

## Baroda Management Association

### Round Table Conference on Human Resource Management Artificial Intelligence – Impact on HR

**Date :** March 10, 2018 | **Venue :** The Hotel Gateway (Taj)

Baroda Management Association had organized its 4th Round Table Conference on Human Resource Management on topic 'Artificial Intelligence - Impact on HR'.



The program started with welcome address by **Mr. Gaurish Vaishnav**, President, BMA. The Session then continued by **Mr. Amit Karandikar**, Director Round Table Conference - HRM, who introduced the theme 'Artificial Intelligence - Impact on HR'.



Following are snippets from the Speakers:

**Mr. Vivek Patwardhan**, Ex-Global President, HR, Asian Paints

- AI is yet to be understood by us and it is even more difficult to predict the impact.
- In the industry some jobs will change and some will definitely disappear. The jobs that entail genuine creativity, building complex relationships and specific skills would stay.
- There will be new jobs created in the categories of Explainers, Trainers and Sustainers, which will have responsibility of guiding humans as well as machines.
- Individuals will work side by side with robots and HR will have the responsibility of building collaboration, teamwork and culture in the organization.



**Mr. Tanmay Jain**, CEO – Infeedo

- AI is already there and it is phasing out with the advent of bitcoin movement.
- Organizations need not wait for 6 months or year for collecting employee feedback.
- With the help of AI it has become simple and easy to collect real time perception data of employee sentiments and help organizations take action.
- As of today there is massive change in the mindset of individual that are at the helm of affairs in organization. The shift is towards people orientation
- AI is going to stay however we need to be human first and Human Resource later.



**Mr. Neeraj Tandon**, Director, WorkForce Analytics & Planning, WillisTowerWatson

- We are in the 4th industrial revolution which is termed as 'Uberization' – based on the business model of Uber.
- Pace of disruption is fast, virtual world is merging with the real and lot of democratization of work is a reality.



- 'Robo-gig' economy is developing fast and human race is moving towards a creative value chain.
- 'Crowd sourcing' and 'Cloud Labour platform' are being used by organizations like Google for their projects.
- HR is and will be managing people who are not contained in the organization but dispersed all across functions, geographies and employment terms
- HR will need to build competencies for the same.

**Mr. Abhilash Sonwane**, CEO & Co-founder, Pedagogy.study

- AI is not magic it is data fed to a computing machine which in turn helps humans off load various chores to the machines
- It is important hence to teach the machines. For example, for face recognition program it is important for the machines to learn what a face is and what is not a face
- He spoke about Rise of Big Data and its relation to Machine Intelligence, Correlational Algorithm and cloud processing power.
- Feeding clean data into the systems however is of utmost importance. This will determine the validity of prediction.
- AI will change the job scenario however we need to keep in mind that any new technology creates many allied jobs hence the need of



the hour is change of mindset and adapting ourselves

- Future schools will teach how to read, write, speak and 'CODE'.

**Ms. Bharati Dekate**, TISS Alumnus and an OD Consultant

- Reckoning the perspective of users she shared how AI technology is assisting work as well as assisting life. Examples of Cortana, Siri and Alexa were cited along with Ira, Replika, Pepper.
- She talked about the effect of technology learning and development space. How attention spans are falling and traditional learning methods are not effective any more.
- Today is the era of Massive Open Online Courses which results in unlimited participation and open access to information.
- What it means for us as individuals is to experiment with the technology, collaborate with machines, change mindset towards learning and add value in the ways machine will never be able to.



**Mr. Paritosh Anand**, Group Vice-President, HR Analytics and Strategy, Reliance Industries Ltd

- Emphasis on the importance of getting the basics right with AI. Oxygen is to life as Data is to Analytics | AI
- For the organizations it is imperative to decide how they are handling their data.
- For leveraging AI organizations will need to have a supporting data strategy that will decide on responsibility of maintaining data, availability of data, accuracy of data, data storage and data flow.
- AI revolution is happening however it is still decade before the picture will be clear. We could say that we have gotten into the AI realm only when



the machines start acting and taking decisions. It will not have its complete impact till cost of labour is cheaper than technology implementation

**Mr. Salil Chinchore**, Vice President & Head, HR, Godrej Agrovet

- Shared the movement towards AI in three steps – Assisted Intelligence (happening today), Augmented Intelligence (emerging) and Autonomous Intelligence (future)
- We are in the early days of AI and can deliver greater value to organization by using technology
- What HR should Do?
  - ◆ Help leaders build an 'intelligent organization' through AI,
  - ◆ Help employees get upskilled address fallouts using AI
  - ◆ Make HR processes more personalized, predictive and proactive
  - ◆ Keep the organization 'humanized'
- What HR should be?
  - ◆ AI is not "Either – Or" it is an 'AND' solution
  - ◆ Blend people approach with task that AI can do to get best of both the worlds
  - ◆ Enhance skills in tandem with – Creativity, Unique perspective, Ability to influence opinions and Understanding others.
  - ◆ Embrace the fear and opportunity with respect to AI. Change before you have to.



Panel Discussion was held on theme 'Reflection on way forward - Complement or Conflict'. The Session was moderated by **Mr. Bharat Mehta**, Chairman, RTC on HRM. The dignitaries who participated were:

- ◆ Mr. Tanmay Jain - CEO – Infeedo
- ◆ Mr. Paritosh Anand - Group VP, HR Analytics and Strategy, Reliance Industries Ltd
- ◆ Ms. Bharti Dekate - TISS Alumnus and an OD Consultant.
- ◆ Mr. Abhilash Sonewane - CEO & Co-founder, Pedagogy.study
- ◆ Mr. Salil Chinchore - VP & Head, HR, Godrej Agrovet



The Master of Ceremony for the RTC on HRM was **Ms. Indu Dutt**, Manager Learning & Organizational Development, Netafim Irrigation India Pvt Ltd.

Contributed by **Ms. Indu Dutt**

### Resource Team

Mr. Amit Karandikar | Mr. Asishish Parasharya | Ms. Avi Sabavala | Mr. Bharat Mehta  
Prof Dr. Bhavna Mehta | Mr. Dattesh Shah | Ms. Indu Dutt | Mr. Samir Parikh | Mr. Sudhir Kulkarni  
Mr. Sreejith Sreenivasan | Ms. Priyanka Satan

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### Round Table Conference on Blockchain, Cryptocurrency & Cyber Security

**Date :** March 16, 2018 | **Venue :** The Hotel Gateway (Taj)

Baroda Management Association RTC IT committee organized the first ever Round Table Conference in Baroda on **Bitcoin & Crypto currency and Cyber Security** on Friday 23rd March, 2017. Topics of this highly successful conference was chosen very carefully and wisely keeping in mind the latest challenges and opportunities around Information Technology. These topics though hail from the mainstream Information Technology, it affects the general public and hence it caught the attention of both IT and non-IT companies and individuals across Baroda.

The conference was attended by around 100 participants from various IT and non-IT companies and students.

There were 2 keynote speakers on the subject of **Cyber Security** who shared their perspectives on Cyber Security awareness, challenges and best practices to mitigate the cyber-attack risks and safeguarding enterprise and individual data/digital assets. There was enough engagement from the audience and everyone found the 1st half extremely useful.

Whilst Cyber Security is critical for each one using Electronic gadgets, our second topic **Bitcoin & Crypto currency** has already created enough excitement across the world and everyone wants to know more about it for various reasons. Our keynote speaker in second half made the conference incrementally interesting and engaging through Q&A alongside taking everyone through complexity and integrity of Blockchain and Crypto currency.

**Mr. Rajubhai Shah** – CEO of Rishabh Software was rightly felicitated by BMA for his immense contribution to IT community not only in Vadodara but across Gujarat and representing Gujarat at NASCOM for many years. **Mr. Maulik Bhansali** – CEO of Netweb Software and **Mr. Nilesh Kuvadia** – MD of ITCG Solutions were the Chief Guests of the Conference.



Mr. Rajiv Thakkar

Mr. Naresh Kumar Chawla

Mr. Rajubhai Shah

Mr. Maulik Bhansali

Mr. Nilesh Kuvadia

Speakers included:



**Dr. Ojas Kikani** A renowned name in IT fraternity and champion of Blockchain and Crypto currency. Ojas is also expert of IT, Network & Communications. Having a solid experience at various MNCs including Goldman Sachs as Vice President. Mr. Kikani is Founder & CEO - Yogin technologies.

**Mr. Vishal Vasu**, Chief Technology Officer (CTO) Dev Information Technology Ltd. (DEV IT) Vishal leads the company's Technology Innovation and Ecosystem. Vishal is driving innovation through Research & Development activities in DevLabs and leveraging emerging technologies to bring the newest innovations to clients globally.



**Mr. Ketan Vachhani** : Director of Technology Services – Investis Ltd. with 16+ years' industry experience with global organizations like IBM, Siemens, Atos and others. Ketan is currently heading Cloud Hosting, Cyber Security and Digital Products Support division at Investis.



Together with Investis global support teams, Ketan helps clients protect their digital estate against cyber-attacks and move towards cloudification.

Framework for the conference was driven by the latest trend and technologies which has got a broader impact on Enterprises and individuals.

Takeaways for all participants included

- Understanding of different types of Cyber-attacks. A framework to apply security measures to protect digital assets, personal data at enterprise and personal level.
- A guideline for exploring the opportunity of Blockchain further and implementing it into any business for making an efficient, resilient and automatic process to make business profitable.
- A clear education on Crypto currency and its legality in India and across the world. Do's and Don'ts on Crypto currency.

The RTC was praised by each one with good media coverage.

The success of the RTC was ensured by the committee Chairman **Mr. Ashish Parasharya** and committee Director **Mr. Neeraj Haathi** and **Mr. Dhruv Patel** (RedSpark).

Contributed by **Mr. Ashish Parasharya**



Mr. Ashish Parasharya

Mr. Neeraj Haathi

Mr. Dhruv Patel

**Chairman** - Mr. Ashish Parasharya  
**Director** - Mr. Neeraj Haathi

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### The 4th Leadership Retreat 2018

**Date :** March 15, 16 & 17, 2018

**Venue :** L & T, Leadership Development Academy (LDA), Lonavala, Maharashtra

Baroda Management Association had organized the 4th edition of Annual Leadership Retreat from 15th to 17th March, 2018 at Leadership Development Academy (LDA) Lonavala, Maharashtra. This time the theme was – “Leveraging Discontinuity – Leadership Challenge”.

#### The design of the three day Retreat covered:

- The rapidly changing business Environment- Challenges & Opportunities for Leadership
- Creativity in the age of Discontinuity
- Lessons in Leadership (Video based Discussion)
- Converting an opportunity to Business
- Digitalization in Finance & Accounts
- Drawing Leadership lessons from Mythology
- Challenges in Management of Human Resources in the age of discontinuity
- Forming & Forging Purposive Teams
- The Situational Leader
- How do we lead our team

The program started with the welcome address by **Mr. Gaurish Vaishnav** – President, BMA. The Session then continued by **Mr. Sudhir Kulkarni**, Mentor Leadership Retreat Committee who gave an overview of the event.

The Inaugural address was given by **Mr. Shishir Joshipura**, Managing Director & Country Head SKF India Private Limited.



#### The other Speakers were as follows:

- **Mr. Bhagyesh Jha** - IAS Officer, Government of Gujarat
- **Mr. Chirag Desai** - CEO Training & Management Development, Success Options.
- **Dr. Mukund Vyas** - Chief Learning Officer, Corporate HR, TATA Motors, Mumbai
- **Mr. Prabhanjan Dhotre** - Co-founder Beehive Capital Advisors Pvt Ltd
- **Mr. Sandeep Purohit** – Head HR, Gujarat State Fertilizers & Chemicals Limited.
- **Mr. Shishir Joshipura** - Managing Director & Country Head SKF India Private Limited.
- **Mr. Y.V.S. Sravankumar** - Executive Vice President (Accounts & Taxation), Larsen & Toubro
- **Mr. Sudhir Kulkarni** - Former Head HR, L & T Power Limited

The Session was concluded by **Mr. Bhagyesh Jha** IAS Officer, GOG.

### Glimpses of the Activities Covered



## Interview of Vishesh Shah

On the last day of the financial year, I met the youngest person I have interviewed so far Vishesh Shah, the Director of Standard Pesticides Pvt. Ltd. As his name itself suggests, he is vishesh in more ways than one as you will realize while reading through the conversation I had with him.

**MG : Hello. I didn't expect to meet someone as young as you.**

**VS :** Actually its my father you should be talking to but he doesn't like giving interviews or any kind of publicity..... so here we are.

**MG : Tell me about your company and business. I have never heard the name. How old is the company?**

**VS :** Ya, it is possible that you may not have heard about us, because we are not into any kind of retail business. We are called Tollers or a Tolling Company – which means we only do job work for others. We do not make or sell anything in our own brand.



**MG : That's interesting. I have never heard the term before. So who are the people you manufacture for?**

**VS :** We undertake two kinds of assignments. One is JOBWORK –where everything including raw materials and packing materials, the recipe and all the specifications are given by the client. We only formulate and pack or re-pack into ready-to-sell products for them. The other one is P-to-P, principle to principle, where we buy/procure the raw materials, formulate, pack and Sell the finished product to our client as per their requirement.

**MG : Is it a family business?**

**VS :** Yes it was started by my father Shri Rameshbhai Shah and his elder brother Lt. Shri Manharbhai Shah in 1982, when we used to manufacture in our own brands and sell directly to the farmers in Andhra Pradesh and Maharashtra, besides Gujarat. Over the years the company went into debts due to failed crops and it became tough competing against multinational companies.

**MG : Oh! When was this?**

**VS :** This was around 1988-89. Then a family friend tried to help by getting us a job on contract from Khatau Junker.... So we made the product under their name. This heralded a new phase in our business strategy. We stopped manufacturing our own products and started taking only "job works". At that time we had only one unit in Nandesari. With a lot more work coming in we bought another unit in Nandesari. By 1995 we were manufacturing products for all well known companies in this field like Tata Rallis, CIBA-Geigy, Indian Organics and Gharda Chemicals etc.

Then our client base started increasing and we were making different kinds of products. But it's a tough thing because there are so many regulatory compliances to be taken care off. We have to deal with almost 30 different regulatory bodies that are extremely stringent and compliance/paperwork becomes a tough job so gradually we reduced the number of companies but increased products and volumes of few selected clients.

**MG : Do you have in house checking also or do you go for external audits?**

**VS :** We have in-house quality labs at each of our unit. Every consignment of raw/packing material that enters our premises is thoroughly checked before we use it. If it is not as per specification, we do not accept it. We are very particular about our quality tests and adhere to our clients specifications.

Apart from our internal QA/QC checks we also have audits like for HSE (Health Safety and Environment), Contamination-Prevention, & Quality etc by our clients and our internal audit teams.

**MG : How many products do you make currently?**

**VS :** We now have just 5-6 big clients in Agro-Chemicals and we make a number of products for them only, which are for domestic as well as the foreign markets. Our main client is SYNGENTA, for them we make around 25 products. This Unit where you have come – Sankarda is our third one, established in 2004-5 and is a dedicated site for Syngenta.

**MG : What kinds of products do you make?**

**VS :** Broadly speaking we make four categories of products. Agro-Chemicals being our core business. Apart from that we have diversified into animal health products known as ECTOPARASITICIDES which are for external use on domestic animals (for thing like ticks, bugs etc.)

The third category is AQUACULTURE products, which we have been making since 2014 for Biostadt India. These are sanitizers, disinfectants for pond cleaning and fisheries.

Our fourth type of products are called BIOSTIMULANTS – they are used for plants to give a better yield in terms of quality and quantity by helping roots absorb more nutrients from the soil. These are made for Acadian Seaplants in our 4th Unit at Moxi village, not far from here.

**MG : We don't get to hear the word pesticides very much these days. Can you tell me why?**

**VS :** It sounds scary or hazardous doesn't it? Pesticides is a broad term and have different uses, it includes products like Rodenticides, Larvicides, etc. We mainly



deal with agrochemicals or crop protection chemicals, which includes insecticides, fungicides and weedicides!

**MG : Do you get enough tolling assignments round the year? Since your products are related to agriculture, I was wondering.....**

**VS :** In India we have two sowing seasons. Kharif – is the rice season which is from July to October and then we have the Rabi- that is the wheat growing season from October-December to March. So our peak season is from April to November. So for the Indian market now our season starts but round the year we keep busy for the export products as their seasons and requirements vary.

**MG : Since you are working with hazardous chemicals what about pollution etc.? Though I must say I am not getting any foul smell as I had expected to.**

**VS :** Good question. Actually we are a zero discharge company and every operation is carried out under controlled atmosphere. We work with powder, granules and liquids products. Dust collectors/Fume e extraction systems are installed and there are air handling units to keep the environment clean and safe.

We are also members of NECL (Nandesari Environment Control Limited) which is a common waste disposal and effluent treatment facility where our discarded waste is sent.

**MG : What kind of activities do you undertake for CSR?**

**VS :** In that our maximum concentration is towards health and education in the communities living in the areas surrounding our factory units.

**MG : Lastly tell me something about your early life and your interests. Did you study chemical engineering?**

**VS :** No I didn't. All my study in this area is limited to learning on the job. I did my schooling from Navrachana Sama, did BBA from Vidhyanagar and Masters in Accounting from Australia. I worked in Australia for two years and also got the PR but gave up that to return to India and help my father in his expanding business.

As for my interests, I love to play basketball and have represented my School, College and Vadodara district. I still take some time out to play but not so often these days. I also love watching films and photography. I call myself an artist at heart spending a lot of time browsing the web for creative artful images.

**MG : Wow. That's special. Thanks for taking out time for Samanvaya.**



Interviewed by **Malti Gaekwad**

## Book Review ZERO TO ONE

### Notes on Startups or How to build the Future by Peter Thiel



What Valuable Company is nobody building?

The next Bill Gates will not build an operating system. The next Larry Page or Sergey Brin won't make a search engine. If you are copying these guys, you aren't learning from them.

It's easier to copy a model than to make something new; doing what we already know how to do takes the world from 1 to n, adding more of something familiar. Every new creation goes from 0 to 1. This book is about how to get there.

'Crisply written, rational and practical' - **The Economist**.

'A spectacular book on economics' - **Forbes**

'This book delivers completely new and refreshing ideas on how to create value in the world' - **Mark Zuckerberg**

'Peter Thiel has built multiple breakthrough companies and Zero to One shows how' - **Elon Musk**

'That rare thing: a concise, thought-provoking book on entrepreneurship' - **The Times**

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Conclusion—Stagnation or Singularity?

Contributed by **Bimal R Bhatt, CA**

## Communication in The Office

- Begin with praise and honest appreciation.
- Call attention to people's mistakes indirectly.
- Talk about your own mistakes before criticizing the other person.
- Ask questions instead of giving direct orders.
- Let the other person save face.
- Praise the slightest improvement and praise every improvement
- Give the other person a fine reputation to live up to.
- Use encouragement. Make the faults seem easy to correct.
- Make the other person happy about doing the thing you suggest.
- A prompt – phone call is always more effective than a two page letter of gratitude sent a week later.

## AppealNote

Reminder for Renewal of Membership Fees for the year 2018-19

MEMBERSHIP FEES		
Categ-ories	Criteria	Annual Fees Rs.
<b>INSTITUTIONAL</b>		
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.
<b>INDIVIDUAL</b>		
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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,

The year is almost coming to an end, elections for the forthcoming year have been held and even though the current OBs are preparing to hang up their boots... they are continuing to work hard to arrange good quality programmes till the change of guard.

The last month was full of activities as you will see in this issue. With two very successful RTCs and the Leadership programme which took our team to Lonavala. This event too was very well received as it saw participation from Maharashtra too.

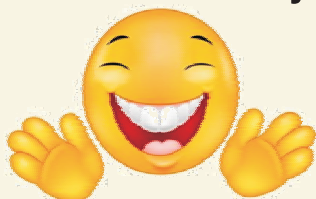
Interview of the moth with Vishesh Shah will give you insights into the working of an Agrochemical industry.

Our member Shri Bimal Bhatt has forwarded a book review which he wants shared with all of you.

So happy reading, Enjoy and keep cool till we meet again next month with the results of the BMA election.

**Malti Gaekwad**

Be happy in front of people  
who don't like you



"It kills them"

### Publication Committee:

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