



BARODA MANAGEMENT ASSOCIATION

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The Bulletin of BMA
SAMANVAYA



An Interview with **Shri Haribhai Patel**

MD - Vasu Health Care Pvt. Ltd.

Going to Vasu Pharma in this month and possibly the same day was like a journey back in time for me. Back in 2002, I had visited their office for some assignment when the news of the Godhra carnage had arrived. At that time I had gone to meet the elder brother Shri Vitthalbhai Ukani and this time around it was to interview the present MD of Vasu Healthcare Shri Haribhai Patel.

Hailing from Saurashtra originally, the elder brother uses the family name while Haribhai started writing 'Patel', though they both are real brothers and work together.



MG : Please tell me about the establishment of your company.

HP : Vasu Pharmaceuticals Pvt. Ltd. was established in 1980 after we came to Baroda from Rajkot. Our family had been in the business of Ayurvedic Medicines, so we started production facility in Baroda. I had done my BSc. at Rajkot but there wasn't any specialization so I did a Diploma in Cosmetics in 1977 and joined our own company as a medical representative. Travelling extensively for four years taught me the nuances of the business as well as the market.

MG : You changed the name of the company. Tell me when and why?

Who is Vasu?

HP : Oh! The name comes from 'Vasudev'. We called the company VASU, and kept the DEV (god) in our hearts.

The word pharmaceuticals was creating a lot of problems for us in licensing etc; So we named it Vasu Healthcare instead and also expanded our range of products with cosmetics.

MG : Trichup and Pepup are your popular products. Did you start with them?

HP : No! No! Our first product was Alert capsules.... for stress and tension relief.

MG : Stress relief? As long back as 1980?

HP : Yes my brother had the far sightedness at that time. He knew we were heading towards a stressful life just like in the West. We still make that medicine but sales and demand has gone up more than five times.

MG : Very interesting. So what are your most popular products?

HP : Most of our products are well received by the ayurvedic doctors currently. But

since we can't advertise our medicines, most people do not know our products by name, although a doctor's prescription is not always necessary. People can buy them over the counter as well (OTC).

Zeal our cough syrup, Vasuliv for liver, Ural BHP for kidney stone Bonton for improving bone health are amongst our best selling medicines. Of course there is Pepup for general health and the Trichup range with shampoo, cream, oil and serum for hair health.

MG : What do you have to say about the acceptance of ayurvedic medicines vis-a-vis allopathic ones?

HP : As far as the effectiveness of both is concerned, both are equally good. But still people do not have that much of awareness about the benefits of Ayurveda. We have excellent medicines for all kinds of chronic ailments. Especially for skin, digestive system, gynaecological problems, but people tend to turn to ayurvedic treatment only after they are fed up of allopathy. Unfortunately it is not preferred on a primary level. It is treated as secondary or tertiary.

MG : According to you what is the reason for this?

HP : Good question. Actually despite being an ancient science in our country, it is still largely an unorganised industry. Until recently we never got the boost or support needed from the governments. But now with the initiative and establishment of AAYUSH ministry things are changing soon.

MG : So you are hopeful and upbeat about it?

HP : Yes definitely. Slowly the awareness is growing. People are realizing the

benefits of ayurvedic treatment as well as the side effects of the allopathic drugs. I have reason to be hopeful because... since in the last four years we are growing at the rate of 25% per year!

MG : Would you like to say something about Ramdev Baba and Patanjali products?

HP : I can only say, he is doing a good job for us! His contribution to creating awareness is noteworthy. Single handed he has managed to make people to wake up to the immense benefits. From his publicity we are also gaining by way of increased sales.

MG : I still need to understand why the larger population has this slow approach towards the acceptance of ayurvedic treatment?

HP : Actually it is very simple, Like I told you this industry has been pretty much neglected until recently. Allopathic medicines are scientifically and clinically proven – so far we lagged behind in this matter, but now we are not far behind. Now R&D labs have come up everywhere and tremendous work is going on in this direction.

We have also recently set up Vasu Research Centre which has started functioning this month itself. We have invested 7 crores in it.

Second reason is that allopathic medicines are concentrated drugs (which means reduced bulk) and bring fast relief in smaller doses. In Ayurved also now we have started making concentrated medicines.

MG : How many products do you make and who are your competitors?

HP : The market is so huge that actually there is no competition. All of us make different types of products (though some may be similar).

In September 2016 we commissioned our Herbal Cosmetics production facility at Savli. Currently we have 150 products and 50% of all our products are exported to 30 different countries. We have Star

Export Certification from Government of India. The company currently has around 1000 employees and more than half are busy marketing our products.

MG : What do you expect in future years?

HP : Nothing but the best. Business is good and it will only get better, and now that Ayurvedic treatment is also getting covered under Mediclaim, more people will be attracted.

MG : Any message for our readers?

HP : Have a vision and work hard. Results and success are bound to follow.



- Interviewed by **Malti Gaekwad**

Work-Life Efficiency and Running

“I am so stressed out..”

“Let me finish this thing (and some others) before I head home....”

“If I am not seen as busy it will affect my career..”

Millions of people in our country live with this kind of stress. In fact, the Occupational Safety and Health Administration (OSHA) has declared stress a “workplace hazard.”

It's hazardous not only because of lost productivity due to illness, but also because stress makes your brain work more slowly. It's much harder to think critically, hold your attention, listen well or make decisions.

Chronic stress affects everyone differently, but in general, it makes you some degree distracted, irritable, tired and less motivated to be productive. It raises the chance of catching a cold or other sickness thereby fostering unproductivity. It may also lead to injury because you are so unknowingly distracted that you walk right into that forklift or miss that step while on the stairs. Worse, you can get habituated to the wrong sitting / walking posture that takes its own long term toll.

Thankfully the importance of “wellness” is increasing gradually in our society. Corporates are investing in efforts to improve the well-being of its employees. That sports and health are meant for youngsters is fast being dispelled as a myth. Even the administration / government is investing in initiatives such as KhelMaha-kumbh in Gujarat. Private running, cycling and other sports events are being held in every small town & city. And all of this is a good thing which we must take advantage of.

So what are the stress busters that one need to inculcate as a habit?

- Proper rest
- Correct breathing
- Hobbies
- Adequate diet
- Yoga or light exercises
- Running / Jogging

Everyone knows it's smart to exercise, but there are some specific ways in which being a regular runner / jogger can make you a smarter & efficient performer at the work-place.

1. Self-discipline: Successful running and good work habits require having the discipline to do things you don't necessarily want to do. For example, as a runner the last thing you want to do some mornings is get out of bed to train. You maybe had a late night at work or socials yet you have a goal that drives you to do it. There might be people you are going to meet that depend on you being there.

Being a runner therefore equips you better to get on with doing the tough stuff at work and being a reliable team member. It's about having short-time horizons for the difficult portions but knowing tomorrow will be better in the long term. Some time it might be that tough hill training / bridge repeats session but later you get to do the speed session or the strength training that you look forward to.

- 2. Sticking to a training/project plan:** There are two different personality types in the workplace: those who tackle a project day by day, week by week, month by month, doing multiple things in the process towards achieving the target. Or the ones who do a lot in the first few days then nothing till there's pressure to deliver just before deadline and then depend on their co-workers to help them achieve it.

As long as they deliver, it doesn't matter whether they're in the second category, but it doesn't really work for a team in the workplace and it is something that those people don't like. If you're a boss who likes structure and likes deliverables along the way, that's not going to work either.

Runners who have a long-term goal like a marathon or half-marathon need to be in the first category of personality type. They need to be able to stick to a training plan. Leaving preparation to the last weeks is going to increase their risk of injury and they just won't have the mileage in their legs to pull off the race.

- 3. Time management skills:** If a runner is planning to do a marathon or a half marathon then he/she has to be really motivated to get the training portion planned well in advance. If such a runner is really committed, it gets done irrespective of the situation at work or at home. If morning training deadlines are missed, it is compensated with evening workouts and such. This improves your time management skills at work as well, making the two directly complementary.

You get more out of life if you're busy and really committed to what you're trying to do.

- 4. Goal-oriented:** This is about having something in mind, like a marathon, and going for it and believing you can deliver if planned well in advance. Runners invariably have what is called the 'stretch factor'. Runners push themselves pretty much every race to do a PB [personal best]. In the workplace there are parallels: do you push for coming in under budget or to deliver early, or can you do a bit more in some way? That is a mindset; it's about having a bit of self-competitiveness and self-efficacy which can only come with self-motivation.

Remember, the marathon (or half) is so long-term that no matter what time you set yourself to complete it in, you need interim goals along the way to prove you're on track. In a work context, monthly or quarterly reviews to see how you're going are similar to having interim training goals. For those of us who like feedback, it's a way of seeing how we're progressing.

- 5. Reflection and resilience:** Runners who have set themselves a goal tend to check in regularly on how well they are doing physically, mentally and diet-wise. That is how most runners test themselves at races over the year to give them feedback on the different things they are trying – be it new footwear, eating habits & pattern, race nourishment or running clothes, etc. By taking time out to think about those things, it allows room to replan and reset goals if one gets injured, for example, or if any other impediments come up, which invariably they do. It makes them be more realistic of their own and their team's expectations when training in a group.

From a leadership perspective in the workplace it's important to check in on how

well you're doing, how well your team is leading and how well your team is doing. It's not just a case of 'here's a plan we're going to follow', it's 'let's adjust along the way as we need to according to circumstances'. For leaders it's about responding to what's going on around them.

An accomplished runner acquires resilience from the work environment that can be used in training and vice versa. Things never go quite right so you use one to play up against the other. The mark of a good leader and good marathon runner / trainer is to be able to correct the path when adversity strikes. For example, a walk-run strategy is resorted to achieve the goal, albeit slower than planned without pushing towards an injury.

- 6. Clearer decision-making, conflict management & problem-solving:**

Often whilst running, runners have pondered a difficult issue and by the end of the run the 'answer' has somehow miraculously gained clarity. It's almost like the conscience is working away in the background and because of the rhythm of running, you're not aware of it. Case in point – "I am a long distance THINKER"... said N Chandrasekaran very recently.

And depending on the time of day that you run, your work can benefit in different ways. Morning runs give you energy, focus and time for planning the day. Lunchtime runs/walk are a fresh-air break and an opportunity to re-charge for the afternoon ahead. Evening runs are great for stress relief and an opportunity to reflect on the day. Although 95% of the runs happen in the mornings in India, I have seen committed ones train any time they are free – especially if they preparing for ultra runs which are distances more than a marathon (42km). More proof that habitual runners are more committed than others.

To summarize, for discipline to be the keystone of success at work – adopt a runner's lifestyle. As a leader you will also inspire many to have a disciplined / healthy attitude and a more mature approach towards realistic work-life balance. As a subordinate you will automatically open up the paths to team-leadership, positivity & success.

Running therefore makes you a better employee, inspiring leader, dynamic problem solver and a creative creator. Don't run away from it!!



- By Sameer Gaikwad

Leadership Retreat 2017

Date : February 02 - 04, 2017

Venue : L&T LDA, Lonavala

BMA has been in the forefront of organizing learning and development initiatives to meet the needs of the business; be it Sectorial, Functional or Hierarchical.

Most of these programs have met the needs of the target group and have been received well. Considering the unique role the Leadership plays, it was thought desirable to design a customized intervention to address this segment. It was felt, in this regard, that such learning intervention should also provide experiential learning opportunity, apart from providing room for reflection and peer learning. This led to the conception of Residential LEADERSHIP RETREAT, about 3 years back.

Buoyed with the success of the earlier two programs the third Leadership Retreat was planned and organised from 2nd to 4th February at L&T Leadership Development Academy Lonavala. The venue was specially chosen as it provided the ideal ambience for senior level Leadership Retreat.

While there are many topics and areas of



interest to engage the interest of leaders, what the organising committee of the 3rd Leadership Retreat thought worthwhile to do, was to identify theme what impacts the work of the leader and organisation they serve the most. It was not hard to search the theme, as one knows the biggest challenge confronting the leader and the business organisation today, more than ever in the past, is 'CHANGE'. Several changes, some desired and some not, have swept the business world in a very major way. The capability of the leaders, to envisage the Change or at least to navigate their Organisation successfully through the sudden and high impact consequences, determines the survival and growth of the Organisations they lead. The unbudgeted changes that have taken place in the political, social and economic milieu with their abounding impact on business both within and outside India, made providing inputs on the concept of Change to leaders imperative.

In dealing with this challenge of Change, what seems to be becoming increasingly relevant is the ability of leaders to leverage collective working and team cohesion. Collaborative efforts is no more an option for the traditional solo, and often silo working style in our country, but a dire need. Accordingly, it was decided to make this part of the Retreat objectives to acquaint and diagnose the issues in Team Building and working. Hence, Leadership Challenges: Managing Change – managing Teams, was identified as the Theme of the Retreat. The design of the 3 days Retreat covered the following:

- Opportunities & Challenges that lies ahead of leaders today and days ahead**
- How do I Learn and how do I leverage my Learning orientation**
- Experience Sharing by respected Business Leader - How I chartered my leadership journey**
- Film on Leadership to deliberate on traits of Leadership**
- Change – examine it as an Opportunity or Challenge**
- Managing Resistance to Change**
- Manager as Mentor**
- Orchestrating change-experience sharing by a seasoned leader who has well-orchestrated Change**
- Exploration in self - an experiential learning on Leading and working in a Team**
- Building high performance team**
- Understanding roles people play in teams - Belbin team roles**
- Stages in team development**
- Pragmatic Leadership – book Review by its author**
- Reflections on learnings and back home plans**

The speakers for the various sessions were carefully chosen for their thought leadership and intimate exposure to the topic. President BMA, set the context for

the Retreat and was later inaugurated by Mr. Yogi Sriram Senior Vice President Corporate HR of L&T. In his Key Note Address, he emphasized on the need for HR practitioners to stay alive to the fast paced changes taking place in the Business and employment world and build appropriate competencies, keeping learning orientation high. That set the stage for the next session on Learning, in which the participants were helped to reflect on the manner in which they learn through Kolb's Learning Style Inventory. They have also received inputs on how these influences their working behavior.

Mr. Premraj Keshyep Managing Director KYB Conmat as a leader bringing unique capability as professional and an entrepreneur shared with the participants his leadership journey and provided very valuable insights on the concept of leadership itself. This was followed by a discussion on the leadership styles of two outstanding leaders – Mr. J R D Tata & Mr. Jack Welsh through video clips. These enabled participants appreciate the nuances of leadership. The stage was set for more detailed presentation and deliberation on the twin issues of Managing Change and Managing Teams, the Challenges which leaders are confronted with.

Mr. Sharad Ganagal Executive Vice President of Thermax India Ltd. narrated the issues involved in management of change through sharing of two specific cases of organizational change he had lead. The participants were then helped to see change as more an opportunity than a challenge through the film – "Who moved my Cheese?" followed by insightful discussion by President BMA. It was time to enable the participants introduced to fast emerging concept Manager as a Mentor, which was very effectively done by Mr. V J Rao, an HR thought leader and reputed Chief Executive Coach. The opportunity provided to the participant to reflect on their individual disposition to the same was facilitated to self-administered inventory.

The last day was devoted to unravel the concept of team working and team building through experiential learning outbound exercise by Chairman of the Steering Committee. The processing of the experience enabled the participants to understand and internalize the opportunities and challenges in team working. The subsequent presentation by him helped in the participants knowing more about team collaboration high performance. This was followed by presentation and discussion on the roles people preferred to play in team situation, through Belbin Team Roles by Chairman of RMDP. The session was rounded up with providing practical inputs on leadership by Mr. N C Narayana the author of the book Pragmatic Leadership. The participants were also given an autographed copy of the book by the author himself.

The program ended with reflection and feedback on the design and content the RMDP. The unique value of the program consisted in learning by examples, learning by discussion, learning by experiential exercise and learning by reflection. The high quality of participation aided by serene surroundings of L&T's Leadership Development Academy, provided conducive climate for peer learning. On the negative side was low no. of participants which was a bit of a letdown both for the eminent speakers and the organisers. There are some learnings which will be factored into while planning the 4th. Edition of RMDP next year. It will also take into account the useful feedback received, formally and informally.



- By **Mr. Sudhir Kulkarni**, Chairman of RMDP Committee

26th Annual Awards for Outstanding Young Managers (AAOYM) 2017

Date : February 16-18, 2017

Venue : The Hotel Gateway (Taj)

The most awaited competition of the year Annual Awards for Outstanding Young Managers (26th AAOYM) was scheduled between 16th FEB 2017 - 18th FEB 2017. The competition had some avid participants from various reputed organizations. These participants delivered their presentations of various contemporary Topics and they were judged by the eminent panel of the Jury.

There were 31 teams who participated in this year's Annual Awards for Outstanding Young Managers Competition. The Annual Awards for Outstanding Young Managers beckons the enthusiastic young budding managers of different organizations to come forward with innovative presentation on one of the topics and display their zeal and passion towards becoming successful management professional.

The participants were given a variety of topics on which they were supposed to make presentations. The topics were contemporary and the juries for the same belonged to some renowned corporate houses. The topics were: (A) Rio Girls (B) Disruptions (C) De-Stressing - The Workplace - Corporate Myth or the Right Way forward (D) Gollywood's Changing Face (E) Swachh Bharat: Onus on Us or Admin only? (F) No Horn Please (G) Demonetization

The young professionals were judged for the two preliminary rounds (on 16th and 17th FEB) and were further shortlisted for the final round of presentation on the 18th FEB 2017.

The award ceremony was held on the 18th Feb 2017 between 5:30pm to 7:30pm at the Hotel Gateway Taj. The chief guest for the award Ceremony was Mr. Just Win Singh, Founder of Institute of Happiness,



WINNERS - Mr. Milind Bhatt,
Mr. Abhinavdeep Saxena, Ms. Raini Saiman



1ST RUNNER UP - Ms. Shivani Hora,
Khushboo Dumka, Dr. Priyanka Giri



2ND RUNNER UP - Mr. Bhushan Patil,
Ms. Garima Singh, Mr. Pranshu Singh



1ST CONSOLATION - Mr. Peeyush Kumar,
Mr. Debojit Sengupta, Mr. Vedant Bhatti



2ND CONSOLATION - Ms. Tanu Mathur,
Mr. Siddharth Thakkar, Ms. Vaibhavi Trivedi



3RD CONSOLATION - Mr. Hanwant Purohit,
Mr. Manan Naik, Mr. Keyur Patel

Vadodara. He inspired the young professionals through his deliverance on - How to Live Life King Size, this was a real motivation for the youth.

The winners for the 26th AAOYM '17:

- A) **Winning Team** : Team, **L&T Technology Services**.
- B) **1st Runner Up** : Team, **GSFC Ltd**.
- C) **2nd Runner Up**: Team, **Reliance Industries Ltd**. (Dahej Manufacturing Division).
- D) **1st Consolation prize** : Team, **GSFC Ltd**.
- E) **2nd Consolation Prize**: Team, **Transpek Industry**
- F) **3rd Consolation Prize** Team, **ATUL Ltd**.

26th AAOYM 2017 Feedback by Winning Teams

Winner : L&T TECHNOLOGY & SERVICES

Topic : Disruptive Innovations

The day when we were selected from the internal round of L&T tech services, we were very excited to take part in BMA. Last time also we made it till the semifinals but couldn't succeed.

This time our topic was "Disruptive innovations", and it was our hard work which paid us. It's rightly said that - No one cares what to know, but they care what you do, because ultimately what matters is your performance. Our performance this time, was appreciated not only by the judges but also by other teams. The journey which we went through was so inspiring and knowledgeable that it will give a huge impact on how we present our ideas to others in a different innovative way.

Motivational and energetic speech by Just win Singh was something which we will never forget. He filled the air with all the positive thoughts.

BMA is a platform to boost your talent in the right way, really feeling lucky to be a part of it.

Team Leader - **Ms. Raini Saiman**, Team Member - **Mr. Abhinavdeep Saxena & Mr. Milind Bhatt**

1st Runner-up :

GUJARAT STATE FERTILIZERS & CHEMICALS LIMITED

Topic : Swachh Bharat - Onus on Us or Admin only?

We came across the notification of BMA through our official mail. It was not the first time we saw the notification, but it was the topic "Swachh Bharat" that inspired us to participate in the most awaited event of BMA i.e. Annual Awards for Outstanding Young Managers (AAOYM).

We made a team of three members of same intellect. With the individual experience of participating in many other events we found certain areas that are of primary importance when giving our presentation. The first one is appearance of the speakers, speaking with clarity, making a point and making the presentation visually different and attractive. We conveyed the message in the form of a story. A good story engages the audience, wakes them up, and draws them in.

Winning the trophy of AAOYM is a result of dedicated team effort, logical bifurcation of task, spending quality time for discussion and making presentation.

It is really a wonderful experience participating in BMA event; it was indeed a memorable journey of participation and winning.

Team Leader - **Ms. Khushboo Dumka**, Team Member - **Dr. Priyanka Giri & Ms. Shivani Hora**

2nd Runner Up - Team

RELiance INDUSTRIES (Dahej Manufacturing Division)

Topic : Swachh Bharat - Onus on Us or Admin only?

"The 26th AAOYM was a superb platform for young managers to question, contest and defend varying perspectives on current topics of national interest. We as a team

have grown richer in terms of experience & knowledge as the event concluded. The organizing, logistics & hospitality during the event was excellent. We want to thank BMA for this initiative and look forward to being a part of more such events in the future.

Team Leader - **Mr. Pranshu Singh**, Team Member - **Ms. Garima Singh & Mr. Bhushan Patil**

1st Consolation Prize - Team :
GUJARAT STATE FERTILIZERS & CHEMICALS LIMITED

Topic : Disruptive Innovations

AAOYM is a trademark platform for all the young and budding managers to groom themselves, diverge their thinking, explore creativity. Those topics chosen were diverse and relevant to current scenario around us. Every moment invested and interaction with judges was a great learning. AAOYM is the only event where, to us, experience matters more than the trophies and every participant feel that way. Mr. Just Win Singh imbibed the winning attitude in every participant. We thank BMA for providing opportunity. It was worth investment of 3 days and wish same in 2018.

Team Leader - **Shri Peeyush Kumar**, Team Member - **Shri Debojit Sengupta & Shri Vedant Bhatti**

2nd Consolation Prize :
TRANSPEK INDUSTRY LTD.

Topic - De-Stressing @ The Workplace: Corporate Myth or The Right Way Forward

It is one of the most awaited events and a great opportunity that we are awarded with. Entire event process from selection of topics and teams, till awards is a remarkable experience. The level of competition and then learning regarding manner of approaching the topic etc. is worth.

Interaction with judges and sharing of their experience / knowledge improved us for further competition. We thank BMA for hospitality and wish for future participation.

Team Leader - **Mr. Siddharth Thakkar**, Team Member - **Ms. Vaibhavi Trivedi & Ms. Tanu Mathur**

3rd Consolation Prize :
ATUL LIMITED

Topic - Swachh Bharat - Onus on Us or Admin only?

An Amazing platform and opportunity for Young Minds to interact with bright and talented fellow participants in a highly stimulating environment. It also provides an opportunity to interact with and learn from the reviews, inputs of an eminent jury comprising luminaries from academia, the corporate world, management consulting and media helps widen our perspective.

Biggest take away for our team was the opportunity to hone our analytical, creative thinking, problem solving, team working and leadership skills on a theme of contemporary managerial interest and national significance. Looking forward to participation in 27th AAOYM.

Team Leader - **Mr. Hanwant Purohit** Team Member - **Mr. Manan Naik & Mr. Keyur Patel**

One Day Management Development Program
Presentation Skills



: Date :
February 9, 2017

: Faculty :
Mr. Ojas Bhatt

: Venue :
The Guru Narayana Centre
for Leadership, BMA

ABOUT THE PROGRAM :

The ability to make an effective presentation may make or mar a career. Many people fear standing in front of others to make a presentation. Research says that they fear giving a speech more than they fear death. These fears can be overcome with proper training. Giving a presentation is a skill which can be bettered with successive attempts.

OBJECTIVE OF THE MDP :

By the end of the session the participants will be able to :

- Explain the importance of presentation skills in today's world
- Describe key elements of an effective presentation
- List the barriers to effective presentations
- Explain key steps to plan a presentation.
- Describe key steps to develop an effective presentation
- List key steps to follow while delivering an effective presentation
- Practice presentation skills in groups in a simulated environment

The program was organized for the Executives, Managers, Professionals, Entrepreneurs, Academicians, Students and any and everyone who needs to enhance their Presentation Skills.

TAKE AWAY FOR THE PARTICIPANTS:

- Presentation Skills in Today's World
- Planning a Presentation
- Developing a Presentation
- Delivering a Presentation
- Practice Session

Forthcoming Events

ZERO DEFECT ZERO EFFECT Industry Awareness Program by AIMA

Date : March 16, 2017
Time : 03:00 to 05:00 pm
Venue : BMA, Vadodara

Round Table Conference on IT

Date : April 07, 2017
Time : 09:00 am to 05:30 pm
Venue : The Hote Gateway (Taj)

One Day MDP on Get Ready for the Future "WITH DIGITAL BUSINESS TOOLS FROM GOOGLE"

Date : April 13, 2017
Time : 09:00 am to 05:00 pm
Faculty : Mr. Vimal Solanki
Venue : BMA, Vadodara

One Day MDP on Graphopsychology

Date : April 18, 2017
Time : 09:00 am to 05:00 pm
Faculty : Mr. Pradeep Pofali
Venue : BMA, Vadodara

For Registration Contact Us : BMA
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FRIDAY EVENING TALKS

SR	DATE	TOPIC & SPEAKERS
1.	17.03.2017	Step Wells of Vadodara by Ms. Kakoli Sen
2.	24.03.2017	Yoga for General Health by Ms. Smita Shah
3.	31.03.2017	COUCH SURFING - Alternate way of Traveling by Dr. Devendra Shah
4.	07.04.2017	Disruptive Innovations by Mr. Milind Bhatt, Mr. Abhinavdeep Saxena & Ms. Raini Saiman

Venue : BMA, Guru Narayana Centre for Leadership, 2nd Floor,
 Anmol Plaza, Old Padra Road, Vadodara.

From Editor's Desk

Dear Friends

We always strive to bring an interview of [successful person](#) for the benefit of our reader and this time Mr Haribhai Patel MD of Vasu Healthcare Pvt Ltd. Is interviewed. He talks about his journey.

We need to take care of our [health \(Physical and Mental\)](#) to be successful. But, we often hear – "we don't get time". Is that true? We asked Mr Sameer Gaikwad who is heading an organization and looking after South-East Asia operations. Simultaneously, he has earned his name for Marathon running and cycling. Read what he must say and what are benefits of doing so, as a Leader.

[Leaders](#) need to hone their skills and for that [retreat](#) is must for interaction with stalwarts. BMA has taken this program on annual calendar and this year it was conducted at L & T training centre at Lonavala.

[Outstanding Young Managers](#) is another prestigious program for budding manager who would be leading organizations. To do so, they need to develop some skills and this program provides platform. Views of winning teams are published, about their learning from this program.

Similarly, BMA conducts programs for [management development](#). Please. participate in one day "Presentation Skills". In present day world, we need to think over idea, convey to audience so that they participate and act on it. [Take note of forthcoming events of March and April 17.](#)

Enjoy reading and Best Wishes for success.

Best Wishes

Pradip Pofali

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