

## Baroda Management Association

### Co-operative Seminar

**Date :** January 9, 2018 | **Venue :** The Gateway Hotel (Ta)

The Cooperative Development Committee organized its annual seminar on "Drip, DBT & Use of Fertilizer", on 9th January 2018 at The Gateway Hotel (Ta)

This Cooperative Seminar was in the memory of **Late Shri Sarvesh Chandra Mathur**. Delegates and experts from agricultural as well as industrial sectors were invited to share their experiences. Congratulations to our Past President **Shri Devanshu Vaishnav** and his team for spearheading the event.



**Inaugural Session:** The **Chief Guest Mr. Dileep Sanghani**, Chairman GUJCOMASOL, Ahmedabad, had inaugurated this seminar with lightening of the lamp. While addressing Mr. Sanghani had appreciated BMA activities and thrash upon that, GUJCOMASOL is ready to serve the farmers of Gujarat.



The other speakers were:



**Shri. C.K Patel :** Sr. Manager, Agronomy, NETAFIM Irrigation India Pvt Ltd spoke on Drip Irrigation. He started by giving a brief history of Drip Irrigation, which was first pioneered and patented in Israel. The irrigation company called Netafim was formed and they developed the first practical surface drip irrigation emitter. Here water is distributed directly into the soil near the roots through a special slow-release device. If the drip irrigation system is properly designed, installed, and managed, it helps to conserve water by

reducing evaporation and deep drainage. Water can be more precisely applied to the plant roots. In addition, drip can eliminate many diseases that are spread through irrigation water and is adaptable to any farmable slope and is suitable for most soils. The advantages are many:

- Fertilizer and nutrient loss is minimized due to localized application.
- Water application efficiency is high if managed correctly.
- Field levelling is not necessary.
- Fields with irregular shapes are easily accommodated.
- Recycled non-potable water can be safely used.
- Moisture within the root zone can be maintained at field capacity.
- Soil type plays less important role in frequency of irrigation.
- Soil erosion is lessened.
- Weed growth is lessened.
- Water distribution is highly uniform, controlled by output of each nozzle.
- Labour cost is less than other irrigation methods.



- Variation in supply can be regulated by through valves and drippers.
- Waste of fertilizers can be minimal.
- Foliage remains dry, reducing the risk of disease.
- Usually operated at lower pressure reducing energy costs.



**Shri. Manu Asodaria :** Sr. Marketing Manager, GSFC spoke on Direct Benefit Transfer (DBT) in Fertilizer. He said that Department of Fertilizers – GOI has

implemented to release subsidy of Fertilizers for Agriculture use in line with LPG i.e. Direct Benefit Transfer (DBT) from 1st February 2018. Initially DOF started DBT system in 16 pilot districts of various states since October'16. Now it has been extended to all the states.

There is no change in price of fertilizers which are sold through POS machine and by existing retailers. The only difference of DBT implementation is – there is no deposition in ultimate user bank account, like Gas subsidy but when the farmer gets the fertilizer from retailer, the company will get the subsidy amount.

Farmers bring their Adhar Card or the registration number of application for Adhar plus Election Card or Kissan Credit card while purchasing fertilizers. All retailers of fertilizers have been trained by Fertilizers Company with the help of concern state agriculture department for implementation of DBT Scheme in last few months.

The motto of implementation of DBT in fertilizer is to restrict diversion of fertilizers other than Agriculture use and transparency in system of distribution / sales of Fertiliser. It is also for motivation to digital payment. Farmers will get the required fertilizers and subsidy for the

farmers only, will be justified. This is one big step in current scenario.

**Shri Janak Kumar Mathasoliya :** Dy.

Director of Agriculture (INPUT), Vadodara spoke on 'Latest Policy of FCO for storage of fertilizer for society and retailer'.



Agriculture plays a crucial role in the Indian economy; about 60 per cent of India's workforce is dependent on agriculture and allied activities. The fertilizer policy in India has been driven by socio-political objectives of making fertilizer available to farmers at affordable prices, and has been under strict government control. A price and distribution control system was considered to be necessary to ensure fair prices and equal distribution and provide incentives to improve agricultural productivity and production.

All fertilizers were distributed through State agencies and routed through cooperatives. The system comprises the following categories of dealers: - Co-operatives - Institutional Agencies such as Agro Industries Corporation, etc. - Wholesale distributors, -Small dealers. - Company-run retail outlets, e.g. IFFCO.

The FCO and Fertilizer Quality: Fertilizer is the most critical and costly input for sustaining agricultural production and ensuring food security in a country. The Fertilizer Control Order (FCO), 1985, enacted under The Essential Commodities Act, 1955, is being implemented to regulate the trade, price, quality and distribution of fertilizers in the country. The State Governments are the enforcement agencies for implementation of the provisions of the FCO and are adequately empowered to take action against those who indulge in production and sale of non standard/spurious fertilizers.

**Mr. N. S. Patel :** Sr. State Marketing Manager, IFFCO spoke on BALANCE FERTILISATION. For farmers it means application of nutrient



both macro and micro nutrient with organic fertilizer to the crop on the basis of self analysis. Due to imbalanced of nutrient in crop effect on production, as well as effect on soil fertility, For better growth development of plant and more production crops require 17 plant nutrient, general ratio of N, P & K for crop is 4:2:1 but it is better that before application of NP & K soil analysis is carried out.



**A Panel discussion** was held as a part of fourth session of co operative seminar which was headed by Shri Bhupendra Kataria Manager-Fertilizer, GUJCOMASOL. Other panellists were Shri J.J.Rupapara Chief State Manager (Marketing), KRIBHCO and Shri Sourabh Dixit – State Head, HINDALCO.

Panel gave there valuable views on judicious use of chemical fertilizer, pre and post effect of implementation of DBT in fertilizer through pos machines. Shri Kataria assured the co operative officials that GUJCOMASOL is planning to train two officers for DBT and pos related issues for smooth running. Shri Rupapara gave assurance to equal distribution of urea among societies during Rabi season of 2017-2018. The panel addressed questions raised by the participants of seminar.



The master of ceremony for the event was **Ms. Parul Trivedi**



Powered by



**Co-operative Development Committee**

**Chairman:** Mr. Devanshu Vaishnav | **Director:** Mr. Sanjay Shrivastava

**Special Talk On**  
**The Great Management Laughter Challenge**

**Speaker:** Mr. Himanshu Buch

**Date:** January 05, 2018 | **Venue:** Dr. I. G. Patel Seminar Hall

We all are born with the great uniqueness and that is Smile or the Laughter. But as we are progressing in today's World, we have completely forgotten our ability to laugh, and bring happiness in the life of others. It has been proved that after Yoga, Laughter is the best exercise to release stress. Animals cannot laugh, but we have the great privilege to laugh.





We all have been given four gifts by Almighty God. And that is our Mind, Body, Heart and Soul. Through laughter we can motivate ourselves and others. Because of laughter the neuron cells in the brain get charged and releases the stress, which will help the body to remain calm. Any thought is powerful to pass on the impact of the thought in the body. So if we laugh for 10 minutes every day, we will have more vigour, enthusiasm and passion to work.

Another very important benefit of laughter is that the 72,000 blood vessels, the 7 chakras and the 7.5 trillion cells within the body get activated and our faces tend to glow. This activation helps to improve overall health, which is the greatest asset we can possess. Now-a-days even doctors recommend laughter as a healing therapy. They feel that this can also be one of the medicines. Many patients have been cured by just laughter. It is the greatest gift to us, let us all start the laughing exercise daily.

Laughter improves the working of the heart. Laughter improves the relationships. Laughter lowers down blood pressure and improves digestion. Many people do not smile or laugh because of the ego. When the person starts laughing, his ego is lowering down, and he feels great, by getting along with people. Many relationships that are disturbed get revived, because the ego drops and the person realises his mistakes.

Smile and laughter become a bridge for humanity at large. Laughter is so divine. We can see that the statues of God have smiling faces. If God can smile, why can't we? Laughter is the most applicable and simple tool to connect all the people, even strangers. The most understood non-verbal language is smile or laughter. When we laugh, we are in the present moment. Otherwise either we are in the past or in the future. Laughter gives us the Present.

Let us all devote 10 minutes every day to laugh, and make the present most beautiful, charming and soothing. Make at least 5 people happy by making them laugh or smiling at them. Let us make this Planet most pleasurable place to live.

It is a Great Challenge to Laugh and make others Laugh.

Best Laughter Wishes

Contributed by: **Himanshu Buch**

### President's Visit to Vadodara



It is not common that the President of India comes visiting our city....And when he does, it is surely a red letter day. The Honorable President of India came to Baroda on the 22nd. of January 2018 on the invitation of the Rajmata Subhanganideviraje Gaekwad as the chief guest for the 66th. Convocation of the Maharaja Sayajirao University of Baroda who are our academic partners.

It is noteworthy for every proud Barodian that the President Shri Ram Nath Kovind paid rich tributes to Maharaja Sayajirao Gaekwad III, calling him the visionary ruler of erstwhile Baroda State, who is known well for his revolutionary contributions in the field of education.

He said that while governments are still struggling to fully implement compulsory

education to all, Sayajirao had made education compulsory even in those days, which was a big achievement considering that at the time, the social fabric was quite fragile. Quoting Sayajirao, the President said that the best form of government is one which is run by the people and those people who are educated....so education is a must to safeguard the interest of people, so that they can realize their responsibilities.

"This shows that his vision was not limited to education but also for imbibing the spirit of social responsibilities." He said adding that Sir Sayajirao also used to admire constructive criticism....which leaders of today lack.

"We are presently living in a democracy where PM, CMs, MPs and MLAs are accountable to the people. But in those days, where there was monarchy. Yet, he realized that that it is his responsibility" he said. He (Sayajirao) was not answerable to people but he definitely knew that he is accountable and answerable to his inner consciousness," the President said, adding that he gave a new direction to the country.

He even said that there was impression of Sayajirao's vision in the Constitution of India, whose architect was Dr. Babasaheb Ambedkar. The President also said that the stature that Ambedkar achieved was due to the Gaekwad family.

Later talking about the achievements of the girl students, who had outnumbered boys in receiving gold medals in their academics, President Kovind said it is a matter of pride not just for Gujarat but for India as a whole as it is a sign of progress that our country has made. He also added jokingly that if this trend continues, a day will come when the demand for women's empowerment will become irrelevant. He also made it clear that he was a great supporter of reservation for women and shared how he had taken a step forward in felicitating women achievers at the Rashtrapati Bhawan just a few days ago.

Before ending his address, he said "The President said that students have immense talent and they should focus on artificial intelligence & Robotic engineering for advanced changes in society."

Contributed by: **Malti Gaekwad**



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« Corporate Office »

203-210, Bombay Shopping Centre, Nr. GEB Circle, Alkapuri, Vadodara - 390007  
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## Interview of Mrs. Tejal Amin

It is not easy to get to meet the gracious and charming Mrs. Tejal Amin, to sit across the table and talk to her about her life, her current occupations and her journey. I consider myself lucky to have got almost two hours to chat with her exclusively for *Samanvaya*.

Over a hot cup of green tea we went back to her childhood and education as well as the values she learnt from her illustrious parents and parents-in-law, to today where she is working relentlessly to transfer the same learning into a larger model for a much larger cause.

**MG : Tejalben, at the onset, I would like to know something about your childhood.**

**TA :** I was born and brought up in Baroda, one among three sisters. My father in those days had a fully mechanised flour mill in Gorwa. My mother also used to go to the factory in the mornings when we were at school, but in the afternoons she always made herself available for us. Our house near Race Course Circle had huge verandas and after lunch we went up with bowls of fruit and talked to her about everything that happened at school... and then she oversaw our homework. I remember our family was always happy and I feel truly blessed for that.

**MG : Which school did you go to?**

**TA :** First I went to Savitaben's Anand Balwadi in Fatehgunj and then to the Convent of Jesus and Mary.

**MG : And college?**

**TA :** I joined up the Commerce Faculty for the B.Com course, but got married in the 3rd year. Marriage happened when I was only 20, but subsequently I finished my graduation. I also did a course in Cost Accountancy.

**MG : How did you get into business?**

**TA :** As you know, my father-in-law Nanubhai Amin was a progressive thinker. He put me in charge of one of our company's smaller enterprises in Makarpura. Every month he would visit that factory to encourage me and oversee things. And once every month, the chief manager and I had to come to the main office of Jyoti with all our books of accounts for him to check. I used to work hard to keep those books in perfect order, so that he would be happy with my performance.

**MG : So you had a good equation with him?**

**TA :** Oh yes! I learnt a lot from him. He was a great teacher too. In those days I was working for 10 hours a day almost 7 days a week. And he knew that. But although it was customary to take the books to him every month, he barely spent a few minutes flipping over the pages. One day I mustered enough courage to ask him why he made me slog over the reports, when he was not even taking a serious look at it. He told me that this exercise was not meant for any inspection, but he made me do it so that I learnt on the job!

**MG : Wow! You mean you wrote the account books yourself?**

**TA :** Yes. After all, I was a commerce graduate. In those days the late Shri Bhupen Khakkar (the well-known painter) was our internal auditor, and he told me that the cash book is the heart of any business so you better learn to write it.

**MG : You said your father was also an industrialist. You must have picked up a few things from him too?**



**TA :** Not about business, but many other things. With him we travelled a lot ... went for family holidays across the country during vacations. He believed we must see the world and he pushed us into doing things ourselves. As a young girl of 18 - 20, I travelled across Europe and the United States. While he encouraged us, but we had to go to Bombay ourselves and get the passport, visa, everything. I remember buying a ticket for Rs. 12 and travelling to Bombay by train in the II class. My mother taught me to develop a deep sense of duty and commitment.

**MG : What hobbies did you have?**

**TA :** Our parents always encouraged us to do whatever we liked. So I learnt dance, I used to go to the Hobby Centre, girl guiding, even played hockey. But dance I loved and took up seriously. Went on to do my Vishaarad and was awarded a gold medal. Madhubhai was my teacher initially and then I learnt from Guru Tanjorekar. I had my arangetran at the age of 14, for which the film actress and dancer, Vijayantimalaji had come as the Chief Guest.

**MG : From business to education - what was that journey like?**

**TA :** My mother-in-law Savitaben Amin is known in Baroda for bringing in value-based education. From a small balwadi, they had already expanded to the Navrachana School in Sama and she was looking after everything. But when she fell sick, she asked me to start taking interest in Navrachana also. And I told her I knew nothing about education. Eventually she convinced me and with her failing health, I started getting more and more involved. Savitaben however always remained the guiding force and the spirit behind the Navrachana Education Society.

**MG : So what according to you has been your most valuable contribution to the schools?**

**TA :** Good question. Actually I am often asked this. Since I had been working in industry, I felt certain things would work better if age-old practices were changed and new ways of management were introduced. Some veterans thought it will not work. But after discussing with some teachers and our trustees I took the risk to replace rotating supervisors with permanent co-ordinators for various

sections and luckily we all saw a positive turnaround through administrative reforms, as it not only empowered the selected ones but it brought in a sense of responsible leadership and accountability.

**MA: Great! You have a programme called NAVPRERNA. What is that?**

**TA:** Oh, you have heard about it. Well it's not a programme, although it started like that. It was started as a CSR awareness programme for our school children and it invited children from the slums but one sensitive child suggested, why do we do it only once a week, why can't we do it every day? So the then principal and I worked on the idea and it clicked. Established in 2002, it is a proper afternoon school for the not so privileged children, where they get to use the same facility as our other children. It endeavours to integrate them into the mainstream, by grooming them, educating them, building their confidence and preparing them for higher education and employment.

**MG: That must be a tough job, but one of great satisfaction.**

**TA:** Yes it is. Initially we have to start by teaching them basic hygiene, cut their nails and clean up their running noses. We teach them manners and how to conduct themselves. Currently we have more than 300 children enrolled at Navprerna. The gap between the haves and the have-nots is so wide! You can't imagine how good it feels when we see these children grown up and employed at factories and offices. One girl came back to teach at Navprerna... that's our reward!

**MG: Navrachana completed 50 years recently. So how do you feel when you look back?**

**TA:** ...That there is a lot more to do still! We have to look forward, not backwards. In the golden Jubilee year of Navrachana Education Society, we established NAV KAUSHALYA, Savitaben Amin Institute for Girls & Women. It is meant to impart skill-based training to school drop-outs. It helps them to build self-esteem and trains them to become employable through programmes on Crèche management, Front office jobs and Day Care Centres, hence empowering them. Here the best example of self-esteem is of a girl whose mother and other women of the family

work as domestic servants, and are generally called bais. See the pride of this girl who now works in a two-wheeler showroom, came to meet me and said "Aapne mujhe bai se madam bana diya." I call that empowerment.

**MG: I am sure it gives you immense satisfaction and pride too. And how did the IB school come up?**

**TA:** My husband and I didn't want our daughter studying in one of our schools, so that she was not considered the privileged one and needed to grow on her own, so she was sent to a boarding school. It was then that we realized that it was the need of the hour to have a multi-disciplinary and liberal educational system such as the International Baccalaureate board affiliation. So we established the Navrachana International.

**MG: Lastly, tell me how and why did you think of starting a University?**

**TA:** Starting a university was not planned as such. We had, long ago, started our teacher training college because we ourselves needed good teachers for our schools. Our pedagogy is very different. Savitaben had visualized a world class institute for teacher training with methodology integrated programmes especially with Science. So we were running B.Ed. and M.Ed. courses through a tie-up with SNTD Mumbai. Then we were asked by the Gujarat Govt. to start other professional courses and that is how the Navrachana University Vadodara (NUV) was established in 2009 under the Common Universities Act. NUV is one of the few private universities to have got all the approvals from UGC. It is also oriented towards multidisciplinary courses and holistic learning. According to Prof. Yashpal "Innovation happens when disciplines meet." So our students have to take non-core elective subjects. Higher education also needs to work towards Enlightened Self Investment. Students have to learn to be useful in the world around the, this is social engineering. This also has been the ethos of our family, and especially Nanubhai and Savitaben, are best examples of this.

**MG: Impacting so many young lives in such a manner, you must be proud of your achievements?**

**TA:** I would only like to say that every stage I have got the support and services of good people to help me in whatever I tried to take up. And as I already told you that a lot more needs to be done, I would like to mention here briefly about our initiative under the GOG called NAVRACHANA EKLAVYA model school between Godhra and Kalol which is for Tribal children. It has classes from 6-12, where we try to bring them at par with city children to enable them to go to institutes of higher education. Here we integrate current curriculums with their native intelligence and take them further and beyond.

**MG: Thank you madam for your time, but I guess one sitting is not enough to understand all that you have up your sleeve. Maybe this will help me and others begin to understand the meaning of educationist.**



Interviewed by **Malti Gaekwad**

## Vadodara Marathon

The month of January also saw another great event which remained in the news for several days. It was the 7th. Edition of the Vadodara Marathon and the 2nd. Certified International Marathon, which was held on 7th. January 2018. Marathons happen in other cities too, but considering the number of people who participate, this one is the biggest one in a tier II city approved and certified by the Athens based Association of International Marathons. The beauty the Vadodara Marathon is that it is For the People, By the People and Of the People.....meaning to say that no company or event manager is organising it. Like minded, Citizens of Baroda from all walks of life come forward to work and contribute their time and resources.

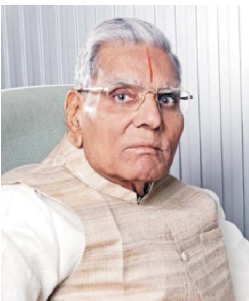
Many industries approached the organisers, as running is now being viewed as a great HR exercise. Many NRIs also showed interest in participating, for them it is like a home coming. The idea is to celebrate the city,



- Total 91,908 participants in different categories, an increase of over 13,000 since the last marathon.
- Over 14,000 participants from NGOs.
- More than rupees one crore pledged towards charity.
- In the run up to the marathon 4-5 events are organised in the preceding months to create awareness. Like the Queens Run (at night which is only for ladies) and this time there was a car rally also, besides other events.
- Team is already planning various things for the next – 8th. Internal Marathon, although things get intense in the last 3-4 months only.
- Plus end of April or early May 2018, they plan to have the Queen's Midnight Run.
- Usually there are over 100 student volunteers from various colleges as they get a fantastic exposure of networking and working with corporate honchos and a wonderful experience.
- City's sport stars all willingly become brand ambassadors and love to join the marathon.
- Its a non –profit activity and the marathon highlights various local and national civic issues. It creates awareness and raises funds also for various things. So Corporate Companies come forward with sponsorships because they too also tremendous exposure and they get to associate with the social issues.
- The route is decided by the organisers but the route is inspected and approved by the representatives of the International Association. They can come from anywhere in the world and they actually walk and measure the route.
- This time the Marathon celebrated 5 Ss:-
  - \* Sports and Fitness
  - \* Swachhata
  - \* The Seva Torch = social service
  - \* Sahyog = networking and co- operation
  - \* Sanedo = highlighting our cultural identity.

Contributed by: **Malti Gaekwad**

## Congratulations



BMA takes great pride and pleasure in extending our Heartiest Congratulations to respected Shri Rameshwar Kabra (Bapuji) for being awarded the prestigious Padhmashree in the field of Trade & Industry. His vision & ability layed a very strong foundation and helped R.R Kabel (Our Corporate Sponsor) in achieving name & fame worldwide. Currently he keeps himself busy with various philanthropic activities for the upliftment of society through education.

## MDP on Advanced Excel

Faculty: Mr. Nilay Shah

Date: January 30, 2018 | Venue: BMA



## MDP Covered following areas:

- Advanced Formulas and Functions
- Advanced Financial Functions
- Advanced Logical & Error Functions
- Advanced Text Functions
- Advanced Date & Time Functions
- Advanced Lookup & Reference Functions
- Advanced Mathematics and Statistics Functions
- Advanced Information Functions
- Optional – Excel 2016 New Functions
- SUMPRODUCT
- Array Formulas
- Advanced String Manipulations
- Named Ranges
- Advanced Pivot Tables
- What If Analysis
- Scenario Analysis
- Goal Seek
- Data Table
- Spark lines, Slicers & Timelines
- Flash Fill
- Cleaning, Importing and Exporting Data
- Text to Columns Wizard Data Consolidation
- Excel Templates
- User Interface Customization
- Analysis Tool Pack
- Random Numbers
- Debugging formulas & Dependency Tree
- Counting Unique, Generating Unique List
- Working with Duplicates
- Advanced Custom Formatting
- Advanced Conditional Formatting
- Advanced Links & Hyperlinking
- Advanced Charting
- Solving Equations with Excel
- Measuring Time in Excel to know how much your formulas takes time
- Optimizing Excel
- Overview of Dashboard
- Personal Macro Workbook
- Troubleshooting Excel Problems
- Tips & Tricks

**Forthcoming Events**

**27th Annual Awards for Outstanding Young Managers (AAOYM)**

Date : February 22, 23 & 24, 2018  
 Time : 9:30 am to 5:30 pm  
 Venue : The Hotel Gateway (Taj)

**Round Table Conference on HRM**

Date : March 10, 2018  
 Time : 9:30 am to 5:30 pm  
 Venue : The Hotel Gateway (Taj)

**4th Leadership Retreat 2018**

Date : March 15, 16 & 17, 2018  
 Venue : L&T Leadership Development Academy  
 Arsiwalla Villa, Lonavala, Maharastra 410403

**Round Table Conference on IT**

Date : March 16, 2018

For Registration Contact :  
 Baroda Management Association, Vadodara  
 (0265) 2344135, 2353364, 6531234  
 bmabaroda2@gmail.com

*From the Editor's desk* 

Dear Friends,

2018 has started well for BMA with the co-operative seminar, which you will see in the report and glimpses. It was a great success by all standards.

I got a chance to meet and interact with educationist and well known personality of Baroda, Mrs Tejal Amin, so that you all too can know about this multi-faceted citizen of Baroda in the interview of the month.

January saw a lot of other activities too like the Vadodara Marathon which had record breaking participation this year.....samanvaya brings you some highlights.

Another land-mark event happened at MSU, for which the President of India came to deliver the Convocation address. He was all praise for our visionary Maharaja Sayajirao Gaekwad III. His words were enough to make any Barodian feel proud of such a legacy. We bring you nuggets from his speech.

The special evening talk by Mr. Himanshu Buch was also well attended and tickled our funny bones..... He has shared some tips for our readers.

Look forward to seeing you all at the evening talks and other programmes of BMA

**Malti Gaekwad**

**FRIDAY EVENING TALKS**

SR	DATE	TOPIC & SPEAKERS
1.	23.02.18	'Carrier for Career' ---Approach to Learning by Mrs. Shalini Bhalla
2.	23.03.18	Dance in India - From Traditional to Contemporary by Prof. Dr. Parul Shah

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

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

**Publication Committee:**

**Ms. Malti Gaekwad** Chairperson

**Editorial Team:**

**Ms. Malti Gaekwad** Editor

**Ms. Amita Jaspal** CEO

**Ms. Nileema Nagdev** Tr. Program Officer

**Mr. Anand Majmudar** Hon. Secretary



**BARODA MANAGEMENT ASSOCIATION**

Anmol Plaza, 2nd Floor, Old Padra Road,  
 Vadodara - 390 015. GUJARAT.

Phone : +91 265 2344135, 2353364, 6531234

TeleFax : +91 265 2332919

E-mail : bmabaroda1@gmail.com

Web : www.bmabaroda.com

