

Baroda Management Association

27th Annual Awards for Outstanding Young Managers

Date : February 22, 23 & 24, 2018 | **Venue :** The Hotel Gateway (Taj)



The most awaited competition of the year 'Annual Awards for Outstanding Young Managers' (27th AAOYM) was scheduled between 22nd FEB 2018 - 24th FEB 2018. 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 45 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) Robotics and AI: How it will change the work place? (B) Millennial Generation and use of social media (C) Generation gap @ Work place: (D) Is internet limiting our thinking capability? (E) Child participation in reality shows: Is it killing the child in child? (F) Should success be tagged with gender/Religion? (G) Is Cricket the reason for India's poor performance in Olympics? (H) Reverse Mentoring: Good or Bad? (I) Digital India: Is it only on paper? Make in India: Is the lion roaring? (J) Feminism: Is it about equality or Empowerment? (K) Is Bollywood music losing its sheen? (L) Non- Discrimination: "Only Female Candidates may apply" (M) Redefining Work place: Cabins to cubicles

The young professionals were judged for the two preliminary rounds (on 22nd and 23rd FEB) and were further shortlisted for the final round of presentation on the 24th FEB 2018. The award ceremony was held on the 24th Feb 2018 between 5:30pm to 7:30pm at the Hotel Gateway Taj. The Chief Guest for the award Ceremony was Mr. Paresh Saraiya, Managing Director, Transpek-Silox Industry Private Limited & Guest of Honour was Dr. Nirmitt Jha, Managing Director, ASTA India



Mr. Paresh Saraiya



Dr. Nirmitt Jha



MOC: Rhea

Private Limited. The Master of Ceremony was Ms. Rhea from Faculty of Social Work, MS University, Vadodara.

The Jury for the said competition :

For Preliminary Round : February 22 & 23, 2018

- Mr. Atul Karpe - Ex Chief General Manager, Gujarat Electricity Board
- Mr. Bharat Mehta - CEO, Ridhum Consultancy
- Mr. Jagdish Shukla - Director Servilink Systems Limited and President of Baroda Lions Club
- Ms. Madhulika Burman - Chief Manager, Corporate Communication, Oil and Natural Gas Corporation (ONGC)
- Ms. Manisha Shukla - Professional Freelance Trainer
- Ms. Renu Bhatt - Joint Chief Executive Officer, GSFC Agrotech Limited (GATL)
- Geeta Sikdar: Headmistress of Navrachana & Vidhyani Pre-Primary Section
- Ms. Surekha Grover - Head HR, Sud Chemie India Private Limited.

Jury on February 22, 2018



Ms. Geeta Sikdar & Mr. Atul Karpe



Mr. Jagdish Shukla & Ms. Manisha Shukla



Jury on February 23, 2018



Ms. Madhulika Burman & Mr. Bharat Mehta



Ms. Renu Bhatt & Ms. Surekha Grover

For Final Round: February 24, 2018

Jury on February 24, 2018 for Final Round



Mr. Samir Parikh, Mr. Sagar Mehta, Mr. Alok Desai

- Mr. Sagar Mehta - Head Cambay, Business unit, Hindustan Oil Exploration Co. Ltd.
- Mr. Alok Desai – CEO, Aadharshila
- Mr. Samir Parikh - Managing Director & Chief Executive Officer, Naman Integrated Management Private Limited

The winners for the 27thAAOYM'18:

- Winning Team** : Linde Engineering India Private Limited.
- 1st Runner Up** : Indian Oil Corporation Limited.
- 2nd Runner Up** : Transpek-Silox Industry Private Limited
- 1st Consolation Prize** : Gujarat State Fertilizers & Chemicals Limited
- 2nd Consolation Prize** : Reliance Industries Limited, Vadodara
- Special Prize** : Linde Engineering Private Limited

27th AAOYM 2018 Feedback by Winning Teams**Winner : Linde Engineering India Private Limited.**

Topic : Reverse Mentoring Good or Bad?

"The journey is more important than the destination". BMA's AAOYM was that beautiful journey. It was a golden opportunity, where we got a platform to flourish our soft skills. The jury in both the rounds was amazing, with very distinct perceptions. It was a profound learning experience. We are eagerly waiting to participate next year!

Team Leader: Dhruv Panchal | **Team Member:** Akshata Saralkar & Dhavalkumar Gusai**1st Runner Up****Indian Oil Corporation Limited**

Topic : Digital India: Is it only on paper?

Team Gujarat refinery , IOCL are proud to be the 1st Runner up of the prestigious AAOYM 2018. The event saw excellent presentations as well as fierce competition from all the 45 participating teams including a panel of very senior Professionals who Judged the event and shared their excellent feedback with all the participants. The entire experience was highly enriching as well as invigorating for the participants were not only the knowledge gained but also to know and understand the latest developments in various organisations in the fields of artificial intelligence, robotics, gender divide, digital India, reverse mentoring etc. It was an event which gave not only the platform to young managers to share and present their ideas but also a forum for mutual exchange of ideas, feedback, discussions as well as interaction with professionals from various organisations. We thank BMA for organizing an event par excellence for the young managers in Gujarat.

Team Leader: Kumar Jaivardhan | **Team Member:** Nikunj Jain & Illa Singh**2nd Runner Up****Transpek Silox Industry Private Limited**

Topic : Generation Gap at Work Place

AAOYM 2018 was a very unique experience for young managers across diverse organisations of Gujarat. It was a journey full of learning along with giving us an excellent opportunity to showcase and exhibit our managerial skills. 27th AAOYM was exceptional in terms of the subjects for presentation as well as the competitiveness of various participants. The number of teams participating in the event (45teams) in itself speaks volumes on the level of acceptance and outstanding professionalism by which the programme is conducted each year, and hence, winning 2nd Runners up in such an esteemed event is distinctly an achievement which we will cherish for lifetime. Kudos to BMA and we look forward to AAOYM 2019!!!!

Team Leader: Aniket Palkar | **Team Member:** Deepak Kodwani & Harsh Majmudar**WINNERS** - Dhruv Panchal, Akshata Saralkar, Dhavalkumar Gusai**1st RUNNER UP** - Kumar Jaivardhan, Nikunj Jain, Illa Singh**2nd RUNNER UP** - Aniket Palkar, Deepak Kodwani, Harsh Majmudar

1st Consolation Prize

Gujarat State Fertilizers & Chemicals Limited

Topic : Child Participation in Reality
Shows: Is it killing the Child in Child?

It is an immense pleasure to us to pen down the experience we had during 27th AAOYM. It makes us pass through the beautiful journey and to recreate the moments that we shared back then.

We, Dr. Priyanka Giri, Khushboo Dumka and Shivani Hora believe, the AAOYM 2018, was equally wonderfully conducted as always. We got to know so many eminent professionals from various backgrounds. It was an intensively competitive presentation competition, with challenging topics altogether. We could learn a lot from each of the topics. Also, we got to perform in front of dynamic and experienced Jury whose comments were like a learning for us. In the end, the Chief Guest Mr. Paresb Saraiya beautifully shared his experience, through which we could understand that there is nothing like being defeated because, if we get defeated, we learn which means we 'gained' an experience. We thank BMA for giving us the opportunity to participate in this valued competition. Looking forward for many such upcoming programs.

Team Leader: Khushboo Dhumka | **Team Member:** Priyanka Giri & Shivani Hora



1st CONSOLATION - Khushboo Dhumka, Priyanka Giri, Shivani Hora

2nd Consolation Prize

Reliance Industries Ltd, Vadodara

Topic : Robotics and Artificial Intelligence (AI): How will it change the workplace?

BMA's AAOYM 18 was indeed a roller coaster ride. The continuous iteration and working in a team was truly a learning experience which helped us sharpen our idealization and presentation skills. The creativity and the unique ideas of all the teams and the subsequent discussions amongst young managers from all the leading organization across Gujarat has definitely enriched our horizons. We look forward to AAOYM 19 with all enthusiasm.

Team Leader: Nidhi Purohit | **Team Member:** Nildweep Kar & Neha Mittal



2nd CONSOLATION - Nidhi Purohit, Nildweep Kar, Neha Mittal

Special Prize

Linde Engineering Private Limited

Topic : Robotics & AI How it will change the work place?

Really enjoyed the three day presentation competition – literally the best three days of knowledge sharing and networking in any event we've been to. AAOYM gave substantial experience gain and the experience was a totally diverse form of learning, which we usually don't practice. It offered us a chance to meet people from other corporates and make friends. It provided a great platform to display the knowledge and skills we have amassed. The experienced panel of jury gave a critical analysis and feedback of our performance, which proved to be a great source of self-evaluation for us and will help us nurture our experience and skills further. Also, BMA presentation competition surely requires an immense amount of hard work from our end but the results are were also cherishing. We won the special jury award. Achievement through this competition has brightened up our resumes. It was an out an out wonderful experience.

Team Leader: Rikhav Shah | **Team Member:** Charmie Thakkar & Sakshi Malkoti



SPECIAL PRIZE - Rikhav Shah, Charmie Thakkar, Sakshi Malkoti

Special Talk on Technology & Innovation in Urban Policing

Speaker:

Shri Manoj Sasidhar, IPS,
Police Commissioner Vadodara

Date: February 02, 2018

Venue: GETRI Auditorium



2nd February was a special evening for BMA as we hosted the special evening talk of the month where we had the honour and privilege of interacting with the Commissioner Police of Vadodara city



Shri Manoj Sashidhar. The topic was "Technology and Innovation in Urban Policing".

Chairman, Friday Evening Talks Committee **Shri Nimil Baxi** and President, **Shri Gaurish Vaishnav** set the ball rolling with a befitting welcome speech and introduction of the speaker. When the CP took the dais, he started on a lighter note saying 'Thank God it's Friday!' He added that this is coined by

the Americans, who work hard during the week and party harder on the weekend, and said "here we work harder on weekends to see that you don't party!"

Having said that he showed his keenness for the session to be interactive so that "I can hear your problems and suggestions as well. I am not sure that management is an art or a science but what is important is that one must get out of a comfort zone. I like to engage with new people as it gives me an opportunity to interact. Police is in a



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position when we are caught in situations on behalf of other people and we have to help."

Coming to the topic of the talk the CP explained that people expect a quick response. The last century was dedicated to the invention of vehicles and people expected police to reach the spot at the earliest- and so due to the innovations in two way communications and automobiles that became the policing strategy. As part of the world we live in, whatever happens in the world becomes a platform for all to function. High Tech audio visual technology was not that easily available as memory was difficult to store as today it is possible. Storage and retrieval has become easy. Now the police work on HOT SPOT POLICING through collected data. CCTV surveillance helps collect a lot of data which is then analysed. The police make use of DNA technology through which they can predict who can commit crime. Partnering with emerging technology police is now working on crime control and crime prevention. From the earlier style of being REACTIVE, they are now becoming PRO-ACTIVE with preventive policing.

Further Shri Sashidhar explained that they work towards converting challenges to opportunities. When there is a problem not only do they solve the problem they also work to find out why it happened. He said a diagnosis is important. Every solution is need based. If you know the problem, then it can be tackled- sometimes even prevent it from taking place again.

He said it is necessary to look at the problem from a democratic viewpoint, and be receptive to every solution. Take everything into consideration. Then choose wisely from the possibilities - there may not be a single solution, it could be a combination. Then we need to prototype the solution from the management point of view. Giving an example of the elephant and the 5 blind men, he said that each ones reaction or experiences need to be brought together for a proper holistic solution. The observations need to be monitored and put together to perfect the prototype, before you ramp it up in scale after it is tested and proven. He added "normally such things are autocratic in ideation and democratic in implementation, where as it should be exactly the opposite!"

Coming down to specifying about the activities of Baroda Police he said there is a scheme called KUSHAL with is in place for all their staff. It has a QR code for every individual, which gives them all the details of any particular policeman- attached to a computer at their Human Resource Management Centre. So they have administrative data of 3-4000 personnel on the click of a button. This helps the administration place people according to their calibre, past record and even health conditions. Soon all mobile phones with the policemen will be connected to those database and things like leave applications etc. will be processed digitally reducing a lot of physical and paper work at both ends. He added that as leaders we need to look for win win situations for our men and ourselves by making the best use of available technology.

After this he enlightened the audience about what the police is doing for the citizens. Through an app called SURAKSHA SETU (which can be downloaded on your smart phone) citizens can get acknowledgements to any application or complaints they make. This will soon have an added feature of a tracking system. With this the Police Commissioner invited citizens of Baroda to come forward with the suggestions for improving conditions in our city. He said along with becoming a smart city we should aim to become a safe and secure city as well.

Speaking about security Shri Sashidhar said that tracking criminals is a big job and the police force is making its best efforts with the use of the latest technology, however it is still a very challenging thing. Consider the Exponential and geometrical growth of the city and the population. "We are working towards becoming 100% proactive and preventive. I believe in being POSITIVE, PROACTIVE AND PROGRESSIVE. Think that there could be a better way of doing things. Believe that

every day we can do things better".

"We cannot imagine what will be the future of technological invocations with the new advancements in AI, Machine Learning and Robotics, but one thing is clear we have to learn to go with the trend, hence innovate or perish".

He further added that we all need to go beyond our domain knowledge with a multidisciplinary approach. "Baroda Police is trying to innovate in all directions, in some things we have succeeded, in some we are still trying. There are 6Ds that we are working with:-

1. Digitalization
2. Deceptive (growth $2 \times 2 = 4$, $4 \times 4 = 16$ and that way it soon explodes)
3. Disruption
4. De- materialization (so many apps on your phone have done away with things like watch, camera, radio etc.)
5. Demonetization- Revenue comes from differently (he gave example of Air BNB etc.)
6. Democratization- meaning one person with a good idea can make all the difference. The age of capitalization is over. An idea matters- platform and scale is important. GPS is a platform and how UBER and OLA use that is the way to go- match demand and supply. If you have both, sky is the limit. We need to learn to ride piggy back on the emerging technologies."

With this advice Shri Manoj Sashidhar ended his talk, the audience had many questions to ask, which he addressed satisfactorily. The Programme ended with Smt. Malti Gaekwad (BMA life member since 1992) giving a vote of thanks and the MOC Kum. Rhea being felicitated by the hands of the CP. National Anthem was sung in chorus.



Reported by **Malti Gaekwad**

Interview of Shri Paresh Saraiya



It took a persuasive and patient follow up by the BMA staff before Shri Paresh M. Saraiya, Managing Director, Transpek-Silox Industry Private Limited agreed to meet me at his office in Vadodara. (This appointment, as was informed by his Office, was sandwiched between two of his overseas tours!)

Before entering the premises, I was quite certain that I would be visiting a traditional chemical manufacturing plant. The impression soon changed when I found myself amidst an urban oasis of lush green trees whose generous, green foliage welcomed me. By the time I arrived at his second floor office, I wondered whether I had stepped into an open art gallery! And that provided a perfect backdrop to start our conversation.

MG : Thank you for agreeing to spare some time out of your busy schedule for the BMA Newsletter, 'Samanvaya'.

PMS : Sincerely I have been extremely tied up; but I must also admit that I am a very private person and usually keep to my work, my family and myself.

MG : Thank you once again to allow us to take a peek at your work and life.

PMS : It's my pleasure!

MG : You have been in Baroda a long time, haven't you?

PMS : Yes I came to Baroda from Mumbai to do my graduation in the early '70s and have been here ever since.

MG : That's a pretty long time! Tell me a bit more about your family and early years.

PMS : Well I was born and brought up in Mumbai in a business family. I have three brothers and a sister and all live in Mumbai except me and my immediate family now. I studied in a Gujarati medium school of Maharashtra Board and did pretty well in my studies. I loved playing cricket and table tennis in those days. My father insisted that the family members should spend 'distractions-free', quality time together as much as they can. We used to follow this rule rather religiously. My father used to discuss everything about our various business enterprises with us during those interactions. I learnt my earliest lessons about business and life there.

MG : How very interesting! So how did you move to Baroda leaving the family in Mumbai?

PMS : My father believed that children should stay home during their formative years. It keeps them grounded and focused – but after the 16 years of age, they must be pushed out of the comfort zone to learn things on their own. I had applied to BITS Pillani for Engineering course and I got admission too but it was in the Civil Engineering Branch and I didn't want to do that. My second choice was MSU, Baroda so I joined Kala Bhavan, the Faculty of Technology & Engineering in 1970.

MG : What happened after your Graduation?

PMS : I was to set up a family business to manufacture and market formulations of pesticides. As part of the plan, we started the firm namely Parul Chemicals in GIDC, Nandesari.

After a few months, we decided at the family level that I also get associated with Transpek Industry Limited (TIL). My then seniors and mentors ensured that I am put through quite a grind! During day time, I would work for Parul and evenings at TIL plant at Kalali-Atladra. Kalali Village where we have our manufacturing operations was considered to be far away from the city limits. There were no street lights, and not even proper roads. For a fresh 'out-of-college Engineering Graduate', it was quite an ordeal.

However, I took it as a challenge and started slogging it out. I lived within the premises of the factory for five long years. I would work with my fellow workmen in the shifts, have meals with them and even participate in their recreational activities like Bhajans and sport. That exposure gave me a rock solid foundation on which I could build my career during subsequent years.

MG : Who were your mentors and influencers then?

PMS : After working through various assignments given to me, I was looking after marketing during the late 80s. But I must tell you that throughout my journey, stalwarts like Shri Govindji Shroff and Shri Haribhai Patel were the ones who guided and mentored me. I believe that I have been singularly lucky to have unknowingly inherited values of integrity, sincerity and dedication first from these two people and later from Shri Atulbhai Shroff and Shri G. Narayana. For me they all laid a strong foundation of value based work ethics.

MG : Yes I have heard that Shri Govindji Shroff was a visionary in his time.

PMS : It is amazing the way he worked. I had known him since my childhood and got the opportunity to observe and learn from him from an early age. Shri Atulbhai Shroff has also inherited some of his finest qualities and is a great visionary himself. In this business he has always shown a lot of confidence in me and given me the freedom to do the things I wanted to do. He stood by my decisions (sometimes even risky ones) and supported me without interfering in the working of the company.

MG : How did the joint venture, Transpek-Silox happen?

PMS : Every Business has highs and lows and we had ours in the late 90s. After liberalization, the Indian market was flooded with cheap Chinese products and like others we too suffered heavy losses at that time. We could not stand up to that onslaught. The very survival of our business segment was at stake. We were working hard to identify and convince the potential business partners to form a joint venture Company. It took little over three years to finalize the joint venture between Silox S.A, a Belgium based company and Transpek Industry Limited.

MG : Transpek-Silox is known to be a successful company; what has been your success mantra?

PMS : We have been working with passion and determination to create value for our stakeholders. Back in 2001, I coined a simple credo “European Quality at Chinese Price”. Today I dare say that our products are better in Quality and comparable in cost than the ones made by our Chinese counterparts.

We owe a lot to our customers. We know that customers give us our daily bread and butter. And that makes us as an organization to go all out in winning over their trust by providing them excellent product and services. A customer may come across as someone who is demanding and tough to please- but once you win over his trust, then invaluable relationships get forged which may last through years, or even many generations. I have experienced this on many occasions.

We dreamt of creating a global company when we were battling for day to day survival. Today Transpek-Silox serves top Companies as customers in various end user industries in fifty five countries in five continents. Persistence, Perseverance and Unwavering ommitment to worthy goals pay rich dividends- and it happened in our case.

Theme of Excellence and Trust runs deep in our team work and reflects in the manner in which we work at Transpek-Silox.

Our parent companies, Excel Industries Ltd., TIL and Silox have a strong value based foundation of human dignity and creating value for the society. Transpek-Silox has been doing committed work in the field of Food, Health, Nutrition, Sanitary and Education in and around Vadodara and Silvassa through our CSR initiatives. When you do good things, somewhere you get blessings from the Humanity and Divinity- and they are your huge intangible assets!

MG : You are humble, aren't you?!

PMS : I guess we should focus on the principles that have worked. We have created an ecosystem wherein human dignity is upheld, human endeavours and hard work is appreciated and a leadership ethos based on fairness and empowerment is propagated.

MG : Indeed that is something to be really proud off! I see a lot of sculpture and artwork all over, even your corporate office looks like an art gallery or a museum, how do you combine the two – are you an artist also?

PMS : I am not an artist (my wife is) but I am an art lover and supporter. My interest with art and artists started in my early college days as the Faculty of Fine Arts was on my way from my hostel at MSU to my Faculty of Technology, so we used to stop by as it always intrigued me to see all that the fine art students used to do. As a natural outcome of this interest, I made friendship with then budding artists. Many of them are big names now. Thanks to this association, I could appreciate the beauty and aesthetic imprint that an Artist or a Sculpture creates; and I could also understand the struggle and uncertainties that an Artist goes through in his or her formative years.

Then came a time when some senior artists and teachers approached me to support budding artists by giving them working space. There was no such studio in those days. Since we had a lot of open space around here, we allowed young artist mainly sculptors to work in the open spaces of the factory premises. And that is how this

interesting confluence of art and factory premises happened. One day, late Shri. Nagjibhai approached us to host an international artist's camp and we were happy to do that- and I got more and more involved in the needs of the artists.

As Transpek-Silox got well established, we created various channels like scholarships, international workshops and exhibitions for budding Artists and Sculptors in Vadodara. It helped in perpetuating the culture of Arts and generation of Artists of which this city is so rightfully proud of.

We have acquired Art over the years so much so that sometimes my friends tell me soon your tagline may become “WE ALSO MAKE CHEMICALS “!

MG : It indeed is a fascinating story – I am sure our readers would love it- Thank you very much for your time!

PMS : Pleasure is indeed mine, thank you!



Interviewed by **Malti Gaekwad**

MDP on Presentation Skills

Faculty: Mr. Ojas Bhatt

Date: February 6-7, 2018 | **Venue:** BMA



MDP Covered following areas:

- Presentation Skills in today's world
- Planning presentation
- Developing presentation
- Practice of making the presentation

Appeal Note

Renewal of Membership Fees for the year 2018-19

MEMBERSHIP FEES		
Categ-ories	Criteria	Annual Fees Rs.
INSTITUTIONAL		
Patron		225000
Special	Above 20 crores	25000
A	Above Rs. 5 crores & up to Rs. 20 crores	12000
B	Above Rs. 1 crores & up to Rs. 5 crores	10000
C	Up to 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		Annual Fees Rs.
INDIVIDUAL		
Student		600
Associate		2000
Professional		2500
Life		25000
Above charges are exclusive of 18% GST		
Contact : 0265-2344135/2353364/6531234 bmabaroda1@gmail.com		

From the Editor's desk



My Dear Friends,

February got over so fast, with so much happening during this short month. Of course the month started with an interesting talk and interactive session with none other than our super cop Commissioner of Police, Vadodara Shri Manoj Sashidhar. Samanvaya brings you the highlights on his contribution and endeavours.

The interview of the month features one of the most dynamic industry leaders of Vadodara city. He is seldom seen or heard.....Shri Paresh Saraiya (though on a rare and important occasion some members recently got to do both as you will notice in this issue itself.)

The 27th Annual Awards for Outstanding Young Managers 2018 is another feature of BMA, much talked of and eagerly awaited year after year..... meet some of the winning teams and read what they presented.

Now with board exams and BMA elections coming up the atmosphere is charged up in a different and exciting manner. Team Samanvaya send best wishes to all of them.

Malti Gaekwad

FRIDAY EVENING TALKS

SR	DATE	TOPIC & SPEAKERS
1.	23.03.18	Dance in India - From Traditional to Contemporary by Prof. Dr. Parul Shah
2.	30.03.18	The First Month at Work by Mr. Devang Joshi

Chairperson: Mr. Nimil Baxi | **Director:** Mr. Ramesh Maliwad

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

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