated by expert trainer Dr. Rashvin Tailor. The programme aimed to enhance employees’ strategic planning skills and organisational efficiency, advancing a culture of proactive management within the company. The training received excellent feedback and was attended by 28 participants.



Dr. Rashvin Pandya conducting the session at Toyo Ink



Memento presentation to speaker

Collaborative Programme

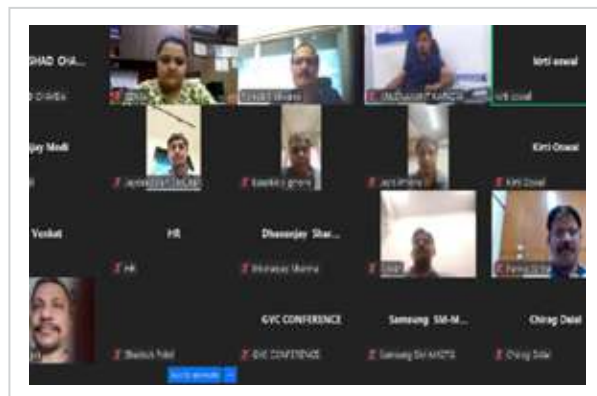
BDMA in collaboration with GIDM and PI Industries organised a programme on 20th September on ‘Workplace and Process Safety in Chemical Industrial Installations’ which aimed to assist industries in preventing and controlling chemical accidents. It intended to provide guidance on identifying major chemical hazards. The programme was attended by 47 operators and supervisors involved in production and maintenance in chemical industries.



Memento presentation to the speaker by participants

BDMA in collaboration with Ahmedabad Management Association organised a full-day programme on EXIM Documentation, Logistics, Payment, and Delivery Terms on 25th September. The session was led by Mr. Ankit Majumdar, an EXIM consultant and founder of Global Business Solutions, who provided valuable insights into export-import procedures, logistics management, and international payment methods.

BDMA organised a webinar on 28th September on '54th GST Council meeting updation' with CA Kirti Oswal, who introduced several key updates, including mechanisms for implementing new provisions under Section 16(5) and (6) of the CGST Act, aimed at streamlining input tax credit claims. Amendments to Rule 89 and 96 of the CGST Rules were also discussed, with clarifications on IGST refunds for exports where concessional/exemption notifications have been availed.



Participants at the webinar



Talk by Mr. Himal Pandya on Collection of Ghazals by Harsh Dave

248 Book Lover's Forum

The 248th Book Lover's Forum of BDMA took place on 28th September, featuring a talk on the ghazal collection from 'Hari Saanj Dharsh' by renowned poet Harsha Dave, with insights provided by Mr. Himal Pandya. The session delved into the beauty and depth of ghazals, offering literary enthusiasts an opportunity to engage with timeless poetry and its profound themes.

AGM 2023- 2024

BDMA organised its Annual General Meeting for 2023-2024 on 29th September with opening remarks by Ms. Rinku Mehta, followed by a welcome address and future overview by Mr. Devang Thakore, President of BDMA. Mr. A K Sahni shared detailed secretarial report and glimpses of the various programmes conducted during the year 2023- 2024, announcement of financial accounts for approval and auditor appointments. The meeting concluded with a vote of thanks by Dr. Sunil Bhatt, Vice President, and was followed by dinner.



Recognition of new Institutional members

92nd HR Forum

BDMA's HR Forum organised its 92nd meeting on 30th September, featuring a session titled 'Enneagram to Lead' by Dr. Nirav Majumdar. The event served as a transformative platform designed to enhance leadership effectiveness through the Enneagram personality framework. By exploring the nine distinct personality types, participants gained valuable insights into both their own strengths and challenges, as well as those of their teams.



Speaker- Dr. Nirav Majumdar addressing



Dr. Poorva Sakar Gayen, HOD-MBA, OCM presenting a Memento to Dr. Manoj Gaur

Bhopal Management Association

SDP

BMA and Oriental College of Management (OCM) under Student Chapter, organised an interactive session 'Psychology of Mind' for the students of MBA Sem III on 5th September at OCM, Bhopal. The Guest Speaker was Dr. Manoj Gaur, a Researcher, Trainer, Consultant, Advisor, Transformational Speaker, Mentor, Environmentalist and Life Coach, who explained the students how their brain secretly influence their perception, memory, emotions, self-image, and social behavior. The programme was conducted by Dr. Shikha Bhargava, Director, OCM and Chairperson, Women Enrichment Committee, BMA.

BMA, in collaboration with Vidyapeeth Group of Institutions, Bhopal, under the Student Chapter, organised an SDP titled 'Discover Yourself: A Journey of Self-Exploration' on 18th September at VGI, Bhopal. The guest speaker, Ms. Neha Chaturvedi, Master Trainer at RNT University, Bhopal, emphasised the importance of identifying personal strengths and weaknesses early in one's academic journey, advising students not to imitate others. Mr. Rajiv Saxena, Chairperson of SEA, BMA, provided a brief overview of the benefits of the Student Chapter and student engagement activities.

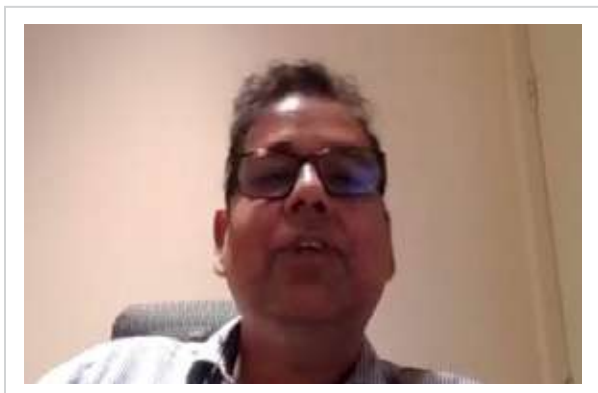


Ms. Neha Chaturvedi addressing

BMA and Oriental College of Management under Student Chapter successfully organised a Motivational session on 18th September at Oriental College of Management, Bhopal. Mr. Mahendra Joshi, Motivational Speaker and Corporate Trainer and Founder - Center for Personality Research and Training, Bhopal took the session for future management ambassadors. Dr. Shikha Bhargava, Director of OCM, Dr. Poorva and OCM faculty members graced the occasion.



Dr. Shikha Bhargava presenting a memento to Mr. Mahendra Joshi



Mr. Santosh Singh addressing

BMA conducted a webinar on 'Making Sense of Sensex @82000: Challenges and Opportunities' on 19th September via Zoom. The chief speaker was Mr. Santosh Singh, Fund Manager at Motilal Oswal Asset Management, with Mr. Lav Kumar, CEO of MFONLINE, as the guest speaker. The event was moderated by Ms. Sakshi Sharma, MBA student at Oriental College of Management, and concluded with a quiz and surprise gifts for the winners.

Visit

BMA organised a visit of Indira Gandhi Rashtriya Manav Sanghralay (IGRMS) for members with their spouses and BMA Student Chapter Oriental College of Management (OCM), Bhopal on 25th September. Around 100 members including students attended the same.



Visit at Indira Gandhi Rashtriya Manav Sanghralay



Lecture by Prof. Amitabh Pande, Director of (IGRMS), Bhopal

BMA organised an expert lecture on the topic 'Museum Management and Opportunities for Management Graduates,' featuring Prof. Amitabh Pande, Director of the Indira Gandhi Rashtriya Manav Sanghralay (IGRMS), Bhopal. Prof. Pande highlighted that there are 3,000 museums across the country, encouraging management students to explore this field as a potential career path. Membership certificates were also awarded to newly joined students. The welcome address was given by Mr. Suneel Bhargava, and the session was moderated by Mr. Prashant Gangrade, Member and Trainer at BMA.

Start-Up Conclave

BMA and IES College of Technology, Bhopal, successfully organised the Start-up Conclave 'INNOVATEX' on 27th September at IES University, Bhopal. The Chief Guest was Mr. Vishvas Sarang, Minister of Cooperation, Sports, and Youth Welfare Department, Government of MP. The programme was presided over by Er. B.S. Yadav, TIE Startup Mentor and Founder Chancellor of IES University. Mr. Suneel Bhargava, President of BMA, delivered the welcome address, while Mr. Rajiv Saxena, Chairman of the Start-up Event Committee, provided introductory remarks. The conclave began with a motivational talk by Dr. Rajeev Agrawal, Motivational Speaker and President of the All-Industries Association, Mandideep. Guests shared their startup journeys and the challenges they encountered. The event was coordinated by Dr. Deepa Ayachit, Chairperson of the Training Committee, BMA, and was attended by 150 students, faculty, and BMA members.



(L to R) Mr. Yogesh Khakre, Er. BS Yadav, Mr. Vishvas Sarang, Mr. Suneel Bhargava, Mr. Rajiv Saxena and Ms. Amruta Shingwekar

Coimbatore Management Association

Monday Musings

CMA hosted a session on 2nd September, featuring speaker Mr. Antony Paul Kunnath. He discussed how warfare has always involved human interaction and behaviour, not only throughout recorded history but also in the deeper reaches of our ancient past. He also shared insights from modern management theory, explaining that employees are motivated by various factors, including the pursuit of satisfaction, happiness, and desired lifestyles. The session concluded with a vote of thanks to the speaker.



Session by Mr Antony Paul Kunnath



Talk by Ms Divya CS

CMA hosted a session on 9th September with Ms. Divya C.S. on the topic of 'Health Insurance Protocols.' She emphasised that good health is the foundation of happiness, but factors such as smoking, alcohol consumption, climate change, and increasing population make us more vulnerable to health issues. Health insurance, she explained, acts as a protective shield for both savings and healthcare, ensuring that you and your loved ones can lead a happy, fulfilling life. It typically covers pre-hospitalization costs, in-patient treatment, and daycare treatment expenses. Ms. Divya encouraged audience participation, and the session concluded with a Q/A segment.



Session by Mr Ramachandran

On 16th September, Mr. Ramachandran explained the concept of 'Servitization,' which refers to the shift from products to services. He outlined the types of organisations and individuals inclined toward servitization, including Inspired Veterans, Considerate Practitioners, Excited Starters, and Cautious Initiators. He also discussed the need for servitization, highlighting factors such as the sharing economy, the use of digital technologies, the utilization of idle capacity, and trust verification between users and platforms. Additionally, he touched on Industry 4.0 perspectives, which include interoperability, information transparency, technical assistance, and decentralized decision-making.

CMA conducted a session on 23rd September with Dr. P. Srinivas Rao, who discussed the evolution of business education, key trends shaping its future, technological innovations in education, and the need to prepare for the future of work and lifelong learning. He emphasised the importance of focusing on emerging trends and innovations that are transforming business education, particularly the skills and knowledge areas that students must develop to thrive in the 2030s.



Talk by Dr. P. Srinivas Rao



Talk by Ms. N. A. Sujatha

On 30th September, Ms. N. A. Sujatha, Manager of Marketing at Brookefields and Co-founder of i-Robochakra, an ISRO space tutor, spoke about experiential marketing as the art of creating sensory-driven experiences that emotionally connect consumers with brands. She explained that these strategies are dynamic, continuously evolving as consumer expectations shift and new technologies emerge. The goal is to craft environments where consumers don't just visit shops but immerse themselves in memorable experiences, driving both growth and brand loyalty.

69th Annual General Meeting

CMA held its 69th AGM on 4th October, which was graced by Chief Guest Dr. K. S. Sundararaman, Managing Director of Shiva Taxyarn and Chairman of The Southern India Mills Association. He delivered a speech on 'India and the Middle-Income Trap... the Way Forward'. During the AGM, Dr. Nithyanandan Devaraj was elected as President, with Dr. N. Raveendran and Mr. N. Krishnakumar as Vice Presidents, Mr. Puneet Krishnan as Secretary, CA S. Meena as Treasurer, and Dr. A.G. V. Narayanan as Joint Secretary.



69th AGM of CMA in progress

Delhi Management Association

Roundtable Discussion

DMA conducted a roundtable discussion on 1st September on the topic of Relationships, facilitated by the PSP (Proud Single Parents) team. The session was led by Nidhi Sharma and Tarun Bhardwaj, with Shashank Maheshwari serving as the coordinator. DMA President Dr. Yogesh Misra also attended the event, which saw active participation from over 30 attendees. The discussion was well-received, with participants appreciating the insights shared throughout the session.



DMA President Dr. Yogesh Misra with participants



Participants at the Roundtable discussion

BusExe – Business Excellence, in partnership with the Delhi Management Association (DMA) and the Faculty of Management Studies (FMS), University of Delhi, hosted a successful roundtable on 21st September, focusing on ‘Navigating the Future of Supply Chains for Agility, Resilience, and Sustainability.’ The event opened with remarks by Dr. Sunil Sharma, Senior Professor at FMS, followed by a keynote from Dr. Yogesh Misra, President of DMA and Vice President at Thomas Assessments. Kr. Partha Dhiraj Singha Bose, Chief of Commercial at BusExe, moderated the interactive session, encouraging discussions on innovative strategies to strengthen supply chain agility and resilience. Over 50 professionals from industry, academia, the armed forces, and students attended. Prof. Amit Bardhan expressed gratitude to the Product and Operations Society of FMS for their role in organizing the event. The session concluded with an award ceremony recognising distinguished professionals for advancing best practices in supply chain management, innovation, and sustainability.

Global Governance Summit and Awards

The DMA ESG Committee hosted the DMA Global Governance Summit and Awards 2024 on 14th September, bringing together experts from various sectors to discuss governance. The event began with an inaugural address by Mr. Amit Kumar Arya, Secretary of DMA, along with Summit Chair CS Deepak Jain, Dr. Niraj Gupta from IICA MCA, CS Sanjay Gupta, and Dr. S.K.



Glimpses of DMA Global Governance Summit

Gupta from ICMAl. CS Deepak Jain led an inspiring governance oath aimed at achieving 'Viksit Bharat @ 2047'. The summit raised the exchange of innovative ideas, driving the evolution of governance practices across industries. The event concluded with the presentation of the Governance Excellence Awards 2024 to the winners.



Speaker – Mr. Abhishek Acharya

Global ESG Conclave 3.0

DMA collaborated with ASSOCHAM on 26th September as a supporting partner for the Global ESG Conclave 3.0. More than 20 members and students participated in the event, which proved to be highly informative. The event was well-received and appreciated by all attendees.

68th Annual General Body Meeting

Delhi Management Association held its 68th Annual General Meeting on 28th September. Established in 1955, DMA is a leading professional body, currently led by its 50th President, Dr. Yogesh Misra. He highlighted the successful conferences, seminars, meetings, and award functions organised by DMA, attended by distinguished guests, including Central Ministers, CEOs, and academicians. Dr. Misra also announced yearlong celebrations to mark DMA's 70 years of service in the field of management. The event featured the unveiling of a new logo, with lapel pins and DMA ties presented to members. The AGM concluded with lunch and festivities.



68th Annual General Meeting in progress

Release of 68th Annual Report

DMA has proudly released its 68th Annual Report, showcasing key achievements, initiatives, and future plans. The report highlights the organisation’s ongoing commitment to promoting management excellence, professional growth, and knowledge sharing across industries.



Releasing of 68th Annual Report



(L to R) Mr. V. Thyagarajan, Executive Director, FMA, Ms. Monica Anand, General Secretary, FMA, Ms. Saloni Kaul, President, FMA receiving Participation Award from Ms. Suneeta Reddy, President AIMA and Managing Director, Apollo Hospitals at the AIMA Auditorium, Lodhi Road

Faridabad Management Association

On 10th September, Ms. Saloni Kaul, President of FMA, along with Ms. Monica Anand, General Secretary FMA and Mr. V. Thyagarajan, received a participation certificate for the Annual LMA Award from Dr. Sangeeta Reddy, President of AIMA and Managing Director of Apollo Hospitals, at the LMA CEO meet held at AIMA, New Delhi.

On 11th and 12th September, four members of the Core Committee- Ms. Saloni Kaul, President, FMA; Mr. V. Thyagarajan, Executive Director, FMA; Ms. Charu Smita Malhotra, Sr. Vice President-FMA and Ms. Monica Anand, General Secretary, FMA participated as delegates at AIMA’s 51st NMC.



(L to R) Ms. Charu Smita Malhotra, Ms. Saloni Kaul, Ms. Monica Anand, and Mr. V. Thyagarajan attending the 51st National Management Convention of AIMA

On 18th September, FMA signed an MoU with JIVA Ayurved Pvt. Ltd., Faridabad, to organise health camps aimed at improving health and wellness for corporates in Faridabad, as well as for the benefit of FMA and AIMA-FMA members. The MoU was signed and exchanged by Ms. Meenakshi Singh, Director of JIVA Ayurved Pvt. Ltd., and Ms. Monica Anand, General Secretary of FMA.



(L to R) Ms. Monica Anand, General Secretary, FMA and Ms. Meenakshi Singh, Director - Jiva Ayurved P Ltd. signing the MoU with JIVA Ayurved



L to R) Mr. Heeresh Girdhar, Programme Director- MDP -HR for HR, FMA; Mr. Abhay Kapoor, Immediate Past President, FMA; Speaker Mr. Ashish Sarangi, Sr Advisor L&D, Karam Safety Pvt. Ltd and Mr. Ravinder Singh, Chairperson - Membership, FMA.

On 22nd September, FMA, in collaboration with the Noida Management Association, conducted an MDP on 'Talent Management and Knowledge Retention Practices' at the GNOIT Campus in Greater Noida. The event opened with a welcome address by Mr. Heeresh Girdhar, Programme Director of HR4HR – FMA. The speaker, Mr. Ashish Sarangi, Senior Advisor for L&D at Karam Safety Pvt. Ltd., emphasised that talent management is crucial for aligning an organisation with its goals. The session was attended by human resource professionals from Delhi and NCR.



(L to R) Ms. Ekta Nayyar, Asst. Director – AIMA; Rtn. JP Malhotra, President, DLF Industries, Faridabad; Ms. Saloni Kaul, President, FMA and Ms. Shruti Modi, Senior Manager, Wadhvani Foundation

FMA and DLF Industries Association, Faridabad, organised an exclusive awareness session on 25th September titled 'The SME Accelerate Programme,' an initiative by AIMA and the Wadhvani Foundation. The session opened with a welcome address by Rtn J.P. Malhotra, President of DLFIA, followed by remarks from Ms. Saloni Kaul, President of FMA. Ms. Ekta Nayyar, Assistant Director at AIMA, introduced AIMA and the initiative. The main presentation was delivered by Ms. Shruti Modi, Senior Manager at the Wadhvani Foundation, who outlined the key components of the SME Accelerate Programme and how it helps small and medium enterprises scale their businesses. The event concluded with an interactive Q/A session, and a vote of thanks was given by Mr. Ravinder Singh, Chairperson – Membership, FMA.

Ghaziabad Management Association

Ghaziabad Management Association organised a full-day Management Development Programme on 'Neuro-Linguistic Programming (NLP): A Tool for Enhancing Productivity and Harmony' on 6th September at INMANTEC, Ghaziabad. Dr. Mona Sahay, Professor at IPEM, Ghaziabad, led the session, explaining techniques for reducing unpleasant memories and enhancing positive ones through visualization. She also demonstrated how NLP can improve constructive behavior. The programme was attended by 18 participants.



Participants with speaker Dr. Mona Sahay, Professor at IPEM



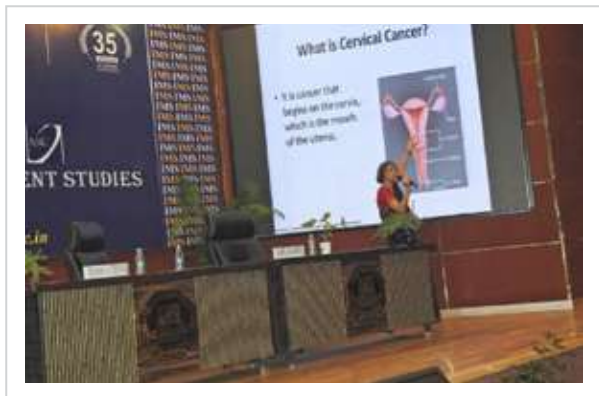
Participants with Chief Guest Mr Rajnish Jhulka

GMA organised an Awareness Session on 'E-Waste Management and Initiatives' on 16th September at Shriram Pistons and Rings Ltd, Ghaziabad. The session, led by Mr. Anurag Kumar, GM of Eco[co]work, focused on e-waste management compliance, rules, and regulations set by the CPCB for manufacturers and bulk consumers of electronic equipment. Eco[co]work, a government-approved recycler, helped in safely disposing of e-waste and conducting inspections to assess disposal options. The session was attended by 20 participants from various industries, with Mr. Rajnish Jhulka, ED of Shriram Pistons, serving as the Chief Guest.

GMA in association with INMANTEC, Ghaziabad organised an event titled 'TECHNOHACK- 2024' on 20th September at INMANTEC, Ghaziabad. The theme of the event was 'Empowering the future Through Technology.' It attracted 390 students from Ghaziabad, Greater Noida, Noida as well as a group of industry professionals. The activities included Blind coding, Keyboard tricks, IT Quiz, Ninza coding, Project spark, web ping, Bug bowl, Game Arena. All activities were judged by a panel and the winners were awarded prizes.



Participants attending the event



Dr Madhu Gupta explaining about cervical cancer

GMA organised a session on 'Cervical Awareness' on 23rd September at IMS, Ghaziabad. The speaker was Dr Madhu Gupta, a renowned Gynecologist and trustee of Beautiful Tomorrow. The session was very informative and interactive. Dr Gupta explained that cervical cancer is the only cancer which can be detected, prevented and has its vaccine available. Total 55 participants attended the session.

GMA organised a Tree Plantation event on its 42nd Founder's Day, held on 25th September at Ram Chameli Chadha Girls College, Ghaziabad. The plantation was led by GMA's founder members Mr. I.C. Agrawal, Mr. V.N. Grover, and Dr. N.K. Dhooper. Other key participants who planted trees included GMA President Mr. S.K. Tiwari, Senior Vice President Dr. T.R. Pandey, Secretary CA Anil Agrawal, Immediate Past President Mr. Dharmendra Singh, Former Director Mr. Rahul Agrawal, and EC member Dr. Amita Srivastava. Additionally, a sticker for GMA members, titled 'Proud to be a member,' was released on this occasion.



Tree plantation by GMA founder member



Felicitating Speaker Mr SK Verma by Director, Dr Alka Agrawal

GMA organised a session with Mr. S.K. Verma, a seasoned banker on 'KASERI (Knowledge, Attitude, Skill, Efforts, Reward, Innovation)' on 30th September at Mewar Group of Institutions, Ghaziabad. The speaker explained the different types of knowledge: Docile, Positive, Negative, and Extreme Negative. Positive knowledge includes fields such as education, medicine, science, research, and technology. Efforts, he emphasised, should be focused, dedicated, passionate, consistent, result-oriented, timely, efficient, and smart. Results must align with expectations, be well-planned, and delivered on time. He also highlighted that innovation, through improvisation, creativity, and new features, leads to the best outcomes. The session was attended by 69 students and 9 faculty members.

Guwahati Management Association

Guwahati Management Association held its quarterly meeting on 28th September, presided over by Mr. Chiranjit Chaliha. He warmly welcomed the guest speaker, Mr. S.K. Baruah, and honoured him with a Fulam Gamocha and a flower bouquet. Mr. Chaliha also extended a welcome to the guests and GMA members in attendance. Mr. Robin Kalita, Working President of GMA, introduced the guest speaker to the audience. Mr. S.K. Baruah then delivered a talk on the topic, 'Challenges in Laying Gas Pipelines in Guwahati and Assam and Their Solutions.' The talk was followed by a Q/A session.



Talk on 'Challenges in Laying Gas Pipelines in Guwahati and Assam and Their Solutions.'

Gwalior Management Association

Gwalior Management Association organised a talk on the topic 'Understanding Self and Others' by Dr. Rajiv Dwivedi, Head of the Management Department at Amity University, Gwalior, on 29th September. The speaker emphasised the importance of understanding oneself and others for improved professional performance and better interpersonal relationships. The participants found the talk both informative and engaging. As the session concluded, GMA's Executive Vice President, Dr. Ashutosh Agrawal, delivered a heartfelt vote of thanks, expressing gratitude to Dr. Rajiv Dwivedi and the attendees for their valuable contributions to the enlightening programme. Dr. Praveen Agarwal, President of GMA, highlighted the need to establish student chapters in various colleges and universities across Gwalior. The talk was attended by GMA's Honorary Secretary, Mr. Shyam Agarwal; Executive Member, Adv. Ashok Sharma; along with other office bearers, executive members, and GMA members.



Participants along with Dr. Rajiv Dwivedi

Hyderabad Management Association

Lecture

HMA signed an MoU with the Administrative Staff College of India (ASCI), Hyderabad, to utilize their premises for conducting HMA events. As part of this initiative, HMA held its second lecture programme on 28th September, titled 'Shaping the Future of Work,' presented by Mr. Chandra Sekhar Sripada, Clinical Professor (OB) at the Indian School of Business. The session was well received, with 100 members in



Speaker, Mr. Chandra Sekhar Sripada with other panelists during the session

attendance. At the end of the session, feedback was collected in compliance with the SOPs outlined under ISO, as HMA is ISO 9001:2015 certified.

SDP

HMA organised a lecture on 'Personal Branding' by Prof. Renuka Sagar, Joint Secretary and Convenor for SDP, HMA, featuring speaker Prof. Dhananjay Singh, Professor at IMT, Hyderabad, on 26th September for the final-year MBA students of RBVRR Women's College, Hyderabad. The session, highlighted by an excellent PPT presentation covering various aspects of personal branding, was very well received by 100 students.



Speaker Prof. Dhananjay Singh with participants



(L-R) – Speaker, Ms. Jayanthi and Prof. Renuka Sagar - Treasurer and Convenor, SDP HMA

Another SDP programme was conducted online for the MBA students of St. Joseph's Degree and PG College, Hyderabad, on 30th September, on the topic 'Communication Skills,' featuring Ms. Jayanthi, Head of Learning at English Coach Services, Hyderabad. The speaker emphasised the importance of effective communication in both personal and professional life, covering various forms of communication and sharing practical tips. The session saw participation from around 120 students.

Jamshedpur Management Association

Training

Jamshedpur Management Association conducted a two-day training session on 2nd and 3rd September at Tata Bluescope on Emotional Intelligence at the Workplace. The training aimed to enhance participants' self-awareness, emotional regulation, and interpersonal skills, essential for nurturing a productive and collaborative work environment.



Participants after the training session

Educational Tour

On 5th September, JMA organised an enriching visit for students from XITE to the Centre for Entrepreneurship (CFE) and the Tata Steel Archives at the Centre for Excellence. The visit offered students a unique opportunity to learn about Tata’s legacy, its journey, and ecosystem, while also celebrating Teachers’ Day—a fitting tribute to Tata Group’s role as a global leader in imparting best management practices. In addition to exploring Tata’s archives, the students visited the Art Gallery and the P.N. Bose Geological Centre, further enhancing their knowledge of history, art, and industry.



XITE students at CFE’s Gallery



Mr. Swaroop addressing the students of Srinath University

On 30th September, JMA organised an educational visit for students from Srinath University to the Centre for Entrepreneurship (CFE) and the PN Bose Geological Centre. This experience provided practical exposure to Tata’s archive sections and exposure to geological finds.

Workshop

On 10th September, JMA organised a workshop titled ‘Six Point Understanding of Climate Change and Corrective Actions,’ featuring Prof. Chetan Singh Solanki, known as the ‘Solar Man of India.’ During the workshop, he advocated for localising solar energy and introduced the strategies encapsulated in the hashtags Avoid, Minimize and Generate.



Prof. Solanki addressing the participants

51st AIMA NMC

During the 51st NMC of AIMA, JMA was recognised for its outstanding contributions to management development and organisational excellence. On 11th September, the association received two prestigious honours: the 'Most Improved LMA for 2023-2024' and the Runner-Up position in the 'Best LMA - Category III for 2023-2024.' Mr. Chanakya Chaudhary, Honorary President of JMA and VP of Corporate Services at Tata Steel Ltd., and Mr. Amitabh Bhattacharjee, Honorary Secretary of JMA and Head Business Development and Business Excellence at Tata Steel Ltd., accepted the awards on behalf of JMA from AIMA's esteemed dignitaries at the ceremony at New Delhi.



Hon. President JMA and Hon. Secretary JMA receiving the Award for Most Improved LMA



Mr. Kuldeep sharing his presentation at the webinar

Talk

On 20th September, JMA hosted a webinar on 'Retirement Ready: Effective Wealth and Investment Management' with speaker Mr. Kuldeep Hegde, Founder of Qrate Wealth and former Director at BlackRock. The session focused on strategies for managing finances and investments to ensure a secure retirement for individuals over 45.

Training

On 23rd September, JMA conducted a one-day training programme on Power BI for Tata Power employees. The training focused on data visualization and analytical capabilities of Power BI, equipping junior and middle-level executives with the skills to analyse data, create interactive visualisations, and generate insightful reports.



Training at Tata Power Jojobera

Webinar

On 24th September, JMA organised a webinar on Creating a Self-Sustaining Ecosystem in Small Cities: Retaining Local Talent and Empowering Innovators with speaker Mr. Arunabh Sinha, Founder and CEO, UClean; Expert Advisor at CII, Technology Business Incubator Foundation, IIT Ropar and an Alumni of IIT Bombay. The session focused on strategies for nurturing local talent and encouraging innovation in smaller cities.



Mr. Arunabh sharing presentation



Participants with the judges during the Quick Quill Competition

Competition

On 28th September, JMA held the Quick Quill Poetry Writing and Presentation Competition at the Centre for Excellence. 16 participants showcased their creative talents in a timed format, presenting deeply emotional and insightful poems. The themes, 'Tumhare baad kaisa nishan chod jaega hum?' and 'The Weight of Expectations – A burden dressed in dreams,' inspired powerful performances.

ELS Talk

On 28th September, JMA conducted a webinar on 'Successful Parenting: Using Neuro-Linguistic Techniques' by Mr. Nilanjan Mukherjee, General Manager HR at Relaxo Group and author of 'You Will Succeed' under Enriching Life Series talk. The session explored how parents can use neuro-linguistic techniques to enhance communication and understanding with their children.



Mr. Nilanjan Mukherjee sharing his presentation

Lucknow Management Association

Online Workshop for FPOs

Lucknow Management Association conducted an online workshop on ‘Unlocking Global Markets: Export Opportunities for FPOs’ on 3rd September. The session featured Mr. Vibhu Dixit, a Business Coach Mentor at IIT Mumbai and IIT Kanpur, as well as the founder of Export Guru and AV Groups. The workshop aimed to equip FPOs with the necessary knowledge and strategies to successfully navigate the global export landscape, thereby enhancing their market reach and profitability.



Mr. Vibhu Dixit sharing his presentation



Mr. Satyajit sharing his presentation.

LMA organised an online workshop on ‘Increase in farmers income through dairy Management’ on 4th September with speaker Mr. Satyajit from e-Feed. During the workshop, Mr. Satyajit discussed the critical role of Farmer Producer Organisations (FPOs) in enhancing dairy management practices. Key topics included strategies for improving cow health, optimising feeding, breeding, and milking processes, as well as increasing milk production.

LMA organised an online workshop on ‘Increase in Income through Cow-Based Management’ on 5th and 23rd September. The sessions featured Mr. Ashish Singhal, a mechanical engineer by profession and an enthusiastic advocate for sustainable practices through his management of a Gaushala. He discussed the creation of insulated bricks made from cow dung, as well as the utilization of cow dung for manufacturing incense sticks (agarbatti), its application in paints, and its medicinal benefits.



Mr. Ashish Singhal presenting his presentation

LMA organised an online workshop on ‘Urban Farming Practices’ on 6th and 24th September. The sessions featured Mr. Vikrant Tongad, an esteemed environmentalist and advocate, as well as the founder of Social Action for Forest and Environment (SAFE). Mr. Tongad focused on the principles of group farming and organic farming, emphasising sustainable practices that can be implemented in urban settings.



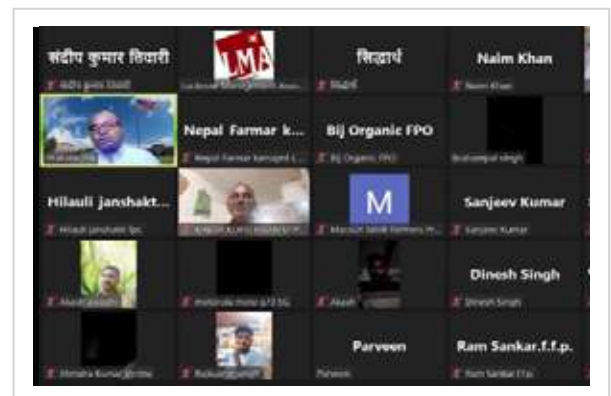
Mr. Vikrant Tongad presenting his presentation



Dr. Parag sharing presentation on Making Mixed Ration for Cattle and its Benefits'

LMA organised an online workshop on ‘Making Mixed Ration for Cattle and its Benefits’ on 9th and 25th September and ‘Increase farmer’s income through dairy management’ on 20th September with speaker Dr Parag from e-Feed.

LMA conducted an online workshop on ‘Impact on Soil Health and Farming’ on 10th and 26th September. The sessions featured Dr. Prakash Kumar Jha, a Professor of Agriculture at Mississippi State University, USA who emphasised the importance of soil health testing for optimal crop growth and sustainable farming practices.



Dr. Prakash Kumar Jha interacting with FPOs from USA

LMA conducted an online workshop titled ‘Diversification through Sustainable Agriculture (Permaculture)’ on 11th and 27th September. The sessions featured Mr. Binay Kumar Singh, Bangalore, who emphasised the importance of utilizing traditional agricultural techniques over chemical-based practices. He provided insights into permaculture principles, highlighting how these sustainable methods can enhance agricultural diversity and resilience.



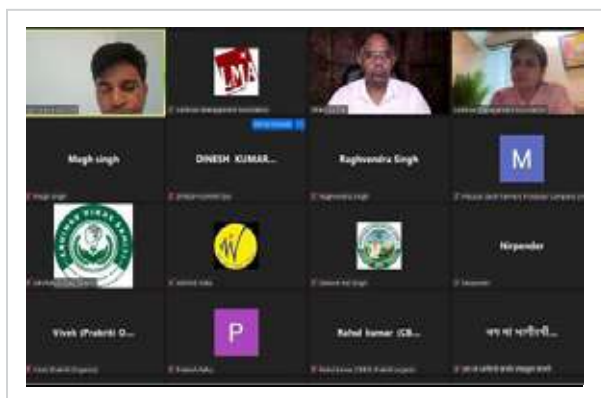
Mr. Madhukar Swayambhu sharing his presentation

LMA organised an online workshop titled ‘Increase in Crop Production (Quality and Quantity) through Little Water Management’ on 17th and 28th September. The sessions focused on the application of Cownomics Technology, during which Mr. Madhukar Swayambhu, founder of Vadec Srijan, discussed case studies on bitter gourd, tomatoes, and chili. Additionally, on 19th September, Mr. Swayambhu led a workshop on ‘Integrated Agriculture,’ which encompassed practices such as fish farming, animal husbandry, horticulture, and beekeeping.

LMA organised an online workshop on ‘Financial Literacy for FPOs’ on 18th September with Mr. S.P. Singh from AWOKE having 37 years of banking experience. Ms. Renu Chaudhary, General Manager LMA welcomed and introduced the speaker and proposed a formal vote of thanks on the occasion.



Mr. S.P. Singh addressing FPOs



Mr. Uttam Kumar interacting with FPOs.

LMA organised an online workshop on ‘Financial Literacy for FPOs’ on 30 September by speaker Mr. Uttam Kumar from AWOKE.

Management Game

Chanakya, a two-day high-impact management game, organised by AIMA and Lucknow Management Association on 9th and 10 September. Team GCRG Group of Institutions from B-School and Team NTPC Auraiya from Corporate were the Winners. Team SRMU from B-School was the runners up. Mr. Alok Ranjan, Former Chief Secretary GoUP, Mr. A.K. Mathur, Sr. Vice President LMA, Mr. Rahul Dutt Secretary LMA, Mr. Rajiv Pradhan Treasurer LMA awarded the trophy to the winning team, in which AIMA Administrator Dr Chandra Shekhar Rastogi played a key role. Ms. Renu Chaudhary, General Manager LMA coordinated the game.



Participants of Management Game with Mr. Alok Ranjan, Former Chief Secretary GoUP



(L-R) Mr. Alok Ranjan, Dr. Madhurima Pradhan, Mr. A.K. Mathur, Mr. R. Ramani, Dr. Manju Agarwal, and Prof. Kartik Yadav

Panel Discussion

LMA, in collaboration with the AMU Old Boys (Alumni) Association Lucknow and Indian Institute of Public Administration (IIPA) organised a panel discussion on the theme 'Is or Should Happiness be a Part of Public Policy and Governance' on 19th September. The panel featured distinguished speakers: Mr. R. Ramani, former Chief Secretary of U.P.; Prof. Madhurima Pradhan, founder of the Happy Thinking Laboratory at the University of Lucknow; Prof. Kartik Yadav from IIM Lucknow; and Dr. Manju Agarwal from Amity University. The session was moderated by Mr. Alok Ranjan, also a former Chief Secretary of U.P.

Pedagogical Workshop

LMA in collaboration with Amity School of Languages (ASL) organised a Pedagogical workshop and seminar on Natyakala Aur Jeevan Kaushal (Theatre and Life Skills) from 12th to 20th September at Amity University Lucknow Campus. The seminar aims to use theatre as a medium for developing 'Jeevan Kaushal'- Life Skills and essential soft skills for holistic development. Dr. M K Shanmuga Sundaram IAS, Principal Secretary, Basic Education Department, GoUP was the Guest of Honour.



Prof. (Dr.) Kum Kum Ray addressing.

Book Release

Mr. Alok Kumar, IAS Principal Secretary, MSME, UP released the book ‘Tackling Delayed Payments and Unlocking Working Capital for MSMEs’ edited by Mr. A.K. Mathur, Sr. Vice President LMA on 20th September. Mr. Kumar expressed his appreciation for the book insights and potential impact on the sector, highlighting the significance of the publication in addressing critical challenges MSMEs face.



Mr. Vipin Gupta, Mr. M.A. Khan, Ms. Renu Chaudhary, Mr. Rahul Dutt with Mr. Alok Kumar IAS



Ms Renu Chaudhary and LMA members during the visit

Visit

LMA organised a visit for the members to Health City Vistaar Super Speciality and Trauma Center on 30th September. The visit started with a welcome address by Dr. Sandeep Kapoor, Co-Founder and MD HCV. The programme highlighted the growing impact of lifestyle-related health challenges and the importance of preventive care and balanced living.

MDP

LMA organised a Management Development Programme on ‘Procurement Policy and Procedures based on GeM and E-Procurement, Strategic Sourcing, Cost Reduction Techniques, and Contract Management’ for the officers of Uttar Pradesh Rajya Vidyut Utpadan Nigam. The session featured CA Shilpa Agarwal, a Certified GeM Consultant, as the distinguished speaker.



Ms. Renu Chaudhary and CA Shilpa Aggarwal during the MDP



Ms. Deepika Kafaltiya interacting with Metal Craft artisans

Workshop

LMA and AWOKE India Foundation jointly organised a one-day awareness workshop on ‘Financial Literacy for Metal Craft Artisans’ at Metal Handicrafts Service Center Moradabad. The keynote speaker was Ms. Deepika Kafaltiya, SEBI SMART Trainer, a Certified Financial Planner (CFP), Chartered Wealth Manager (CWM) and NISM certified professional along with PGDM in Finance and Marketing.

Meerut Management Association

On 30th August, Maj. Gen. Pankaj Kaushik (Retd.) delivered an insightful talk at Hotel Olivia, Meerut, attracting over 50 enthusiastic attendees. His presentation focused on the complexities surrounding Bangladesh. He began with the Genesis of the Issue, providing a detailed overview of the historical and political roots of the Bangladesh conundrum. Finally, he emphasised the Economic and Strategic Impact on India, highlighting the significant consequences developments in Bangladesh could have on regional stability and trade.



Maj. Gen. Pankaj Kaushik delivering a presentation.



MMA Student Chapter Chairman and the Chairman of MIET exchanging the signed MoU.

On 31st August, the Meerut Management Association (MMA) signed an MOU with Meerut Institute of Engineering & Technology (MIET) to launch the MMA Student Chapter, aimed at enhancing students' leadership and professional development skills. Mr. Gaurav Jain, Chairman of the MMA Student Chapter, delivered a motivational talk on experiential learning, followed by Mr. Sukhvinder Singh, Executive Director of MMA, who outlined the chapter's goals for mentorship, skill-building, and networking. The event attracted around 50 students and key MIET figures, including Chairman Er. Vishnu Saran and HOD Dr. Madhubala Sharma. MIET will provide office space and a student coordinator for the initiative.

Talk

Meerut Management Association organised a talk on 3rd September by Mr. Rakesh Kohli, Chairman of Stag International, during Shobhit University’s induction programme, attended by 300 participants. Mr. Kohli emphasised the importance of continuous learning, adaptability, and skills in AI, digital technology, and sustainability. His motivational session provided practical strategies, leaving students inspired and empowered for the future.



Mr. Rakesh Kohli along with other dignitaries at the Orientation Programme



Mr. Ankur Jaggi addressing

On 6th September, Mr. Ankur Jaggi delivered an insightful session at IIMT Engineering College, Meerut, on ‘Skills Enhancement to Meet Industry Needs.’ Addressing 40 participants, he emphasised the importance of continuous learning, adaptability, and aligning skills with industry demands. Drawing from personal experiences, he shared actionable advice on acquiring practical skills, staying updated with technology, and understanding industry trends, leaving students motivated and empowered for career success.



Mr. Saurav Sharma with the Young Students of Shobhit University, Meerut

On 21st September, MMA hosted a session titled ‘Leadership Lessons from the Ramayana,’ with Mr. Saurav Sharma as the keynote speaker. During the session, Mr. Sharma shared five key leadership insights: strategic resource allocation, being a beacon of light, keeping critics close, avoiding impatience, and resourcefulness. MMA President, Mr. Nishant Jain, warmly welcomed the guests, and Col. Naresh Kumar presented a memento to Mr. Sharma in appreciation of his contribution.

On 25th September, Mr Gaurav Jain, Director, KR Industries addressed 60 students and faculty on 'Embracing Change and Innovation: New Opportunities and Growth' at MIET. His interactive presentation, filled with personal anecdotes and business examples, emphasised adaptability in today's fast-paced world.



Mr. Gaurav Jain addressing



Newly elected Office Bearers on the dais

AGM

The AGM of MMA was held on 27th September at Management House, Pallavpuram, with over 170 guests, including family members, in attendance. Mr. Ankur Jaggi was unanimously elected as President, with Mr. S.P. Singh as Senior Vice President, Mr. Anurag Agarwal as Vice President, Maj. Gen. Pankaj Kaushik as Honorary Secretary, and Mr. S.P.S. Jaggi as Treasurer. A cultural highlight of the event was a mesmerising classical dance performance by a troupe from Shivangi Sangeet Mahavidyalaya. The AGM concluded with a vote of thanks from Mr. Yogesh Garg, followed by an inspiring address by the newly elected President, Mr. Ankur Jaggi, who expressed his gratitude and outlined his vision for MMA's future.



Mr Trilok Anand welcoming Dr Prabir Kumar Dash, Deputy Director – LMA Relations and Membership

Navsari Management Association

AIMA National Management Convention

A team of 19 members from the Navsari Management Association attended AIMA's 51st National Management Convention 2024, held on 11th and 12th September. The team comprised a mix of EC members, corporate members, and young members. It was a great learning experience, and received a participation certificate from the AIMA President.



A team of NMA at AIMA's 51st National Management Convention



Mr. Vijaybhai Kansara CEO and Ratibhai Kansara ED of NIF receiving the Award by the Padma Shri Savjibhai Dholakia

Business Leadership Award

NMA organised its flagship event, the Business Leadership Award, on 21st September. The 4th Business Leadership Award was conferred upon NIF (Navsari Iron Factory), a 100-year-old company based in Navsari. Mr. Vijay Kansara, CEO of NIF, accepted the award on behalf of the company. Padma Shri Dr. Savjibhai Dholakia, the renowned 'diamond king,' was the chief guest at the event and delivered an inspiring keynote address to an audience of 250 special invitees. He praised NMA for its commendable work in supporting the business community.

Workshop

NMA, in collaboration with the Ahmedabad Management Association and the Industries Commissionerate, Government of Gujarat, organised a workshop on 'Convincing Communication for Export Business Development' on 28th September. Mr. Dharmendra Joshi, founder of Growth Associates, was the faculty for this unique half-day workshop. Various areas related to export business were covered, such as key considerations for effective email writing, setting up, managing, and conducting online conference calls, and guidelines for excellent communication in international business. 21 participants from various industries in Navsari benefited from this workshop.



Mr. Dharmendra Joshi, felicitator of the workshop addressing the participants

Noida Management Association

Noida Management Association organised a programme on ‘Living Life by Design Not by Default’ on 7th September at NMA House. The speaker was Mr. Akhilesh N Singh, an eminent speaker, corporate trainer and an author of the Book ‘Desizn Your Life’. The programme was well attended and appreciated by the members.



Members during the programme



NMA Treasurer welcoming the speaker

NMA held another programme on soft skills on 21st September, featuring Mr. Virendra Kumar Sharma, an HR professional, as the speaker for this interactive session.

Palghat Management Association

Palghat Management Association organised a session on 19th September on ‘Industrial Smart City and Opportunities for the Healthcare Sector’. The chief guest was Dr. Joseph Benavan, President of IMA, Kerala State, and the keynote address was delivered by Mr. Timo Calonius, a representative of BWA Finland. The session was highly informative, engaging, and an eye-opener for the attendees. It was well-attended and well-received by the members.



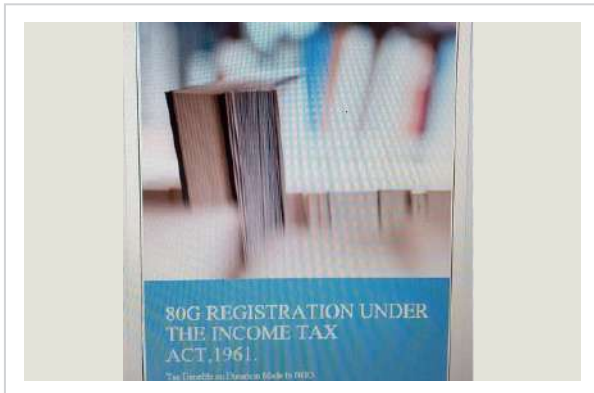
(L-R) Dr Joseph Benavan, IMA President Kerala and Mr Timo Calonius, of BWA Finland, interacting with the participants

Rajkot Management Association

A 15-member delegation from the Rajkot Management Association, including Past Chairman Mr. Chetan Kothari, Immediate Past President and Current Chairman Dr. Kalpit Sanghvi, Current President Mr. Jayen Kotecha, and other Executive Committee members, participated in the 51st National Management Convention organised by AIMA, held in New Delhi on 11th and 12th September. They actively engaged in the NMC Meet and contributed to its discussions. Upon their return, they shared the knowledge gained with other RMA members.



Delegation of Rajkot Management Association at 51st NMC, AIMA, New Delhi



Summer Project on '80 G Registration Under Income Tax Act, 1961 – Tax Benefits on Donations made to NGOs'

Rajkot Management Association sponsored and promoted a Summer Project by a Management Internee, Ms. Dhairya Pandya, a student at GLS University, Ahmedabad on subject of '80 G Registration Under Income Tax Act, 1961 – Tax Benefits on Donations made to NGOs.' The project was guided by Hon. Secretary Mr. Dinesh Kakkad, inspired by President Mr. Jayen Kotecha and aided by Vice President (Community), Mr. Raju Hariyani.



Speaker, Ms. Nidhi Sathyamoorthy with participants

Rohilkhand Management Association

Rohilkhand Management Association organised an outstanding workshop on the topic 'Towards Being Unstoppable.' The event saw a full house, with participants gaining valuable insights, tips, and practical guidance on how to become unstoppable in achieving their dreams, goals, and success. The workshop also emphasised the importance of learning from one another. The presentation and thoughtful discussions led by the esteemed speaker, Ms. Nidhi Sathyamoorthy, were well-received and appreciated by all attendees. The Chief Guest for the event was Mr. R.K. Agarwal, CEO of The Indian Wood Products Company Ltd.

Thrissur Management Association

TMA Family Get-together

Thrissur Management Association organised a family get-together for its members on the occasion of Onam on 7th September. The event saw enthusiastic participation, with 85 TMA members coming together.



TMA celebrating Onam



President CA Anantharaman, T R Addressing TMA Members during the MC Meeting

TMA Managing Committee Meeting

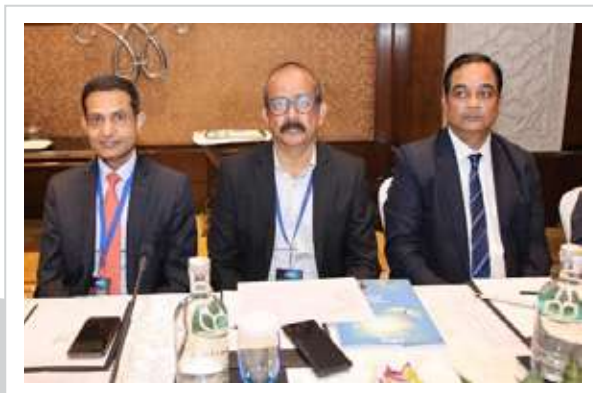
The 4th Managing Committee meeting of the TMA was held on 9th September at the TMA Management House, East Fort, Thrissur. During the meeting, the committee discussed various action plans for the upcoming months, focusing on key initiatives to further enhance the association's activities.

AIMA's 51st NMC and Best LMA Award

Nine members from TMA attended the 51st National Management Convention of AIMA held on 11th and 12th of September in New Delhi. During the convention, TMA was honoured with the prestigious 'Best LMA Award' in category 2, recognising its exceptional contributions to management practices and leadership.



TMA Won the Best LMA Award in Category II for the year 2023-24



CA Geo Job Imm. Past President and LMA Council Representative of TMA at Council Meeting

Council Meeting

CA Geo Job, Immediate Past President of TMA, represented the Thrissur Management Association at the Council Meeting of AIMA on 12th September in New Delhi.

Joint Session with Kerala NCC Battalion

On 13th September, CA V Venugopal, Past President of TMA, addressed 600 NCC cadets on the inspiring topic 'Leadership Beyond the Uniform.' The session was organised by TMA as part of the 10-day annual training camp conducted by the Kerala NCC Battalion. The session was well-received, leaving the cadets motivated to embrace leadership roles in the future with confidence and integrity.



CA V Venugopal (Past President, TMA) addressing NCC cadets



Mr. K Paul Thomas, MD and CEO, ESAF Bank interacting with Members of TMA

TMA Meet with CEO

The first 'Meet with CEO' programme for the year 2024-25, organised by the Thrissur Management Association, took place on 23rd September. Mr. K Paul Thomas, MD and CEO of ESAF Bank, engaged with around 55 TMA members during the session, sharing his inspiring journey and insights into leadership and banking. The meeting was followed by a lively interactive session, where members had the opportunity to discuss various topics, making the event a highly enriching experience.



Mr. Amith Raman, Co-Founder and CEO Inker Robotics addressing chapter members

Management Development Session

TMA inaugurated the TMA Student Chapter at St. Mary's College, Thrissur, on 25th September. The event was presided over by CA T R Anantharaman, President of TMA. Following the inauguration, an insightful session on 'Embracing Change and Transformation' was delivered by Mr. Amith Raman, Co-Founder and CEO of Inker Robotics. Around 100 students attended the session, which highlighted the importance of adaptability and innovation in today's evolving world.



Er Anand Menon P, Past President, TMA and Former CGM KSE Ltd addressing students

TMA organised an MDP session on the topic 'Creating Leaders for the Evolving Landscape' on 27th September at Nirmala College of Management Studies. The session was led by Er. Anand Menon P, Past President of TMA and Former CGM of KSE Ltd, who shared valuable insights into leadership in the rapidly changing business environment. The event also marked the inauguration of the TMA Student Chapter at Nirmala College.

TMA Internal Speaker Series

TMA launched a new initiative, the internal speaker series, where TMA members share their expertise with fellow members and non-members. The inaugural session was held on 26th September, featuring CS Jackson David C, CEO of TMA, who spoke on the topic 'Asset Allocation - The Secret of Successful Wealth Management.' He provided valuable insights into various asset classes and strategies for optimal allocation. Around 40 members attended the session, which was followed by a lively Q/A.



CS Jackson David C CEO of TMA addressing

Monthly Guest Lecture

As part of the TMA Guest Lecture Series, TMA organised a lecture session titled 'Kerala: Through My Eyes' on 27th September. The session was led by Padma Shri Pepita Seth, a renowned author and photographer, who shared her unique insights into the rich cultural and ritualistic traditions of Kerala. Her deep understanding of the state's spiritual and ritual heritage captivated the audience.



TMA Members with Guest Speaker, Pepita Seth, Author and Photographer

Meeting Thrissur District Collector

The TMA team had a productive meeting with the Thrissur District Collector, Shri. Arjun Pandian IAS, to present a comprehensive Waste Management Proposal in collaboration with Bharat Petroleum Corporation Ltd (BPCL). Shri. Arjun Pandian IAS expressed keen interest in the initiative and assured full support from the district administration to facilitate TMA's efforts in environmental sustainability and waste management.



Team TMA with Thrissur District Collector, Shri. Arjun Pandian IAS



Releasing of TMA Management Voice Vol

Release of TMA Management Voice Vol 1

The first volume of TMA's bi-monthly magazine, TMA Management Voice, Volume One, was officially released on 27th September.

TMA - Gold's Gym Tie up

TMA has partnered with Gold's Gym, Thrissur, to provide exclusive fitness facilities for its members. This collaboration offers TMA members access to a wide range of wellness amenities, including a refreshing steam bath, a fully equipped cardio section, and the added benefit of the Gold's Gym Travel Pass, which allows entry to any Gold's Gym outlet nationwide.



TMA partnered with Gold Gym

Trivandrum Management Association

On 29th September, TMA organised a lively Onam celebration and family gathering at Freemasons Hall, Vazhuthacaud, Thiruvananthapuram. The event commenced with the ceremonial lamp lighting by Mr. G. Unnikrishnan, President of TMA, and was attended by members, their families, and student members. The festive atmosphere was enhanced by a variety of games and activities that catered to family members of all ages. Highlights of the celebration included a real vallom (boat), a selfie booth, a traditional village tea stall, Kalvilakkuval, creative selfie setups, a Tharavadu backdrop, a Panchavadyam flute performance, artificial elephant heads, jalachakram swings, and decorative flags. The managing committee made a dedicated effort to personally contact each member, encouraging their participation in the event. In addition to the festivities, the gathering provided an excellent platform for professional networking and connection among members.



Lighting of the Lamp by Mr. G. Unnikrishnan, President, TMA

Vaikom Management Association

Wednesday Musing

In an online meet held on 11th September, Er. P.A. Kunju Mohammed, a dam safety expert and former Superintending Engineer, Department of Irrigation, Government of Kerala, discussed the critical situation of the 129-year-old Mullaperiyar Dam in Kerala. He highlighted the history, reports, and recommendations regarding the dam and its safety. While attempts to address the threat of dam failure have been unsuccessful, constructing a new dam is not feasible. He called for innovative engineering solutions, similar to those proposed by Padma Shri E. Sridharan, to address the Mullaperiyar Dam and its challenges.



Online Session on 'Mullaperiyar Dam in Kerala'

Talk

VMA held its monthly programme on 22nd September, featuring Dr. A. P. Sukumar, a certified Project Management Professional (PMP) and Fellow of Engineers, Canada (FEC), as the chief guest. Dr. Sukumar shared insights on integrating the Japanese concept of Iki-Gai with the ancient wisdom of Rtham (ऋतं). He explained that Iki-Gai, or one’s life purpose, helps keep the mind active and the body youthful. Each person has their own Iki-Gai, which gives meaning to daily life. Rtham, the mental framework that shapes actions, aids in discovering one’s Iki-Gai. This framework consists of Satwik (idea-oriented), Rajasic (action-oriented), and Tamasic (material-oriented) traits.

VMA celebrated the festival ‘Onam’ with a variety of colourful events on 29th September at Mandavappallil Estate, K S Mangalam, Vaikom.



Dr. A.P. Sukumar, with the caricature created by his classmate and friend, Sri. Prasad Rajan, EC member VMA

Vidarbha Management Association

Vidarbha Management Association held its weekly session on 1st September with Dr. Rashmi Bansal, Founder of DC Consultants, who emphasised the importance of delegation in business growth. Speaking on ‘Empower Key Employees and Focus on Growth,’ she highlighted how delegating non-critical tasks frees leaders to focus on strategy and expansion. Dr. Bansal stressed the need for clear standards, monitoring, and feedback, and advised implementing systems and SOPs for work continuity.



Speaker, Dr. Rashmi Bansal, Founder of DC Consultants addressing



Ms. Anagha Dorlikar addressing

VMA conducted its weekly session on 8th September with Ms. Anagha Dorlikar, Founder of Digital Platter, who emphasised the role of personal branding in humanising businesses and building trust. In her talk on ‘Mindset to Achieve a Successful Online Presence,’ Dorlikar explained how sharing personal stories and showcasing the face behind a business creates emotional connections with consumers, advancing loyalty.

On 15th September, VMA organised a session with Dr. Ravindra Aher, Business Growth Strategist, who emphasised leveraging existing resources such as customers, teams, vendors, and data to rebuild businesses without additional investment. Dr. Aher advised analysing customer data, improving outreach, and transforming teams into result-driven groups. He also highlighted the importance of review mechanisms, SWOC analysis, and streamlining processes.



Dr. Ravindra Aher addressing participants



Mr. Kirit Joshi and Mr. Vivek Deshpande, Founders of Spacewood

On 22nd September, VMA organised a session with Spacewood’s founders, Mr. Kirit Joshi and Mr. Vivek Deshpande, who shared insights on their company’s growth from a local business to a global brand. They emphasised the importance of understanding India’s diverse furniture market, managing the challenges of international expansion, and encouraging a positive work environment. The founders also highlighted the value of transparency, product innovation, and maintaining strong relationships with employees and stakeholders.

Case Study Contest

On 29th September, VMA organised a Case Study Contest focusing on prominent Nagpur businesses, featuring detailed analyses of RAM Coolers, Ajmera Tyres, and New Royal Food Services. Teams comprising VMA members and MBA students from local institutes presented strategies on business expansion, customer engagement, and overcoming challenges, particularly during the COVID-19 crisis. Ajmera Tyres, which applied the 7S framework to customer engagement, won first place. RAM Coolers, with a focus on advertising and after-sales service, was the first runner-up, while New Royal Food Services' recovery strategies earned second runner-up. Dr. Ashutosh Paturkar served as the mentor, with Dr. Vishal Lichade and Karun Singhania as Project Directors.



Case Study Contest in progress

AIMA Events Calendar

Event	Programme Chairman/Key Speaker	Venue	Date
YLC Session on Atal Innovation Mission and its impact on Indian Startup Ecosystem	Ramanan R Founder Mission Director of Atal Innovation Mission	Online	25 October 2024
The Global Advanced Management Programme - USA (GAMP)	Prof Solomon Darwin Programme Director - Executive Director, Center for Corporate Innovation, Haas School of Business	Silicon Valley, USA	10-16 November 2024
Shaping Young Minds Programme		Indore	22 November 2024
Vice Chancellor Council Conclave,		New Delhi	22 - 25 November 2024
National Competition for Managers		Online	25 November - 09 December 2024
2nd HR Power Workshop		Mumbai	28-29 November 2024
2nd Global Innovation and Management Programme (GIMP)		Dubai	03-06 December 2024
PSU Summit		New Delhi	10 December 2024
AIMA YLC Summit 2024 - Shaping the Future of Young Leaders		New Delhi	12 December 2024
Young Managers Simulation		Online	17- 31 January 2025
Shaping Young Minds Programme		Bathinda	07 February 2025
Fourth AIMA - Dr K S Basu Annual Memorial Lecture		Online	08 February 2025
Global Procurement Summit		New Delhi	10 -11 February 2025

Event	Programme Chairman/Key Speaker	Venue	Date
AIMA's 69th Foundation Day & 15th Managing India Awards		New Delhi	21 February 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

AIMA

ALL INDIA MANAGEMENT ASSOCIATION

All India Management Association

Management House, 14 Institutional Area, Lodhi Road, New Delhi-110003

Tel: 011-24645100, 43128100 ; Fax: 011-24626689

www.aima.in