

**Baroda Management Association**

Volume - XI

April 2016

Leadership Retreat-I6**Residential Management Development Program
at Daman Ganga Valley Resort - Silvassa****Leadership Retreat-16 at Daman Ganga Valley Resort, Silvassa**

Understand the changed global Business Scenario and its impact on the organization.

Enhance managerial competence by expressing them to multi-disciplinary functional areas.

Refine and enhance personal capability required to shoulder higher responsibilities for achieving organizational excellence. Increase level of awareness about self and the environment leading to higher level of adaptability. Pause, Think, Reflect, Refine and Accomplish in professional and personal life.

BMA extends its special gratitude towards Mr. Sandeep Purohit and Mr. Sudhir Kulkarni who were the Course Director's for the Leadership Retreat'16 and under their excellent leadership and guidance the retreat was a huge success and appreciated by various working professionals.

Reflections:

It was one of the best courses we have ever attended. Everything was outstanding. The lectures, materials, participants and the Indian culture! Thank you for the wonderful course conducted by you. It was a great learning experience for us and we shall cherish it for a long time to come. The hands on learning made things very interesting. Ambience was Lovely.

- Anchor World Pvt.Ltd.

The Program of leadership retreat on MAKE IN INDIA

MANAGER was indeed great and well covered program especially with respect to our Prime Minister's vision of ' Make In India ' theme. It is very inspiring and motivating to think out of the box instead of conventional thinking. The session of Shri GURUJI was very informative and full of innovative ideas. However it is highly recommended that the duration may be extended to one/two more days so that the sessions of every day program may not be hectic and provides some time lag for exploring new thing at new place like Silvassa.

- Gujarat State Electricity Corporation Ltd.(GSECL)

First of all congratulations for quickly picking up the issue of "Make In India". Initially I thought that such theme would suggest us how to do the best practices for developed countries. However upon attending I felt that your speakers were just touch those of our hidden capabilities which make us ready for do the job not only differently but successfully too. The concept of Intra-preneureship was just amazing. It taught me to become entrepreneur of our company. There are so many "magic tricks" I learnt from this training session that this will change my professional as well as personal leadership style.

We have huge talent available in India but we requires to introspect . Through these sessions , I could achieve this. Please keep it upWish you all the best for " Making India".

-Gujarat State Petroleum Corporation (GSPC)

The Program was very good. The faculty like Guruji, Atul Garg , Y. S. Trivedi , Georg Sparschuh was excellent.

Area of Improvement - Apart from the regular full day session on the Leadership, a half day visit to the nearby places should have been included in the program curriculum of the Leadership Retreat'16 for the participants to explore the place. Proper coordination and communication would be appreciated in terms of information as the outdoor journey and commutations are included. Over all program was excellent.

- Indian Oil Corporation Ltd.(IOCL)

The Effective Time Management (One Day Management Development Program)

Time management is not just about how to do things on time, but it's also about how to stop wasting the time and making a productive use of time!

Time is an essential element that works as an important ingredient to achieve success in every walk of life.



The Effective Time Management by Rajivkumar Luv on 18th April 2016

Tips on Managing the time:

1. Have a clear, specific and measurable goal.
 2. Follow 6 P's - Prior Proper Planning to Prevent Poor Performance.
 3. Write plans everyday and work on it. Plans should be precise, clear and attainable.
 4. "Always think on paper and work on planning" - Approach one should follow.
 5. Make a TO DO list and a NOT TO DO LIST too.
 6. Set priorities for the TO DO list.
- One should always use a 80-20 rule of Pareto's Principle. This principle says, " that 80% success is achieved 20% efforts.
 - Important Guidelines about the Effective Time Management for oneself:
 - a) Prioritize the activities.
 - b) What are the high value activities?
 - c) Why the company has kept me on its payroll?; Understanding the importance of hiring.
 - d) Achieve one specific result every day.
 - e) What is the task that I and I can do to bring the good results for my organization or to my family and in my society. Master on such tasks and perform them to get good results in mentioned span of time.
 - f) Evaluate on the fact that what efforts I have made to contribute towards the valuation of time every hour.
 - General points to be noted while considering the Time Management:
 - a) Avoid Procrastination
 - b) Develop an attitude to say 'NO' sometimes to avoid backlog of work.
 - c) Postpone the negative things to encourage positivity throughout.
 - d) Maintain a proper Time Log.

- e) Make a daily time table.
- f) Have a quiet time for yourself.
- g) Manage the access to the social media
- h) Avoid Indecisiveness
- i) Manage the multi tasking activities properly
- j) Manage proper delegation work flow
- k) Avoid frequent visitors/travelling
- m) Avoid personal disorganization
- n) Avoid lack of self discipline
- o) Avoid Poor Communication

The Rujuta Diwekar Talk Show

Women Development Committee is known for generating strong PULL for its programs. We are glad that WDC could generate even a stronger PULL this time, when Rujuta came for delivering her maiden talk in Baroda. This celebrity nutritionist and renowned expert in her field, Rujuta Diwekar became common thread of discussion among women of Central Gujarat, as soon as program announcement took place. Even after 10 days of the program, some of her quotes and learning are still being discussed in various common forums of Vadodara.

Process was initiated just in March and things soon fell in place. In many ways, 24th April – program day – became landmark day for BMA. For the first time, BMA partnered with Rotary Club (RC of Baroda Cosmopolitan led by First Lady Shital Parikh) and put up the grand show. First time, WDC program could get as many as 900+ participants to the picturesque venue of Presidency Club. The program became instrumental in introducing BMA to nearly half of the audience for the first time. Quality of interaction and depth of answer was simply outstanding.

Rujuta is not just expert of her field, she is ardent speaker who came out with lot of convictions and vitality. Her connect with audience was instant and the audience was very smart, responsive and got equally enthralled in the session...

We were privileged to have Ms. Avantika Singh, Collector & District Magistrate of Vadodara along with several other dignitaries. I must also thank BMA President Alok and RCBC President Vishal for giving us complete empowerment in organizing this event and I am glad we – WDC, Secretariat and RCBC - lived upto their expectations. Here, everyone was the leader and everyone was follower. Here, everyone shared responsibility and everyone shared penchant for excellence. Everyone looked for giving their best and everyone shared credits with each other. Even our sponsors – 6 Elements and Presidency Club and other partners also gave in their best... In all, it was confluence of excellence...

Responding to numerous requests received from all corners, WDC promises to bring many more such programs and learning opportunities for BMA members – both current and prospective.

Shilpa Parikh, Chairman – Women Development Committee



Industrial Visit under Bling 2015-16

Under the BLING committee 2015-16, the students from School were taken to an Industrial visit to a renowned organization - The CARE GROUP located in the outskirts of Vadodara. The CARE GROUP is the manufacturer and exporter of Intraocular Lenses and Ophthalmic Pharmaceuticals. Care Group also imports the best quality equipment from world renowned companies like Schwind Germany, Optovue USA, Roland ERG Germany etc.



Day 1 at Care Group India



Day 2 at Care Group India

Stress Management Half Day Management Development Program

A half day Management Development Program was organized by BMA on 30th APRIL 2016 at the Guru Narayana Centre for Leadership, Vadodara. The MDP was on Stress Management and the Speaker for the same was Mr. Bhaskar Joshi.

The highlights of the MDP were as under:

- The basic symptoms of Stress, how to handle these and overcome the problems relating to stress.



Group Photo of Half Day MDP on Stress Management

- b) The personality too decides how does a person approaches the stress management.
- c) Maintaining the balance between personal and professional stresses.
- d) Seven ways to gain success through a changed perspective towards one's life and stress handling.
- e) How does one respond to stress?

Overall the basic idea behind this MDP was to focus on initiating some good habits that will eradicate the stress from the grass root level. Two documentary movie were featured on motivational management & Leadership at Parul University by Bhaskar Joshi on 30th April'16.



'Three Generations' Spread: Bind Them?

By Mr. Hemang Desai,
HR Advisor, Business Consultant



Conventional wisdom suggests that each generation has unique characteristics shaping its approach at work. So the baby-boomers, born in the wake of the World War-II, believe in hierarchical structure and paying their dues. Generation X, (born 1965-80), is more individualistic. This tribe grew up in a period of upheaval and is perhaps as a consequence less committed to one employer. Millennials, [(or the Gen Y) born (1980s - 2000s), are seen to be possessing even less institutional allegiance.

During one of my consultancy assignments for an ITES / Telecom Company, one of the major challenges was : how to tap the tremendous energies, experience and wisdom among more than 200 engineers, professionals, technicians spanning across three generations for organizational benefits ? That is where the decision to do something unique, to synchronise these energies, was taken. A platform to think, act and synergise for these young as well as seasoned minds was created by the name

of BRICK (Business Reengineering (through) Innovation, Creativity and Knowledge). The constitution of BRICK was of course met with its due resistance initially, both, from within as well as from significant others. However, we could see amazing results, within its first year of formation. Retention of this otherwise edgy group, with acutely diverse views and approach, was never so easy and productivity of the so-called 'confused' bunch was discernible and visible. The youth turned out to be success-freak apart from their gadget-freak tag. They rose to the trust bestowed upon them and emerged as most trustworthy at their ages. The organization gained much beyond expectation, the attrition rates fell drastically, wastages reduced to almost nil levels from double digits, the team work and bandings increased resulting into fast, cost-efficient and quality output.

The analysis of the success factors contributing to BRICK were BIND, which can prove to be true for any organisation with three generations, were the following :

1. **Bolster them (B):** They must be provided with ample empowerment, encouragement and freedom to mostly find solution on their own to the plan, objectives, sub-processes, actions and consequences.
2. **Ignite them (I):** Unswerving and unwavering trust was placed on this cross-generational group to create unprecedented triumphant brigade. Beyond the initial orientation and a few ice-breaking exercises, HR or the Top management played no other role except being a Mentor, resource-provider and at times coordinator, when it comes to creating an organisational identity for BRICK.
3. **Nestle them (N):** A lot of effort went into, counseling them and convincing them, both individually and as a group, in answering the seemingly simple question "what is in there for me?" But when they were excited enough to drive the point, they never looked back.
4. **Dabble them (D):** Each action or project that they worked upon was seriously taken note of. They were the ones who were made responsible, accountable, answerable and liable for the success / failure of their efforts. They were made to realise their each action can make difference to the organisation's overall success.

The Organisation comes to create an impression of a huge building with very high capacity and inherent ability to sustain rough weathers, with the help of BRICK but these bricks without BIND would fall as nine pins and so will the building.. As the ultimate competitive advantage or strength of any organisation is its own ability to develop strongly bonded teams at a pace greater than their competitors.



Sujal Charitable Trust

By Mr. Paresh Shah

Chairman & MD, Sujal Advertisers Pvt. Ltd.

The Journey So Far...

I am privileged and blessed to serve to society with all the possible resources. Being passionate towards the welfare of society and bringing smiles on the face of needy ones are my prime mottoes of life. Due to the economical constraints of family, I've gone through all the odds of life at very tender age and it helped me to understand the life. Rather to be demoralized, parents cultivated the habit of staying focused and positive in life. Life is about tackling odds and not to compromise on principles being taught by parents that helped me to achieve the milestones of success starting from the scratch. I started helping family to earn bread at very young age when other young fellow of my age were not bothered about earning basic needs for being sustained.

I must appreciate all the efforts of my family for their irreplaceable support and contribution in establishment of this empire. My wife's support has been utmost valuable throughout to carry out all the endeavours I pursued in years.

"Sujal Charitable Trust"

"Sujal Charitable Trust" is a non-profit making organization active since 2012 with the objective of uplifting the society in every aspect covering education, health, and serving the needy ones. Trust is actively involved in various social activities and causes in order to serve a purpose to the society. Several activities such as events, seminars, health check up camps, awareness camps and food distribution programs has been conducted for the welfare of society by trust. **"Mahavir Anna Kshetra"** is where trust carries out food distribution to the needy people on daily basis and everyday approximately 200 beneficiaries are served selflessly. Sujal Charitable Trust is registered under u/s. 80G (5) of the Income Tax Act, 1961. Registration number is AANTS5651E/01/14-15/T-0146/80G(5)/dated 24.03.2015.

"The Projects Undertaken"

Trust has conducted a seminar **"Art of Eating"** on haphazard eating habits of people due to hectic lifestyle under the guidance of honorary Shri Vijaynandighosh Suriji Maharaj Saheb. It was a houseful seminar witnessed

by audience at Gandhinagar Gruh where Maharaj Saheb was scientifically briefed on to developing eating habits that helps to maintain the good health. A traditional beauty contest competition called **"Pehervesh"** for kids and women in April 2014 at Sir Sayajirao Nagar Gruh Akota was one such event planned by trust authorities and trust received overwhelming response from the audience and dignitaries all throughout in fighting against the breast cancer disease.



Trust has successfully executed many free **"Breast Cancer"** Check-up camps in Vadodara city in 2014-15 and over 1500 active participation of women for primary detection and check up encouraged us further to schedule a camp named **"Muktidhara"** organized on very large scale in Vadodara on 10th May, 2015. This event received overwhelming response across the city and nationwide and fulfilled the purpose aimed for. Women of city actively participated and citizens contributed in whatsoever possible way they can to eradicate the threat of this dreadful disease. Approximately 10000 women enrolled for check up and 112 centers were facilitated to conduct the check up under the guidance of more than 400 doctors and assistant doctors.

Health:

Breast cancer is one of the most common cancers. Around one in eight women have chances of developing breast cancer at some stage in their life. Earlier most of the breast cancer patients were aged 40+ but younger women are affected in recent time. Ratio of developing breast cancer is increasing exponentially due to lack of awareness about the disease and its symptoms. Breast cancer develops from a cancerous cell which develops in the lining of a duct or lobule in one of the breasts.

What causes breast cancer?

A cancerous tumor starts from one abnormal cell. The exact reason why a cell becomes cancerous is unclear. It is

thought that something damages or alters certain genes in the cell. This makes the cell abnormal and multiplies out of control.

Risk Factors :-

Although breast cancer can develop for no apparent reason, there are certain risk factors which increase the chance that breast cancer will develop. These include:

- Age. The risk of developing breast cancer roughly doubles for every 10 years of age. Most cases develop in married women.
- Where you live. The rate of breast cancer varies between countries. This may reflect genetic or environmental factors.
- Family history. This means if you have close relatives who have or have had breast cancer. In particular, if they were aged under 50 when diagnosed.
- If you have had a previous breast cancer.
- Being childless, or if you had your first child after the age of thirty.
- Not having breast-fed your children.
- Early age of starting periods.
- Chest being exposed to radiation.
- Having a menopause over the age of 55.
- Taking continuous combined hormone replacement therapy (HRT) for several years (in women over 50 years), leading to a slightly increased risk.
- Excess alcohol.

550 women actively enrolled for primary check up and 70 women were suspected for the possibility of having tumor for which there were referred for mammography.



Our First Responsibility is Towards our Body

By Ms. Vidisha Shahani,
Co-Founder 6th Element

"Take care of your body. It's the only place you have to live." We might have heard this a hundred times already but how many of us actually take care of our bodies? I am sure if our bodies could talk, they would probably say "Please give me some respect! Do not ignore me, I feel left out!"

We don't realise this but our bodies are abused and neglected by us every single day, the very individuals who must love them the most because we inhabit them! I feel really sorry about the fact that we treat it like our worst enemy!

Four months back I was in Ahmedabad to attend ATP International Fitness & Sports Convention, 2015. It was more

than simply talking about diet and workouts! It was about getting real and finding out what exactly lies ahead for us health wise. I met a bunch of fitness and wellness experts in the industry and I thought I should share what all was discussed there in form of a blog!

Being a health freak, I want to propagate this social message through my blog of standing up against self-abuse! We all support noble causes and fight against them, be it domestic violence, child abuse etc! Then why don't we take a stand for "self-abuse"? Self-abuse, is actually the worst form of abuse! What is indeed saddening for me is that we dislike, neglect, ignore and abuse our body when we know we can never get away from it! We are born with this body and we will have to live the rest of our lives in it! No, we don't have an option! In that case, shouldn't we all make peace with it, learn to take care of it and appreciate it? It isn't as hard as we might think. Let us stop intoxicating our bodies with processed foods, stress, negatives thoughts, inadequate sleep, smoking and drinking!

To do its job effectively, our body must have nutritious meals, regular exercise, relaxation and recreation! We all go out of our way to meet the needs of our loved ones, don't we? Why can't we go out of our way for our own body? Isn't that our first priority?

India's primary resource against the rest of the countries in the world is the human resource. Our strength lies in the fact that we have the highest number of young population! However, we would only be able to utilise this resource, if it is well taken care of.

For starters, we all need to stop stressing over everything! Understand that chronic stress lead to physical illness like high blood pressure, cardiovascular diseases, PCOS in women and much more. I am just saying that if we make minor changes in our daily routine like filling our plate with fruit, green veggies, whole grains and lean protein and at the same time cut back on the heavily processed junk food, it would have a positive impact on our overall health and wellness! You simply have to take these baby steps and incorporate habits to form a healthy lifestyle eventually!

Coming to workouts, I would say, let us start dedicating a few minutes every day for exercise! We need to merely remind our body to move more throughout the day. Let us take the stairs rather than waiting for the elevator. Walk to the coworker's cubicle to discuss things instead of sending them an email. You can then take up Zumba, Pilates, Yoga, Functional Gymming etc. There are plenty of ways to incorporate more movement into your schedule!

Remember that if you neglect yourself because of the external problems you're facing in life, you will be creating more problems internally! However small it may be, make sure you're considering that you need and do something for yourself each day! Just commit to 30 minutes at least!

It's high time we apologized for any form of abuse we do to our bodies and pledge to take better care of it!

BMA Elected **Managing Committee Members** for the year 2016-17

Institutional Category



Ms. Rajal Chattopadhyay
Director,
Gujarat Liqui Pharmacaps Pvt Ltd

Mr. Rajesh Umatt
CEO,
Gujarat Life Sciences Pvt Ltd



Professional Category



Mr. Gaurish Vaishnav



Ms. Sarita Sinha



Ms. Avi Sabavala



Mr. Jayesh Dalal



Mr. Rajiv Thakkar



Mr. Anand Majmudar



Mr. Vikas Chawda



Mr. Chandresh Makhija



**Lt. Col
Narendrajit Singh Chhabra**



Mr. Chetan Kumar Patel

Elected Office Bearers for the year 2016-17



Ms. Avi Sabavala
(President, BMA)



Mr. Gaurish Vaishnav
(Vice President, BMA)



Mr. Rajiv Thakkar
(Hon. Secretary, BMA)



Mr. Anand Majmudar
(Hon. Treasurer, BMA)

Forthcoming Events

Management Week

23rd - 29th MAY' 2016

Attractions: Talks, Success Stories, Film Screening, Exhibition cum Sale, Photography Workshop, Presentation, Annual General Meeting, Meditation & Relaxation, Foundation Day

MDPs

7 QC Tools

By Mr. Abhidnay Mahatekar

Date : 15th June'2016

Export- Import Documentation & Procedure Workshop

By Mr. Ajit Shah

Date : 22nd June'2016

5s

By Mr. Sahil Maru

Date : 5th July'2016

Venue : The Hotel Gateway Taj (Akota)

Appeal Note

Dear Members,

For Members who have not renewed their BMA Membership for the year 2016-17, kindly renew your membership at the earliest and avail all the benefits further.

MEMBERSHIP FEES

Categor- ories	Criteria	Annual Fees Rs.
INSTITUTIONAL		
Patron		225000
Special	Above 20 crores	25000
A	5 to 20 crores	12000
B	1 to 5 crores	10000
C	Upto Rs. 1 crore	5000
D	Multiple Combined Institutional Member of AIMA, amount as per AIMA rules or Rs. 1000/- whichever is more	5000
E	Non-profit organization (Local Bodies, Educational & Professional Bodies)	5000

Categories	One Time Entrance fees Rs.	Annual Fees Rs.
INDIVIDUAL		
Student	200	600
Associate	300	2000
Professional	300	2500
Life		25000

Service Tax 14.5% Extra

Contact : 0265-2344135/2353364/6531234 | bmaaroda1@gmail.com

FRIDAY EVENING TALKS

SR	DATE	TOPIC & SPEAKERS
1.	13.05.2016	"Ideas @ IDEAS" by Vikas Chawda
2.	20.05.2016	Future ready career by Pradeep Pofali
3.	27.05.2016	Special Talk by Dr. Sreeram Chaulia

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

From the Editor's Desk

The March issue of Samanvaya truly reflects that BMA was not bogged down to financial year ending stress but emerged even more vibrant in its activities. From all the regular programmes, the one which had an overwhelming response and star value was Rujuta Deiwekar's Talk Show. Her expertise in the subject was seen in not only in her eloquent lecture but also the way in which she answered to the queries. 'Taking care of your body' is an article in Style by Vidisha Shahani is on the same theme. For those who missed out on the programme on Time Management, there are tips on Managing Time which can be often consulted and referred for consistent improvement. Leadership lacuna is crisis that we face across in all fields. It is in recognition of this need that Leadership Development Programmes meet this unmet need. The feedback given by some of the participants who attended the Leadership Retreat 2016 was reflective of the knowledge and expertise of the Course Directors. We need many more such programmes for making 'Make in India' a success. In the NGO section, is Sujal Charitable Trust and its activities. Congratulations to the BMA's managing Committee members for the year 2016-17.

Here's wishing all our readers happy reading and a wonderful summer break to rejuvenate and be back for a more productive personal and professional life.

Prof. (Dr.) Sunita Nambiyar

Publication Committee

Mr. Mayank Mathur	- Chairperson
Prof. (Dr.) Sunita Nambiyar	- Director
Mr. Tushar Kothari	- Director

Editorial Team

Prof. (Dr.) Sunita Nambiyar	- Editor
Ms. Amita Jaspal	- CEO
Mr. Anand Parikh	- Trainee Program Officer
Mr. Gaurish Vaishnav	- Hon. Secretary



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BmaOfficial



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