

# SAMANVAYA

ISSUE : XI ■ APRIL 2014

 **BARODA MANAGEMENT ASSOCIATION**

## 23<sup>rd</sup> ANNUAL AWARDS FOR OUTSTANDING YOUNG MANAGERS AAOYM

25<sup>th</sup>, 26<sup>th</sup> & 27<sup>th</sup> May 2014  
Sunday to Tuesday

Baroda Management Association announces one of the most exciting event Annual Awards for Outstanding Young Managers (AAOYM). The AAOYM beckons enthusiastic young budding managers of your organization to come forward with innovative presentation on one of the topics and display their zeal and passion towards becoming successful management professional. AAOYM provides them with this platform to showcase their talent, the recent trends and the best practices followed in their organization in the chosen topic.

An organization is welcome to nominate any number of teams. When it comes to healthy competition, "More the Merrier" is the flavor of the day.

### TOPICS (CHOOSE ANY ONE)

#### CONTEMPORARY TOPICS

- Dependency on technology – How much REAL, How much VIRTUAL?
- CSR – A Preferred Career
- Women Empowerment – Journey from Kitchen to Korporate to Kabinet
- Managing Aspirations of 'Baby Boomers' – Gen X and Gen Y in Modern Times
- Spiritual Values in Business and Governance
- Spiritually oriented Leadership Practices

#### CASE STUDY APPROACH

- Destination India – The New Global Business Hub
- MLM (Multi Level Marketing) Drives Employment Generation – A Myth or Reality?
- Managing Aspirations of 'Baby Boomers' – Gen X and Gen Y in Modern Times

#### GUIDELINES FOR PRESENTATION

Participants are free to make the presentations in their own way. However, there are certain guidelines which would indicate what the jury and audience is looking for. Real world examples of your own and/or your own organization should be presented to substantiate your point. Avoid giving theoretical aspects.

- Choose any one from the topics given above
- If there are more than one team from an organization, it is recommended that different topics are selected
- The written synopsis is a must and should be submitted latest by 17<sup>th</sup> May 2014.  
The synopsis should be brief, to-the-point abstract of your presentation and should be printed on A4 size paper and one side printed.
- Originality and presentation from actual experiences will have an advantage
- It is recommended that presentations should be based on the experiences within your own organizations. Where ever this dose not become possible, teams can rely on real time example, however the teams must come out with their own analysis and recommendations, supported by reasons .

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- The team would comprise of 3 members. Each member will need to take equal amount of time and present equal amount of the subject matter. Ideally, the team should divide 1/3rd of the presentation within the members.
- Prepares presentation for maximum 15 minutes. Presentation could include PPT or any other methodology including role plays, poster presentations, videos, etc.
- Each presentation shall be followed by interaction with jury for nearly 10 minutes.

#### ELIGIBILITY DETAILS

- Age group shall be between 21 and 35 years as on 1st May 2014.
- Team composition shall include three (3) young managers from a particular industry / corporate / NGO / institution or three young managers belonging to different industries / corporate / NGOs / institutions.
- It is not necessary for the participating team member to have "Manager" title / designation in the organization.
- More than one team can be nominated by an organization/institution.

#### AWARDS & PRIZES

1. Winner : Rs. 50,000 for Team + Rotating Shield + Individual Trophy to each team member + Certificate
2. 1st Runners Up: Rs. 25,000 for Team + Rotating Shield + Individual Trophy to each team member + Certificate
3. 2nd Runners Up : Rs. 10,000 for Team + Rotating Shield + Individual Trophy to each team member + Certificate
4. Two Consolation Prizes: Individual Trophy to each team member + Certificate.

#### HIGHLIGHTS

- BMA has instituted a National Award, SAYAJI RATNA AWARD, to celebrate the 150th Birth Anniversary of Sir Sayajirao. An individual of national and international repute in the field of Business, Sports, Arts, Humanity, Education, Governance or Medicine who exhibits traits of Sri Sayajirao will be chosen every year to receive this award.
- The 1st 5 teams who will submit their synopsis before 11th May will have the privilege of being the part of the Youth Interaction with Shri Ratan Tata.
- Winning team members' interviews in BMA house magazine and interview with RJ of 92.7 Big FM
- To enhance the quality of the presentations, BMA has organized one day training on presentation skills to the participating teams. Interested Organizations can opt for this facility.

#### FEES FOR PRESENTATION SKILLS

Patrons/Life Members	Rs. 1000/-
Members	Rs.1250/-
Non Members	Rs. 1500/-

Student Members	Rs. 750/-
Student Non Members	Rs. 950/-

#### FEES FOR AAOYM

i. Rs. 12,000 per team for non-member	
ii. Rs. 10,000 per team for institutional member	
iii. Rs. 8,000 per team for patron members	
<small>(Any all women team would be given a discount of Rs. 1000 on the above stated fees)</small>	
<small>(All above fees Exclusive of 12.36 % Service Tax)</small>	

#### TIMELINE

Registration	On or Before 10th May
Submission of written synopsis	On or Before 17th May
Training on Presentation Skills	On 14th May
Preliminary round of competition	
Final round of competition	
Time for preliminary & final rounds	9.00 am to 6.00 pm
Award Distribution:	31st May 2014

Venue : The Gateway Hotel (Taj), Akota

## Round Table Conference on HR

The Round Table Conference on HR saw around 19 organizations turning up to learn about how to Transform their organizations.

The session started with President, **Mr. Sandeep Purohit** welcoming the audience and the speakers which was followed by Introduction of RTC and Speakers by Imm. Past President, **Mr. Samir Parikh**.

**Mr. Gopal Nagpaul**, Partner – Ernst and Young was the speaker for the day and started with the introduction of the participants and asked them to share the HR problems that they are facing in their organization and what they expect from this session.



Mr. Gopal Nagpaul addressing the RTC on HR.

He shared that the first and foremost thing that comes to our mind is that "How to integrate the change? What is Change?" According to him there are 3-4 interventions that help us in implementing change which is the biggest challenge for us to understand.

The session started with a glance on the thoughts that go through the mind of CEO and Promoters and how these things at times hamper the change process. Transformation is not fixed and it goes through various stages like Start Up, Early Growth, Growth and Maturity. A lot of organizations are struggling in one or the other stage and at times are stuck in a stage.

According to him, entrepreneurs generally fail in step 3 of growth as they are not willing to give up control. He further



Participants of RTC on HR

emphasized that the key skills that need to be focused on while transformation takes place are Leadership, Structure and Performance.

The success profile of Leadership Changes should focus on of Technical Skills, Networking, Commercial Acumen, Strategic Thinking and Systematic Thinking. The next thing that needs the organization’s attention is Managing Performance through Empowerment.

In order to make change a success, it needs to be prioritized and should be sequential. Apart from this, the focus should be on foundational elements first.

The session was appreciated by one and all present there and ended with the summing up of the session and Vote of Thanks by Vice President BMA, Mr. Sagar Mehta.

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## ‘Making Training Stick’ by Rama Moondra



Rama Moondra along with the participants

A special Management Development Program was held on 21st April by **Rama Moondra**, IIM alumni and a certified Trainer and Coach on the topic “**Making Training Stick**”

In the current scenario where the Trainers find it very difficult to make their audience involved in the Training program, a very innovative approach was required to keep the audience always in apt attention by keeping them absorbed in each session of Training program.

Rama Moondra started her session by stating that it is very important for every Trainer to know the ‘**Learning Objectives**’ of the program, as without proper understanding of the Learning Objectives it is difficult for the trainers to keep their audiences indulged.

She believes that the conventional PowerPoint Presentation

slides merely do not work anymore to keep the audience interested in the session except the financial data, strong principles of engineering concepts where PowerPoint Presentations are must. She explained how the Movie based learning is now days given greater emphasis instead of the slideshows.

She emphasized on what in the training program works for one set of audience may not work for the different set as well as that the Trainer should be thorough with the knowledge before every time he/she conducts the Training Program. She believes that the Simplicity in the Training program is a must as without it the Training Program becomes over booted.

She highlighted that the ‘**Bridge Building exercises**’ are very important for enhancing the practicality of the session as well as the ‘**Reflective Exercises**’ are important after the commencement of the Training Programs. According to her it is very important for the Trainer to continuously monitor the session and make sure that everyone is involved.

A highly informative session indulged all the participants through the case studies and various brain storming practical exercises to keep the ‘**MAKING TRAINING STICK**’

## Book Launch of ‘Dithun Mein’ (દીઠું મેં) by Shri Hasmukh Shah

Under the BMA’s Initiative of Interact with Authors, we had a Book Launch of **Shri Hasmukh Shah’s** Gujarati book ‘**Dithun Mein**’ (દીઠું મેં)



Shri Hasmukh Shah addressing the audience

Hasmukh Shah who held several senior positions in the Government of India and a man who served 3 Prime Ministers of India - Indira Gandhi, Charan Singh and Morarji Desai. Former Managing Director of Indian Petrochemicals Corporation Ltd (IPCL), as well as a Padma Award Recipient shared his Experience, Responsibilities and observations which he came across. He also shared his experience in the corporate sector.

Hasmukh Shah portrayed the flipside of politics and its fundamentals. He explained the transparency of his authorship by stating that he has depicted only those incidents in this book which are witnessed by him at the PMO (Prime Minister’s Office)

**Mr. Shirish Panchal** (Gujarati Critic and Editor), **Mr. Kirit Doodhat** (Author of various Gujarati short Stories) and Prof. Makarand Mehta shared their impressions about the book.

The talk was followed by the Book Launch by the dignitaries present.

Academic Partner



સત્યં શિવં સુન્દરમ્

## Framing Minds

### Serving Supreme Hospitality beyond Borders

#### Mr. Yogesh T Joshi

**Managing Director, NHLR Ltd,  
The Gateway Hotel (Taj),  
Akota Gardens , Vadodara**



**Mr. Y T Joshi**, Owner and Managing Director of The Gateway Hotel (Taj), Akota Gardens, Vadodara. Having more than 3 and half decades of experience in hospitality, banking and education sector. A very good advisor and counselor, entered into Hospitality business and due to sheer hard work and dedication, The Gateway Hotel (Taj) is now serving its 2 Lac customers per annum at this Empirical position in the city of Vadodara. This Interview will inspire those entrepreneurs who risk themselves for a new start up in their career.

**Samanvaya (S):** Sir, tell us about your Background, Education, Past work experiences and your association with The Gateway Hotel (Akota Gardens)

**Yogesh Joshi (YJ):** I was born in a small village, my family was in Agriculture. I accomplished my schooling in Village Panchayat School (Govt. School) and stood first at my Centre at S.S.C (Old SSC) in 1972 with first rank in Gujarat State in General Science and Geography subject then I pursued higher education at The M.S. University of Baroda - B.Com, M.S.W, DIRPM, DLP, LL.B (Spl.), I further obtained a degree in CHA (Certified Hotel Administrator) from USA. I am also compassionate about music and passed First Grade Tabla Examination from Gardharwa Vidyalay. I have 36 years of professional experience of holding senior positions in hospitality, banking and education. I am actively associated with Hotel Associations of Western India, Gujarat State, Vadodara and NGOs in the field of child welfare, education and social development. Instrumental in facilitating many legislative changes, policy formulation, rationalization of tax structure, star classification of hotels in Gujarat and made valuable contribution to hospitality industry & education field conducive for healthy growth over years.

Apart from being Managing Director of Newlight Hotels & Resorts Limited; (owner of The Gateway Hotel, Vadodara managed by Taj Group of Hotels), my several other associations include as Corporate Advisor, Member on Legal, Environment and Classification Committees of HRA- Western India, Trustee, FSW Campus Development Trust, The M.S.University of Baroda.

My various Past Positions include: Visiting Faculty, The M.S. University of Baroda, Vice President Gujarat Hotel & Restaurant Association, Chairman Gujarat State Co-Ordination Committee (Hotel & Restaurant Association Western India), President Gujarat Hotel & Restaurant Association, Director of Neesa

Leisure Limited; (Owner of Cambay Spa & Resorts, chain group of Hotels) having 10 hotels across India, Management Committee Member, Hotel & Restaurant Association - Western India Region, Treasurer, Child Guidance Clinic - Indian Council of Social Welfare, Member of Classification Committee, HRA Gujarat – Govt. of India, Director, Gandhinagar Hotels Limited; (Owner of Fortune Inn Haveli, Managed by ITC, Director of Gandhinagar Leasing & Finance Limited, Chief Manager (HR), Dena Bank (Gujarat)

**(S):** How the company has evolved over the years in your tenure?

**(YJ):** The Gateway Hotel (Taj) is NRI funded project conceived in 1994 having germination in a friendly gesture to a friend to strengthen our association purely as a friend. My close friend migrated to USA in 1979. All these years he insisted for my migration to be with him, which I always declined. In 1994, this project was conceived again by stating that “Yogesh---you did not come to USA, let us start our association in India as friends cum business partners”

For a HR person and teacher, it was a great challenge for me to conceive the project of Five Star Hotel. More so I had never stayed in five star hotel by then. However, he always believed in me and motivated me by stating that “Yogesh, you can make it and I am confident”

Right from buying land and constructing a five star hotel and running it was a big challenge like asking person aged 40 years to join nursery level in education. I accepted the assignment to partner with friend and started working on it. I distinctly recall my first step of working I went and met principal of Institute of Hotel and Catering Management (Govt of India) at Ahmedabad to have access to their library. I started studying for average 15 to 18 hours a day to have insight in hospitality business. Through our sheer hard work and good team building, which is my forte, Gateway Hotel has now achieved the present stage after many vicissitudes. Today, it is most preferred hotel in Vadodara. Patronage of over two lacs customers per annum is our core strength.

**(S):** What according to you are at the thrills and excitements being at the helm of affairs? What are the plusses and minuses?

**(YJ):** As I said, learning new things, building team and perceiving hurdles as challenges always excite me. Hotel Management was never my subject but being a passed out from CHA (Certified Hotel Administrator) from premier institute, USA I gained deeper insight in hospitality. According to me Hotel being a dwelling place as a substitute of home, I believe that each room should be like one home and every guest has a different expectation giving rise to challenges to meet their expectations. Moreover, in managing it there is average one or two problems but there are other internal and Government hurdles along with them (since as many as about 70 licenses are required to run hotel)

To share about thrill candidly I recall my conversation when my Friend (Chairman) asked me while all other associated with project were highly excited and thrilled on inauguration day "Yogesh, don't you feel thrilled and excited as you have been at the helm of the affairs and faced lot of hurdles to see this day?" I said "No" as I was taking it as INPUT and OUTPUT matching so I felt nothing to be thrilled about. As my basic trait is when you work towards goal, there is no option but sheer hard work with planning. I really enjoy my work, moreover I like to work without any expectations or rewards as I always believe that when you work without any expectations you feel satisfied and you would be always rewarded at the end.

**(S): Sir, what is your Leadership Style?**

**(YJ):** My leadership style consists of Captainship Type which consists of like leading team to win wherein Bowler would also be leader to re-arrange fielding when he is entrusted to bowl by Captain. I strongly believe in delegation as it gives Leadership spirits.

**(S): Any high moment in business – a project that you would love to remember**

**(YJ):** While company was under financial strain, I was being threatened by a Chairman of a Financial Institute that he would file a criminal complaint against me and initiate process for impounding of my passport for bouncing of cheque signed by me. In reply I stated him that there is no misuse of fund nor any bad intention but just a pure business slowdown due to overall economy and other hotels too face similar situations and took out my passport ( incidentally which was there with me for visa purpose on the day) and kept before him. He felt embarrassed and returned it with his hand by getting up from his chair. Even today, that institution keeps relations with us.

**(S): The people factor – How do you handle human forces and their dynamics**

**(YJ):** Trust is thrust. In my life, my trust has never been broken.

Love All - I believe in all my colleagues who serve our organization. I have confidence in all my colleagues to that degree that if I tumbled down while walking in hotel, all would be empathetic rather than feeling otherwise.

Delegations in real sense – Talking about delegation, I always say to my chairman "I do not work; it's our colleagues who do that".

Professional Working where Sharing is a big strength - We have a tradition of sharing our mistakes of all nature be it in personal field or work place. Here, we have approach WHAT NEXT as a solution rather than doing post-mortem of it and what precaution we should take in future. I always say "Fools repeat same mistake, Intelligent invent one" Those who sit with folded hands never commit mistake, it is prerogative of only working person, who takes decision.

**(S): What is your normal working day like?**

**(YJ):** My day starts at 5 a.m. I like cycling on various different

routes, practicing Yoga, Reading News papers, completing Break Fast and Reaching Office between 9 to 10 a.m, I take light lunch at hotel, return home between 6 to 7 p.m. Once I am home, I help my wife with various chores like cleaning, gardening, polishing etc. I Love to interact with children in society and playing with my grand children.

**(S): What inculcates your hobbies and extracurricular activities?**

**(YJ):** I really enjoy playing Mouth Organ, Flute, Harmonium, Organ and Tabla. My Experiment with Truth (repeated reading). I also like Swimming and practising Yoga

**(S): How do you cope up with stress?**

**(YJ):** Stress now days is a eminent part of life but there are various ways by which we can cope up with stress by listening Music, Consulting and counselling with personal friends and by practising Yoga

**(S): What has been your Support of family**

**(YJ):** Every person requires family support to lead the path towards success. My family's support towards me has been excellent and I feel nothing more could be there without their cooperation towards me.

**(S): How do you Balance work and otherwise**

**(YJ):** To my observation, my work life balance has been perfect since last 3-4 years.

**(S): Contribution of Gateway Hotel (Akota Gardens) towards society**

**(YJ):** Adopted three traffic islands and two kilometres road for green Vadodara Initiative.

Gainfully employed three differently able persons and trained average four to five in a year. Gainfully employed four economical weaker women. Support NGO by donating linens and cloths, used furniture, computers. Hosting events/talks useful to the society by NGO on complimentary basis.

**(S): Any incident from your life from which you have learnt a core lesson of life**

**(YJ):** I believe that one should never ever hurt anyone even unknowingly. Had an incident that my family had been hurt by me and I could not forgive myself for this act and even could not forget even after ten years.

**(S): Any advice/ suggestion that you want to share with our readers.**

**(YJ):** I believe that Growth in life and wealth should be like garden and not like a forest as former requires planning and nursing and later is just wild growth.

One should always respect dignity of every human being hence one should never ever hesitate to apologize rather than keep rationalizing your stand when inner compass says so to anyone.

એન્જિનિયરીંગ અભ્યાસ માટે શ્રેષ્ઠ વિકલ્પ (સાવલી) વડોદરામાં

# K. J. Institute of Engineering & Technology S. B. Polytechnic, Savli

(Approved by AICTE, Affiliated to GUJARAT TECHNOLOGICAL UNIVERSITY)

ધો. ૧૨ (સાયન્સ) પછી ડીગ્રી એન્જિનીયરીંગ  
અને ધો. ૧૦ પછી ડીપ્લોમાં- અભ્યાસક્રમો

- Mechanical
- Electrical
- Civil
- Automobile
- EC
- Computer
- IT

- કોલેજ કેમ્પસમાં વિદ્યાર્થી ભાઈઓ અને બહેનો માટે હોસ્ટેલ છે.
- વડોદરા અને આણંદ (વલ્લભ વિધાનગર) થી કોલેજની બસ સુવિધા.

સફળતાપૂર્વક કોર્ષ  
કર્તા પછી  
(Placement)  
નોકરીની વ્યવસ્થા.

કે. જે. કેમ્પસ, I.T.I. ની સામે, જાવલા-સાવલી, સાવલી - ૩૯૧૭૭૦, જી. વડોદરા.  
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**BMA Elected Managing Committee Members For The Year 2014-15**

**INSTITUTIONAL CATEGORY**

 <b>Dr. Arjun Singh Mehta</b> Managing Director, Gujarat Life Sciences (P) Ltd	 <b>Mr. Alok Desai</b> Director, Newage Eco Solutions	 <b>Mr. Ashet Kikani</b> Managing Partner, Trevi Group of Companies
 <b>Mr. Kalpesh Shah</b> CEO / Director, Market Creators Ltd	 <b>Mr. Sandeep Purohit</b> DGM - HR & Admin, Gujarat Industries Power Co. Ltd	 <b>Mr. Satish Panchal</b> Managing Director, Vadodara Enviro Channel Ltd
 <b>Mr. Sudhir Sethi</b> Asst. Vice President (HR), Admin & Legal, Inox India Ltd	 <b>Mr. Vikas Raizada</b> GM - HR & EHS, Windar Renewable Energy Pvt. Ltd.	 <b>Mr. Vipul Ray</b> Managing Director, Elmex Controls Pvt Ltd

**PROFESSIONAL CATEGORY**

 <b>Ms. Aditi Tiwari</b>	 <b>Ms. Arti Basu</b>	 <b>Ms. Bijal Mistry</b>	 <b>Mr. Dipak Shah</b>	 <b>Mr. Gaurish Vaishnav</b>
 <b>Mr. Nimil Baxi</b>	 <b>Mr. Romi Bhatia</b>	 <b>Mr. Sagar Mehta</b>	 <b>Mr. Suresh Purohit</b>	 <b>Mr. Vikas Chawda</b>

**ELECTED OFFICE BEARERS FOR THE YEAR 2014-15**

 <b>Dr. Arjun Singh Mehta</b> (President, BMA)	 <b>Mr. Romi Bhatia</b> (Vice President, BMA)	 <b>Mr. Sagar Mehta</b> (Hon. Secretary, BMA)	 <b>Mr. Gaurish Vaishnav</b> (Hon. Treasurer, BMA)
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**AppealNote**

**RENEW YOUR SUBSCRIPTION**

For members who have not renewed their BMA membership for the year 2014-15, kindly renew your membership at the earliest and avail all the benefits further.

**SUPPORT BMA**

Avail BMA's Conference Facility on Rent. For more information Contact BMA

Contact : 2344135 / 2353364 / 6531234 or bmaroda1@gmail.com

**MDP on Effective Presentation Skills-Need For Today**

**Date** : 14th May, 2014 (Wednesday),  
**Time** : 9.30am to 5.30pm  
**Fees** : **Patron / Life Members:** 1000/- **Members:** Rs. 1250/-  
**Non Members:** Rs. 1500/- **Student Members:** Rs. 750/-  
**Student Non Members:** Rs. 950/- (Above Fees is Exclusive of 12.36% Service Tax)  
**Venue** : Baroda Management Association

## Forthcoming Events

### “Interact with Authors”

#### Book Launch of Lean Six Sigma in a Nutshell by N C Narayanan

Mr. NC Narayanan (NC) is the founder of SSA, a global consulting house specializing in operational excellence and change management. He is widely credited to be a leading proponent of quality consciousness worldwide. NC brings with him over 42 years of industrial experience, having held key senior management positions at companies like Crompton Greaves and Lucas TVS (a Deming Grand Prize winning company). He is a well known CEO coach for driving excellence program in many corporate in India and overseas. NC is a veteran in Lean and Six Sigma and has authored two books on the subject, "Lean Six Sigma in a Nutshell" and "Enigma of Lean".

He has also authored several articles in renowned publications and regular in blogging through 'NC's blog'. He is credited with the thought leadership on Lean called Lean RMAOR® methodology, which offers a structured deployment approach for Lean implementation. NC has led consulting engagements for over a 500 clients across the globe and has designed and conducted over 500 training programs and workshops in the area of Quality Management, Lean and Six Sigma

**Date** : Tuesday, 20th May 2014

**Time** : 6:15 to 7:30 pm

**Venue** : 2nd Floor, Anmol Plaza, Opp Mc Donald's, O P Road, Vadodara

Please Note : Last date to Register, Free of Cost is Saturday, 17th May'14

For more information contact BMA  
2344135/2353364/6531234 or bmabaroda1@gmail.com

### FRIDAY EVENING TALKS

SR.	DATE	TOPIC & SPEAKERS
1.	09.05.2014	Revolutionary Act of RTI by Mr. Dankesh Oza
2.	16.05.2014	Know your Insurance by Mr. Bankim Shah
3.	23.05.2014	Obesity by Dr. Kalpesh Jani
4.	30.05.2014	Humor in Management by RJ Manan

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

Ms. Arti Basu	- Editor
Ms. Amita Jaspal	- CEO
Ms. Shivangi Singh	- Sr. Program Officer
Ms. Minal Padhiar	- Tr. Program Officer
Mr. Sagar Mehta	- Hon. Secretary

**Editorial  
Team**

## From the Editor's Desk



Dear Readers,

BMA has announced its 23rd AAYOM competition. Last year 39 teams participated and the best teams walked away with prize money of Rs. 50,000, Rs.25,000 and Rs.10, 000 respectively. It is a unique opportunity for Corporates to show-case their young manager's talent to the world. AAYOM coordination team at BMA expects at least 50 teams from various organizations to participate this year.

BMA's brand icon programmes "Round Table on HR" with E&Y as knowledge partner, Management Development Programmes and Book Launch of Shri Hasmukh Shah held in April saw stupendous enrollment and presence respectively. BMA is carrying forward it's unique combination of free programme to enhance value for life and paid programme to return value for money.

The Samanvaya is now reaching almost +6000 readers through its reach and has attracted advertisement space for industry however without sacrificing to offer its popular column of "Framing minds" bringing in leaders from various walks of life to share their experience.

As such this is not a place to write more about BMA's annual achievement. For that BMA members shall welcome new elected managing committee members and office bearer's for year 2014-15 in a grand conclusion of its Annual Management Week and Foundation Day with an AGM on 31st May 2014 to begin a new inning with ever smiling Secretariat team...albeit after a little vacation and survival from 43C twin heat of mother nature and election.

One last message.....do not forget to appreciate nature's bliss offered by grand display of Cassia fistula, known as the golden shower tree on Vadodara roads...ગુજરાતીમાં કોઈકે કહ્યું તેમ "પીળો છમ્મ ગરમાળો જોવાનું કોને ન ગમે ? સૂરજનો વાંક કાઢો મા... એય બિચારો એટલે જ તપે છે !"...

Happy reading.

Yours,

Sagar Mehta



## BARODA MANAGEMENT ASSOCIATION

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