



### Message from Outgoing President **Mr. Rajiv Thakkar** 2018-19

Dear Members,

It was certainly a busy year, which is probably why it passed in blink of an eye. I am writing this article in SAMANVAYA as I prepare transition to immediate past president. As an Office Bearer for past 4 years, I have good reason to express my heartfelt thanks to Past Presidents, Office Bearers, Managing Committee, Members and Friends of Association. We have accomplished much together in these years that passed too quickly.



To recount, we have had numerous successful AMC's, RTC's, MDP's, FET's, ITC's, LDP's, Book Launches and joint programs with AIMA. We have had an opportunity to host 2nd and 3rd Sayaji Ratna Award. All these events helped increase visibility and strengthened brand BMA. Amongst significant changes are refurbishing Training Centers, Library, revitalization of secretariat, website upgradation, higher industry interface and increase in Patron and Institutional Memberships.

It takes a collective effort to make an association like ours viable, and I think it is only fair that special thanks also go out to all the members of Managing Committee of respective years. Thank you for all your hard work.

BMA plays a vital role in management movement, and I hope that this year each member will find a way to serve the organization that serves you. If you have stepped up in the past, we thank you. If you have not yet, now is the time.

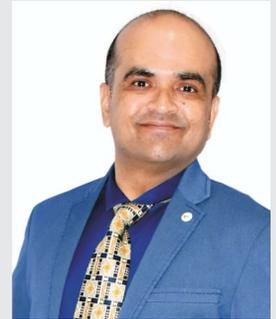
While there is still much to do, the new team is motivated and anxious to work with the ongoing leadership of the members who remain on the board. Going forward, BMA will be in great hands under the leadership of President Ashish Parasharya.

I thank you all for allowing me to serve you as president over the last year. It has been an honor, a joy, and an experience that I will always cherish. I have met many new, interesting colleagues, made many new friends, and enjoyed it to the fullest. I look forward to seeing you at upcoming events.

Regards,

**Rajiv Thakkar**  
President, 2018-2019

### President Message **Mr. Ashish Parasharya** 2019-20



Dear Members,

Greetings and thank you for electing me as the new President.

I feel honored and accountable too to lead the most prestigious organization. I envision this new year as the Year of new beginnings - the beginning of new avenues, fresh approach and new programs.

The Baroda Management Association has been a unique and open space for people from all walks of life having varied interests and passions. The former Office Bearers and members have put in their best efforts to keep the flag high always.

It is an organisation which is formed by the people and, for the people and the society, and I being elected from amongst you, I look forward to collaborative working towards reaching new pinnacles.

In line with BMA's mission of facilitating individuals and organisations to realise their potential, I along with my team will also work towards facilitating our members to out-grow their respective potentials by motivating them and boosting their morale through various programs and initiatives.

Let us all gear-up to welcome the Year of new beginnings and redirect our verve in achieving BMA's vision and mission along with serving our members and the society at large.

Watch this space for the exciting happenings at BMA.

**Ashish Parasharya**  
President, 2019-2020

## 61st Annual General Meeting

Date: June 16, 2019 | Venue: The Gateway

It was the Annual General Meeting and the hall was full of enthusiastic members who cared to come out on a Sunday morning. The AGM started with **Shri Rajiv Thakkar**- President for the year 2018-19 giving a brief about the year gone by, before he asked the Honorary Treasurer **Shri Arjun Tandon** to table the accounts and the financial report for the year. After that the Accounts were passed and new Auditors- Naresh & co. were appointed for the next financial year.

Next the IPP **Shri Gaurish Vaishnav** announced the names of the newly elected Managing Committee members in all categories and then he announced the names of the Office Bearers for the year 2019-20.

With this the Annual General Meeting



was over. However, some questions and the observations were raised by some members from the audience which were suitably addressed by the outgoing President and assurance given that the complaints and issues raised will be looked into and not repeated.

### Foundation Day

Another fantastic year at BMA came to an end with the AGM on June 16, 2019 and it was time for the new team to take over while the team for 2018-19 bid adieu. The chief guest for the 61st foundation day celebration was **Shri. Sudhir Kumar**- IOCL. He was introduced to the



audience by **Shri Anand Majmudar**. After which the annual report was launched by the dignitaries on the dais.

Next was the brief overview of activities and events of the year 2018-



19 by the outgoing President **Shri Rajiv Thakkar**. He did list out the activities but gave the highlights only and said "I blinked and a year had passed!" He thanked all those who had supported him and his team during the year towards taking BMA to greater heights. He made a special mention and presented certificates of appreciation to 3 people namely **Shri Sagar Mehta**, **Shri Abhishek Nagori** and **Ms. Sarita Sinha** for their outstanding contributions over the year. He ended his message by reading out parts of a famous poem by **Shri Harivansh Rai Bachhan** - "Lehro se darr kar nauka paar nahi hoti koshish karne waloki kabhi haar nahi hoti".

Following this **Shri Anand Majmudar** read out the Scroll of Honour before it was presented to **Shri Rajiv Thakkar**.

Now it was time for the acceptance speech by the newly elected President for the year 2019-20 **Shri Ashish Parasharya**. On the onset, he honoured two people from the BMA office for their long and dedicated services and presented them with a token of appreciation. One was **Raoji kaka** who has been with BMA for almost 40 years and the other was **Parulben** who has also served for decades.

He then thanked some of the stalwarts of BMA for introducing him to BMA and then over the years encouraging him and pushing him to



take up greater responsibilities. He said the performance benchmark is being raised higher and higher and "I am a bit nervous but confident of the support of members to help me sail through." He said "I have the responsibility to honour your views, opinions and sentiments. I promise with my Office Bearers that this will be a special year at BMA."

The audience had been waiting to hear Shri Sudhir Kumar. He said he was happy to be here. When he first came to Gujarat in February 2017, he had been told that "you are going to the best place." People here are very innovative and enthusiastic. He congratulated BMA for doing excellent and outstanding work. "I don't think any other Local Management Association is





doing so well! Congratulations and Best Wishes, take BMA and India to greater heights.”

Comparing India with Japan he said we are similar in many ways but they have moved forward at a tremendous pace in the last 60 years. We should try and associate with them and learn a few things. He said early in his career, he got a chance to work with IOC Chairman – it was very challenging but he got to learn a lot. It was at a time that we did not know that oil will survive, so they started business in Gas – Petronet LNG. They also diversified into Petrochemicals with the LEB plant at Baroda with the encouragement of **Shri Patel of Nirma**. Today it was one of our most successful businesses. He explained about the different and successful diversification strategies of Indian Oil Corporation – and how now they have started thinking of what to do if we start having all electric vehicles as is predicted.

He elaborated on things he had learnt from his boss – how to appoint the right person for a particular job and the importance of delegating work to

others. He felt three things are important – Management, Manufacturing and The Individual.

Regarding Management he said he was highly inspired by **Peter Druker**. Regarding Manufacturing he cited the example of the Chairman of Toyota Company who was inspired by a book written in 1857 by a British for the youth of his country – which has stories about great people who worked with passion and not for a purpose. From Toyota, we need to learn No Waiting, No Queing and Continuous Flow, eliminate waste, improve efficiency and for that remove all hurdles – to increase Productivity. But this does not happen by merely increasing the number of people.

In the end, he graciously extended the support of Gujarat Refinery for BMA activities by use of their auditorium and infrastructure.

Next was the launch of the FET E-book. **Ms. Sarita Sinha** gave a brief and presented glimpses of the 48 Friday evening talks (a great achievement by all means)

Lastly a beautiful film about BMA was screened. It had long been envisaged to showcase the activities of BMA through a professional audio-visual and this was finally achieved.

The function ended with the national anthem



## “Awakening the Leader within you”

Date: May 14, 2019 | Venue: BMA

MDP on “Awakening the Leader within You” was organized by BMA on 14th May’19. It was a powerpack training session where the trainer taught the difference between a leader and a manager, the qualities that make you stand out as a leader and further discussed coaching on skills, attitude, knowledge and habits. The session concluded with a special round of

Question and Answers. The participants truly had an insightful day with a lot of takeaways.



## Management Development Program on “Negotiation Skills”

Date: June 26, 2019 | Venue: BMA

A power packed training session was conducted on “Negotiation Skills” on 25th June, 2019 with 60 nominations. The trainer emphasized that the art of negotiating skill is generally a trait that has to be developed rather than an inherited trait.

The trainer effectively conducted the session explaining superior deals in both workplace and personal life. Various negotiating skills were discussed such as communicating, persuading, strategizing, employing tactics, techniques, tool-sets, systems and procedures.



If you don't like  
what you are getting -  
Change what  
you're doing!



Soft skills are increasingly becoming the hard skills of today's workforce. It's just not enough to be highly trained in technical skills without developing the softer, interpersonal and relationship building skills that will help people to communicate and collaborate effectively. Hard skills, they say are often useless without soft skills. Yes, friends softs skills are indeed harder to learn. The modern workplace is now going interpersonal and the future workplace will now totally rely on soft skills. Soft skills are intangible and difficult to quantify. They are a key to gaining visibility and creating more opportunity for all. Luckily these softs skills can be identified, harnessed and strengthened. You need not be confused with the soft skills; they certainly take a huge effort. Just as you go to the gym to get stronger through repeatedly straining your muscles the same way you have to actively exercise your soft skills. The key is consistency. And trust me friends the results are worth it, less stress, easier conversations and a happier 'ME' at workplace.

Team work, leadership and communication are under pinned by soft skill development. Since, each isn't essential element for organisational and personal success, developing these skills is very important and does matter... A lot!



Soft skills are ability of a person to deal with various scenarios in random conditions. The reason these skills are so important is because an individual who has a learning attitude is easier to train as compared to someone who has a negative attitude. The way you talk, dress up, walk your approach towards working are all the things that speak a lot about **YOU**. There has been a huge rise in the number of industries from different sectors and there has been a significant increase in the number of job opportunities and the companies are finding it hard to find a suitable candidate. There is a wide gap between the number of people who aspire to be employed compared to those who could be employed. In today's highly competitive environment, organisations require employees with adaptability, problem solving ability and communication skills. An employee with ample soft skills is considered as an asset as he/she creates conducive work atmosphere. These days all the corporate sectors are seeking and opting for candidates who not only have the requisite academic qualifications but also with sufficient interpersonal and intrapersonal skills.

The foundation for a successful career may be laid by hard skills but are only strengthened by soft skills. Interpersonal skills are about how a person could manage his or her feelings or behaviour in a social context and how they are reflected in others. Intrapersonal skills on the other hand are about dealing with the thoughts and emotions that persists within an individual.

Soft skills are required in a globalized setting where they have to deal with people of different culture. Inter personal skills are essential for people to be successful in their personal and professional lives like assertiveness, team work, stress management, leadership qualities, problem solving, perseverance, decision making, anger management and listening skills. While your technical skills may get your foot in the door, your people skills are what opens most of the doors to come. Soft skills have less to do with knowledge and more to do with **who we are!** Soft skills can certainly help you gain confidence - **An Invaluable Trait Indeed!**

### Whenever there is conflict - Attitude is what matters!

For good ideas and true innovations- you need human interaction, conflict, argument and debate. Conflict resolution ideally is a process by which two or more parties engage in a disagreement, dispute or debate to reach an agreement. A number of skills are needed for you to resolve conflicts in the workplace effectively.

Every company will have disagreements and difference of opinion which if not managed can escalate into inter personal conflict. Therefore, it is very important as a company to intervene immediately. It is not a good idea or an option not to get involved and hope that your employees sort it out themselves. If you value your company and your positive culture its time now to take steps to resolve the situation. Any situation which causes conflict between two employees does not just affect them but also everyone around them. In such a case the other employees may feel like they are walking on egg shells in the presence of both parties.

Mediator is a person who can work the best for conflict resolution. Ideally, a mediator should be an internal person and has a neutral attitude. Mediation should involve finding a third party trusted by the people involved in the conflict and then trusting that person to help find a solution. The mediator



can be a manager, HR employee, a business coach, a co-worker, etc.

Conflict resolution is often a challenging area but as a manager or supervisor it comes in the job package. One's willingness to appropriately intervene sets the stage for one's own success. Although challenging, it can be extremely rewarding also.

In Conflict Resolution one often gets into cognitive and emotional traps which are not based on reality. Conflict can be of many types; Interpersonal conflict, intrapersonal conflict, intragroup conflict and intergroup conflict.

**I am conditionally trapped by:**

**All-or-Nothing thinkers**

**Labelling**

**Over-Generalisation**

**Mental Filtering**

**Discounting the positive**

**Jumping to conclusions**

**Emotional reasoning**

**Should and shouldn't statements**

**Personalising blames.**

**I think .. I am Done !!!**

But friends, conflict can be positive also, Creativity often comes from conflict of ideas. Conflict when handled correctly Strengthens.

There are three principles in man's being and life, the principal of thoughts, the principle of speech and the principle of action. The origin of all conflict between me and my is that I do not say what I mean and I don't do what I say.

**So.... It's time to talk, listen and resolve!**



## Conflict Management Styles

Given | Run away | Team Up | Pressure | Compromise

Let's take a quick 5 question test..

### 1. When it comes to conflict...

- I believe it's important to keep relationships civil and associates happy
- It's important to argue my case well to convince the other person of the merits of my position
- I do my best to negotiate a give and take approach

### 2. When I am resolving conflict...

- I argue my case strongly if I see an obvious solution
- If it comes to a standoff, I will meet people halfway
- Friends and family are everything to me, so I often accommodate their preferences

### 3. In times of conflict...

- Keeping the peace is my priority. I don't like tension.
- When I have bad feelings about someone, I keep them to myself
- I gather as many facts as I can to keep the conversation productive

### 4. In a conflict situation...

- My preferred response is to compromise and move past the discomfort
- I am calm and collected and usually leave as soon as possible
- I enjoy digging into the issues to find solutions that work for everyone

### 5. I describe my relationship with conflict as...

- Conflict makes me feel stressed and anxious
- Often I enjoy conflict
- It is challenging and allows me to engage my results

Be Honest and identify your Conflict Management Style. All the Best!

Wishing'y'all a conflict free day.

To know more, attend MDP on July 23, 2019 at BMA.

PRESENTS MDP ON.....

## CONFLICT RESOLUTION

Baroda Management Association 

## UNRESOLVED CONFLICTS ARE THE NO.1 REASON FOR LOSS OF PRODUCTIVITY

### Focus Areas

1. Workplace conflict- Its effects.
2. Root Causes of Conflict.
3. Steps to resolve conflict-Proven strategies (5 step methodology).

### Approach

- Classroom Presentations with appropriate graphics.
- Question/answers, case studies, experience sharing by faculty & participants.

### Target Audience

Factory Managers/ Engineers,  
Supervisors, HR/IR, Management  
Students

### Faculty: Mr. Snehal Bhatt

1. 25 yrs. in Industry, he is a "GALLUP CERTIFIED COACH". He has coached leadership across levels in Accenture.
2. He has been a Master Trainer for several large organizations such as GE, Tatas and Accenture for a wide variety of soft-skills.

### Course Fees:

Life/Patron	1,000.00 per participant + GST
BMA Members	1,200.00 per participant + GST
Non Members	1,700.00 per participant + GST.
Student	800.00 per participant (inclusive of GST)

FOR MORE DETAILS CONTACT BMA ON THE FOLLOWING

Email: [bmabaroda3@gmail.com](mailto:bmabaroda3@gmail.com)

Venue: BMA Date: July 23, 2019 Time: 9.30 am to 5.30 pm



## Editorial

Dear Friends at BMA,

Welcome to the year 2019-20. Another year that promises to be full of activities under the leadership of the new President **Shri Ashish Parasharya**. With the best wishes from all of you, I will be continuing as the editor of Samanvaya for this year as well, and I look forward to your whole hearted support.

This issue of Samanvaya brings you messages from the two presidents: out-going Shri Rajiv Thakkar and in-coming Shri Ashish Parasharya. Also, there is a brief report on the foundation day celebration for all those who could not attend.

On behalf of BMA, I would also like to thank our sponsors for the year 2018-19, RR Kabel and Infinium Toyota and look forward to their kind support in this year also.

Best wishes to the new team for a fantastic year ahead.

**Malti Gaekwad**



## Forthcoming Events

### Management Development Programme (MDP)

Sr.	Date	Topic & Speakers
1	23.07.2019	Conflict Resolution by Mr.Snehal Bhatt

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

### Friday Evening Talks

Sr.	Date	Topic & Speakers
1	05.07.2019	Bull Markets and Bear Markets- A Discussion by CA. Rajiv Khatlawala
2	12.07.2019	Discussion on Union Budget by CA. Abhishek Nagori
3	19.07.2019	Industrial Pollution Control by Mr. Hemant Shah
4	27.07.2019	Technology of ancient Indians Dr. Datatrey Pandya

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

### Publication Committee

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