

Late Prof. (Dr) S. Srikantiah Memorial Lecture by Dr. Neharika Vohra (IIM-A) on “Managing Large and Complex Systems: Lessons from India”



Dr. Neharika Vohra (IIM – A), addressing the audience at the Srikantiah Memorial Lecture on “Managing Large and Complex Systems: Lessons from India”

BMA organises the “**Prof. Srikantiah Memorial Lecture**” every year in the memory of late **Prof. (Dr.) S. Srikantiah** who was the **Founder Dean of the Faculty of Management Studies, M.S.U.** of Baroda. Dr. S. Srikantiah, was known for his rich contribution to management studies, hence BMA organises these Memorial Lectures to acknowledge his contribution and to pay homage to him. Dr. Neharika Vohra (IIM-A) was invited to deliver this year’s lecture.

This was for the 15th consecutive year that the Memorial Lecture was organized by BMA.

The speaker highlighted various complex issues pertaining to India. A gist of her lecture is presented in the following paragraphs.

With a population of 1.2 billion and growing, India adds more people in a year than the whole of Europe or the combined Americas. From 5000 years plus of recorded history India is home to amazing richness in terms of education, science, art, architecture, literature, education and spirituality. Whilst still there are many things left to be desired, India has silently been making huge strides of progress in poverty reduction, literacy

and life expectancy. India manages some of the largest public systems in the world like railways, postal service or the Kumbh Mela very efficiently. Indian Railways handles 30 million passengers a day in comparison to the fabled Swiss Rail’s 1 million a day. In terms of entrepreneurship, India’s growth is mind-boggling. In spite of the many infrastructural and developmental issues, there are many lessons that India has to offer to the world in terms of managing large and complex systems. All this has been made possible because of certain competencies among Indians, like no other in the world. Uncanny skills of survival in the most chaotic of set-ups are something that an Indian can beat anyone in the world at. Indian youth are most suited to survive in volatile, uncertain, complex and ambiguous environments. Along with this the youth is sensitized to the societal values of tolerance, inherent search for value, personal asceticism and practice of detachment of mind. The unique nesting of competencies, skills and opportunities makes India practice management principles such as empowerment, localization, decentralization as ways to manage large and complex systems.



Audience of the Prof. Srikantiah Memorial Lecture

CASE STUDY

Exclusively for Members of Baroda Management Association

BMA plans to introduce a Case Study section in Samanvaya on a quarterly basis. Members are welcome to analyze the cases and send in their comments mentioning pros and cons and recommendations if any.

The entry judged as the best by the constituted committee will be awarded a prize of Rs. 1000/-.

The comments should not exceed 400 words and should be sent to BMA by the 30th December 2013 by courier or email. Members are requested to mention their BMA Membership details along with their entries.

We expect all members of BMA to participate actively.

Case study

M/s Gogoi & Co. Ltd was established in 1998 at Guwahati in Assam. They are manufacturing cotton lungis, waistcoats, caps and capris for girls & boys of different types, qualities and sizes. Under the brand name of "Golden clothing". In India the dress code is quite different in various states. E.g. Lungis, caps and waistcoats are of different varieties say in Tamilnadu, Punjab and Saurashtra in Gujarat. So the customer profile is different state wise. At present the company is operating in Assam, Meghalaya, West Bengal, Tamilnadu, Punjab and Gujarat. They have their marketing offers at Guwahati, Shillong, Kolkata, Chennai, Amritsar and Rajkot. In about fifteen years of operations, they have reached a turnover of around sixty crores per annum, with a profit of around 8 crores.

They have at present supervisory and worker's strength of 100 people. The Company has apart from Assam supervisory staff and also quite a few workers are from other states. Some employees are even from the states where they do not operate at present say from Uttar Pradesh and Bihar. All the supervisory staff consists of engineers including the marketing persons.

The workers are from various ITI's and are therefore technically qualified. They are well paid and have good perks. As per company's policy they rotate people not only intra-departmentally but also inter-departmentally. The management feels that by this rotation there is a better co-ordination amongst the employees. They understand and appreciate each others' problem as all are very well qualified. Inter-department rotation means that the marketing personnel are also brought to the factory in Assam and manufacturing staffs goes to the sales office.

After about 15 years of operations the management is now facing problems as Assamese do not want to go to the field, say from Guwahati to Rajkot or Amritsar. Likewise, the sales staff from Tamilnadu or Kolkata and other places does not want to go to Assam. The problem is that in India each person belonging to

different states has different upbringing and therefore has a different mindset. Though the company's wage – structure is quite liberal, the management is facing this acute manpower problem. They also fear that this would also affect the functioning of the company which has had a robust annual growth in their turnover and profitability.

Kindly analyze the problem and suggest how to smoothen the issue. They have workers union also and there is a lot of difference in their workers.

*Case study given by Mr. Sarvesh Chandra,
(Advisor - Co-operative Development Committee, BMA)*

COMMITTEE CORNER

Women Development Committee (WDC)

"Together, I believe we can be game-changers" - opening statement by Phumzile Mlambo-Ngcuka, United Nations Under-Secretary-General and Executive Director of UN Women, at the Second Regular Session of the UN Women Executive Board, New York, 16 September 2013.

In her concluding address she said - "Mr. President, Distinguished Delegates, I am grateful to have this possibility to serve the women of the world, and am humbled to lead UN Women and to walk with you on this journey. Together, I believe *we can be game-changers. Together with the women and girls, men and boys of the world, we can make the 21st century a century for women, with change that is irreversible, that will not only benefit women, but all of humanity.*"



The WDC is organizing a program on 8th December 2013 on theme appropriate to the current times, viz. **"Women As Game Changers"**

Arundhati Bhattacharya (SBI), Chanda Kochhar (ICICI), Naina Lal Kidwai (HSBC), Kalpana Morparia (J P Morgan Chase and Co.), Manisha Girotra (Chairperson, UBS Warburg) are but a few names of personalities who have broken the glass ceiling and set a very high benchmark for professional working women to follow, to reach the top.

Women in top management in India account for only for 14% against the global average of 21%. Women are at the helm of many leading multinationals like PepsiCo, JP Morgan, Hewlett Packard, The Royal Bank of Scotland, HUL and national enterprises like ICICI Bank, HDFC Bank, NDDDB, NSE, Times group, Thermax, Kirloskar, Britannia, Parle Agro among others. These women have made a notable difference to lives of people and

the impact of their work cuts across geographical boundaries and cultures.

Women leaders in India are diverse in terms of their personalities, and their contribution to education, politics, women empowerment and social welfare. There are many whose intelligence, efforts and deeds have done India proud. They evoke awe and amazement simultaneously. These are ordinary souls possessing extraordinary temperament and tenacity. Women are in fact an indispensable part of our society's progress, process & culture. We are 'The Power of 49' with elections round the corner we are all set to make an impact of a different kind.

The Women Conclave is dedicated to this spirit.

Requesting all women members, spouses of members and friends of BMA to come and support this endeavour in large numbers.

– Ms. Aditi Tiwari (Chairperson – WDC)

**Residential Management Development Programme on
“Introspection – The 21st Century
Mantra to Survive, Succeed and Sustain”
28th to 30th November, 2013 at Silvassa**

With the changed business environment both at the global and domestic levels, the challenges faced by a manager are many and complex. To become more effective, today's manager has to sharpen his knowledge and skills and redefine his style of functioning through deeper understanding of multi functional areas of organizational working.

The **Residential Management Development Programme** which was revived after a span of 10 years was designed to address this need in the tranquil atmosphere of **Silvassa**, away from the hustle and bustle of routine daily life - professionals from various organizations participated in the Programme.

The Programme had well known trainers on hand to help the participants to pause, think and improvise in their personal and professional lives.



Mr. G. U. Shriniwar addressing the RMDP Participants

Day 1, started with **Mr. G U Shriniwar** who conducted a session on **“5th Discipline”**. The session focussed on Personal Leadership and Skills required for engaging others. The session included

various aspects that are associated with Personal Leadership such as building a shared vision, thinking systematically, engaging others by taking action and delivering results. He also touched upon the core values that an individual possesses and how they help in identifying ones values.

The session on engaging others emphasized on improving the quality of relationships with subordinates, customers, suppliers and other key stakeholders. The session included activities which were enjoyed by the participants. The participants were able to relate to their day to day problems through a SWOT analysis which they had conducted.

The day ended with a relaxing dinner along with Karaoke.

Day 2 had two power packed sessions by **Mr. S R Kulkarni**, VP (HR) – L & T and **Guruji Shri G Narayana**.

The first session for that day started with a recapitulation of the previous day's session.

Mr. S R Kulkarni's session on **“Leveraging People Power”** which commenced with the concept of **“Team” - what makes a good team**. The stages and concept of leadership were also included in this session. Two instruments which were administered helped



Mr. Sudhir Kulkarni addressing the RMDP Participants



Guruji G Narayana addressing the RMDP Participants

the participants identify their leadership styles and Belbin's Self Perception Inventory.

Hersey and Blanchard's approach to leadership which focuses on the follower rather than the leader, was an eye opener for the participants who till date were only focusing on the leader and his style.

The **second session** was on the **“Power of Self Realization”** by **Guruji**. The session started with Guruji explaining the meaning of

introspection and through meditation making the participants realize the lessons they have learnt in their life.

Guruji also added a fourth dimension to the theme of the Programme, viz. **“Strive”**. The session ended with “Chakravayuh Mantra” to survive in this competitive world.

In the evening, various games were organized for.

Day 3, the final day, commenced with **Mr. Sandeep Purohit**, DGM (HR) – GIPCL and President – BMA, conducting a session on **“Survive, Succeed and Sustain in this Competitive World”**. The session started with a round of activities for the participants to assess their perceptions on their lives and priorities. The presentation included videos which provided valuable lessons to be implemented in one’s life.



Mr. Sandeep Purohit addressing the RMDP Participants



Activity during RMDP

The session on Role of Technology showcased the impact of technology and how it can be harnessed.

The Programme ended with the handing over of certificates to the participants. Special prizes were awarded to the Most Talented Participant, Most Participative Person and the participant with Best Overall Performance.

Reflections by the participants of RMDP

- ❖ “Now or Never” – U G Patel (E.E), GETCO
- ❖ Valuable ideas received for self introspection – N V Lathia, (E.E), GSECL
- ❖ Core Value, to remember always – B S Prajapati, Assistant Manager – (H.R & A), GIPCL
- ❖ I revisited and Discovered my inner self – Santosh Bhat, AGM, L&T MHI



Group Photo of RMDP Participants along with Guruji G Narayana

- ❖ Core Values leads to success – J I Thoria (D.E), GSECL
- ❖ Introspect myself has been very good – Brijesh Upadhyay, (A.O), GETCO
- ❖ The RMDP had takeaways for everyone from every walk of life. The learnings combined with the serene atmosphere made it a perfect training – Shivangi Singh, BMA
- ❖ Learning is success – C C Bagul (DGM – H.R), GSECL
- ❖ Find the unfound from within – Vishal Patel, AGM, L&T MHI
- ❖ Study yourself – J R Patel (E.E), GSECL

Hira Bansode’s ‘Bosom Friend’: “Management Lessons from a Literary Classic”

Today you came over to dinner for the first time
You not only came, you forgot your caste and came
Usually women don’t forget that tradition of inequality
But you came with a mind as large as the sky to my pocket size house

I thought you had ripped out all those caste things
You came bridging the chasm that divides us
Truly, friend I was really happy

With the naïve devotion of Shabari I arranged the food on your plate

But the moment you looked at the plate your face changed
With a smirk you said: Oh my—do you serve chutney koshimbir this way?

You still don’t know how to serve food
Truly, you folk will never improve
I was ashamed, really ashamed

My hand which had just touched the sky was knocked down
I was silent

Toward the end of the meal you asked
What’s this? Don’t you serve buttermilk or yoghurt with the last course of rice?

Oh My Dear, we can’t do without that....
The last bit of my courage fell away like a falling star
I was sad, then numb
But the next moment I came back to my life

A stone dropped in the water stirs up things on the
Bottom
So my memories swam up in my mind
Dear friend- You ask about buttermilk and yoghurt
What/How can I tell you?
You know, in my childhood we didn't even have milk for
tea much less yoghurt or buttermilk
My mother cooked on sawdust she brought from the
lumbeyard wiping away the smoke from her eyes
Every once in a while we might get garlic chutney on
coarse bread
Otherwise we just ate bread crumbled in water
Dear Friend- Shrikhand was not even a word in our
vocabulary
My nose had never smelled the fragrance of ghee
My tongue had never tasted halva, basundi
Dear Friend- You have not discarded your tradition
Its roots go deep in your mind
And that's true, true, true
Friend- There's yoghurt on the last course of rice
Today the arrangement of food on your plate was not
properly ordered
Are you going to tell me what mistakes I made?
Are you going to tell me mistakes?

- Hira Bansode,

Source - An anthology of dalit literature. Ed. Mulk Raj Anand and Eleanor Zelliot

Poem Review

Hira Bansode's 'Bosom Friend' explores the several nuances that are inherent in our class positions and how that colors our social relationships. In the poem, using very graphic and yet lucidly significant images, the poet unveils the distinct perceptions that are directly dependent upon class and consequently creates draws a wedge between two "Bosom friends."

There are certain factors to our lives that we take for a given due to our particular class or position of privilege. However these considerations may not be akin to somebody else belonging to a different stratum of the society. Bansode portrays that how all of us are captives to these menial divisions and as a consequence often fail to recognize the larger values and virtues in life.

Bosom friend is a layered narrative encompassing several class considerations. It is a critical and a sarcastic remark over against the insincere caste-ridden society. The poet articulates the suppression and rejection she has suffered in the society in the form of a conversation between her and her upper class guest who was purportedly her bosom friend.

The poem though not on purpose but does give us an important management lesson. Recognizing and respecting cultural differences in the workplace is essential to a company's organizational structure and the health of its human resources. Companies with employees of culturally diverse backgrounds recognize the benefits of having people with different

perspectives, problem solving skills and creativity. Many companies benefit from multilingual employees. Training is the key to helping employees with different backgrounds understand and respect each others' differences so they learn to collaborate and achieve the company's goals.

The poem explores how human relationships revolve around the codes of give and take between the stakeholders. The friend expected the poet to behave a certain way with her befitting her high caste. The poem shows how our social conditioning and stereotyping against a certain section of society affects our personal relations where we evaluate people on the basis of their social standing and not on the basis of their virtues. It is necessary to not let these stereotypes hold us back from wholeheartedly accepting our colleagues and working with them.

Another learning that we need to take here is to value every employee from the office boy to the senior manager; everyone has a key role to play. Good behavior and focusing on every employee's growth is the sign of a good manager.

It is not uncommon for global companies to hire employees of various nationalities and ethnic groups. Issues such as differences in pay or differing treatment of employees because of cultural differences could be perceived as discrimination. By emphasizing awareness of and promoting sensitivity to cultural issues, employers can show that they recognize and value the contribution of each worker.

One of the basic prerequisites to successful entrepreneurship is the ability to relate well with customers regardless of their gender, age, color, tribe, education, political or religious affiliations. This means that every business person needs to learn how to be accommodative of other people's lifestyle without showing favoritism or prejudice.

The fact that our world has become a global village owing to the advancement in communication technology demands, more than ever before, that we become cautious and respectful of other people's way of life. To make this interaction more meaningful and rewarding, we need to understand what they value. Showing understanding and tolerance to a people's lifestyle is a mature and sure way of running a successful organization.

Review by Ms. Aastha Sethi

Obituary

The Office Bearers, Managing & Steering Committee and Members of Baroda Management Association deeply mourn the sudden passing away of our Elected Managing Committee Member and esteemed colleague **Maj. D. Somadder (Retd.)**



Maj. Somadder won everyone's heart through his endearing personality, balanced views and professional conduct. BMA has lost an ardent supporter and mentor.

Framing Minds

A 'POWER' Pack Interaction with

Mr. S. B. Khyalia,

**Managing Director, MGVCCL
(Madhya Gujarat Vij Company Ltd)**



Mr. S B Khyalia, a Chartered accountant, started his career with United India Insurance Co. and moved on to join Indian Ordnance Factory Service (IOFS – Group A Civil Service under Ministry of Defence) but destiny had Power Sector conceded for him. He has been working with the Gujarat Urja Vikas Ltd (erstwhile Gujarat Electricity Board) and lastly in GUVNL as Executive Director (Finance).

Due to his relentless hard work and sheer commitment, he has reached to the highest echelon in Organization. He has been appointed by **Government of Gujarat as Managing Director, Madhya Gujarat Vij Company Ltd.** MGVCCL is an ISO 9001:2008 certified leading power Distribution Company in Gujarat, which distributes electricity in the Central part of Gujarat. MGVCCL distributes electricity in 7 Districts, 49 Talukas, 4426 Villages covering service area spanning 23854 sq km and serving population of more than 13 million with consumer base of more than 27 lacs. MGVCCL's turnover is now touching Rs. 4000 Crores.

He also held **Directorship on the Board of Dakshin Gujarat Vij Company Ltd., Paschim Gujarat Vij Company Ltd** (Subsidiary Companies of GUVNL) and **Power Exchange India Ltd.**

Though, he has to go above and beyond the call of duty, he has managed to maintain health and work balance. Pursues various hobbies like playing tennis, badminton, swimming, reading and outings to unwind him.

Samanvaya (S): Sir, What are the main issues impeding the growth of the power sector? What initiatives are needed to take the sector to the next level of growth?

S B Khyalia (SBK): Today, country's Power Sector is grappling with host of issues in all segments i.e. generation, transmission and distribution which requires immediate attention.

- ❖ Fuel availability & Price Volatility, idling of Gas based generation.
- ❖ Undue delay in Project related clearance / approvals & RoW issues.
- ❖ Generation Bottleneck on one side, load shedding on other side, dwindling Investors sentiment and ill-liquid shallow power market.
- ❖ Severe transmission Constraints & Corridor Congestion cutting off help from Power surplus state to power deficit states.
- ❖ High T & D losses & free/subsidized power.
- ❖ Widening Gap between Average Revenue Realization & Cost of Service.
- ❖ Debilitating power purchasing capacity of cash strapped DISCOMS

The financial viability of the Distribution Companies is most critical for the overall health of the Power sector. After all, dues of Generation & Transmission companies are to be paid by the DISCOMS and if the DISCOMS fail miserably, they would bring down the whole Power Sector.

The immediate actions to be taken should be:

- ❖ Adequate & timely tariff revision for making tariff cost reflective
- ❖ Timely & advance subsidy from State Government
- ❖ Pass through mechanism for variation in fuel & power purchase cost
- ❖ Developing adequate distribution & transmission network
- ❖ Promote investments in Renewable Energy sources for long term energy security to cope up with rapidly depleting fossil fuels reserve
- ❖ Inculcating good practice of supplying power to consumers as per social obligation

S: What is the roadmap for MGVCCL? What are the challenges?

SBK: MGVCCL with persistent efforts has been able to increase revenue year after year and successfully brought down Distt. losses from more than 20% in 2003-04 to around 13% in 2012-13.

Our vision is to transform MGVCCL in to a Premier Distribution Company with focus on betterment & technological up gradation. We are thinking of smart grid, a new coinage which helps improve operational efficiencies, system reliability and asset optimizing and resultantly in bringing down the actual cost of electricity. Our major challenge is that we are facing problem of plenty (power surplus) and we have to retain Industrial consumers by competing with the Sellers/generators supplying power in the market.

S: What is your most memorable assignment?

SBK: Witnessing State's power sector from trough to crest, my experience has been memorable throughout. Today we are profitable, supplying uninterrupted 24 X 7 power supply and consistently making profit. Recently, our DISCOM has been acclaimed as one of the top DISCOM of the country in First Annual Integrated Ratings by Ministry of Power in March – 2013. This is being at the helm of affairs of MGVCCL. Few of the memorable assignments I would like to make a note of are:

- ❖ Involvement in restructuring of erstwhile GEB carrying legacy of loss of more than Rs.8000 Crs and contributing in its turnaround process to catapult it from rags to riches.
- ❖ Restructuring of the debt and re-negotiation of the PPAs.
- ❖ Successfully conducted two rounds of competitive bidding process for procurement of power on Long term basis leading to a power surplus state.
- ❖ Participation and contribution in framing documents for Bidding of Ultra Mega Power Projects as a member of Committee constituted by Ministry of Power.
- ❖ Developing framework and successful implementation of Solar policy in the state, enabling State as a leader in solar capacity in the country.

S: It must have been an enriching experience so far. What are some of the key lessons (on a professional and personal level) you have learnt during this journey?

SBK:

- ❖ Hard work pays off
- ❖ Criticality of timely decisions
- ❖ Prudence and diligence
- ❖ Importance of checks and balances

S: How do you keep a healthy work-life balance? How do you spend your spare time?

SBK: I play badminton and hit gym on a regular basis. Besides, other hobbies include swimming, reading books, outings and visiting places to unwind myself. During weekends, I stay at home and spend time with my family.

S: Sir, you have a long association with Gujarat ... how is your experience with the state?

SBK: Gujarat is a wonderful state. The Vadodara city is good, small and approachable amenities wise.

S: What is your leadership style like?

SBK: As a leader I am open to everything, I discuss the employees' problems and understand them. My employees come to me for small things too.

S: How do you motivate your employees?

SBK: I believe that if you help them in their day to day life then it will automatically motivate them. I believe that today's work should be done today itself and once you develop this culture, eventually people start enjoying this practice. According to me if you finish your work and go home you are completely relaxed as you do not go home with any tension about backlogs. Now there is no need to tell anybody as my staff tends to finish work every day.

S: What are your Inspirations?

SBK: I don't have any Inspirational figure like a Mentor or a Guru. All my previous bosses have been my mentors.

S: Leading an Organization has its plusses and minuses. Stress is a freebie that comes with this position. How do you cope with it?

SBK: I don't take stress and that advice I give to my subordinates also. I think that stress occurs when you can't express yourself. Stress occurs when you work in compulsion, when you don't want to do the work assigned to you or you feel that it is not right. I advice my subordinates to practice the same thing 'The habit express immediately'. I tell my subordinates to express what they feel.

S: What is your normal routine working day like?

SBK: My routine day starts at 7.30 to 8.00 in the morning. I play badminton or tennis for an hour or so and thereafter I start my office work, which lasts till 8.00 p.m. in the evening. Occasionally I travel to our field offices and sites to get, on the spot, status of various projects and service delivery to our esteemed customers.

- This interview was taken by Meera Vin for Samanvaya

Forthcoming Events

FRIDAY EVENING TALKS

SR.	DATE	TOPIC & SPEAKERS
1.	06.12.2013	'Design your space to manage' by Mr. Dipen Gada
2.	13.12.2013	'Training Forms Quintessence of Any Business' by Mr. Arvind Mahajan
3.	20.12.2013	'The Talent War' by Mr. Rohan Lele
4.	27.12.2013	'Managing Healthy Food Choices and Lifestyle in Daily Living' by Ms. Shubhada Kanani

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

 **BARODA MANAGEMENT ASSOCIATION**

Presents

Women Conclave



8th December, 2013 (Sunday)
 Time: 9.00 am to 1.00 pm
 Venue: The Gateway Hotel (Taj)

Speakers



Kiran Mazumdar - Shaw
 Chairman & Managing Director of Biocon Limited



Elizabeth Nanda
 Chief of Human Resources & Training at Fabindia



Ansoo Gupta
 COO Pinstorm, India's largest digital advertising & marketing company



Shaina NC*
 First woman treasurer of BJP in Maharashtra, Queen of Drapes, Fashion Designer

Fees:

Students	: ₹ 200/-
BMA Members	: ₹ 250/-
Non Members	: ₹ 350/-

(This fees is inclusive of service tax 12.36%)

- Only with prior registration
- Last Day to register 6th Dec., 2013
- A coupon/card would be issued on registering which is mandatory for entry in the hall
- Please occupy your seats by 8:45 am

For Registration Contact:
0265 2344135, 2353364 OR Email: bmabaroda1@gmail.com

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BARODA MANAGEMENT ASSOCIATION

CRACKING AN INTERVIEW

"INSIGHT INTO WHAT COMPANIES WANT FROM CANDIDATES"

Wednesday, 11th December 2013, 3:00 to 6:00 pm
at BMA, 2nd Floor Anmol Plaza, Opp. Mc Donalds, OP Road

OBJECTIVES

- To understand the need and preparation for an interview
- To update on what kind of questions may come in interview and how to answer them.
- To understand the important factors of interviewing process so that success ratio increases

CONTENTS AND COVERAGE

- Tips to improve performance during interview
- Mentally preparing for the interview
- Physically preparing for the interview
- The different kinds of interview and how to face them
- The first impression last impression
- Little things which makes a big difference at interview
- How to negotiate the salary
- Finally accepting the offer

Cracking The Interview With Confidence And Success With You

WHO SHOULD ATTEND: Fresh Degree / Diploma Students or Final year Students

FACULTY: Mr. Bhaskar Joshi, GM – HR, Somaiya Group of Ind. Mumbai has 25 years of work experience in the field of HR and has worked with India's best corporations

FEES: Rs 200/- inclusive of Service Tax

For more details contact Baroda Management Association
Email : bmabaroda1@gmail.com Phone No : 0265 – 2344135 , 2353364, 6531234

Management Development Programme (MDP)

Date : 12.12.2013
Time : 09.30 am to 05.30 pm
Topic : Microsoft Office 2010
Faculty : Mr. Nilay Shah
Venue : BMA, Guru Narayana Centre for Leadership

Ms. Arti Basu	- Editor
Ms. Meera Vin	- Editorial Board Member
Ms. Amita Jaspal	- CEO
Ms. Shivangi Singh	- Sr. Program Officer
Ms. Minal Padhiar	- Tr. Program Officer
Mr. Sagar Mehta	- Hon. Secretary

Editorial Team

From the Editor's Desk



Dear BMA'ites,

I am sure some of you must have now adorned those beautiful stickers on your vehicles proudly proclaiming "I am a BMA'ite, are you?" and spreading message for non-members who are taking few free benefits of BMA activities to enroll themselves as members or even as life members. Converting interested non-members into BMA'ites is an important activity for us to grow in strength and quality. Remember, there are list of criteria for becoming BMA'ite which is a procedure in itself but simple, if you walk into BMA premises and meet our courteous BMA Team member.

By the way if you have missed the recent Special Friday Evening Talk (FET) by Ms. Neharika Vohra in person at FSW-MSU, you have really missed an FET-fest and feast. However our editorial team felt it fit to cover it in great detail for those who missed it. Please note - FET is free for all.

Editorial Team thought of placing a challenge for our regular Samanvaya reader with a case study. We are in process of reviving this section in newsletter to make it more interesting and off course rewarding too. Thanks to sustained initiatives by our very respected member Shri Sarvesh Chandra.

We have successfully revived Residential Management Development Programme (rMDP) almost after 10 years. This time the venue was a special attraction. Special thanks to members and Secretariat team who conducted this programme despite all odds when it was first planned in monsoon (to take best advantage of the venue) but was postponed due to heavy downpour in South Gujarat. Read about it in this edition and keep in touch with BMA for next rMDP which may be planned soon. Few companies have also shown interest in roping in BMA for doing such special rMDP exclusively for their middle and senior management cadre.

By the time you complete reading of upcoming events, some of them may also get simultaneously covered in media. So always do keep in touch with BMA (in new marketing management language - foot falls / phone calls to BMA) for forthcoming events.

Reading through 'Framing Minds' always gives us an insight as to how leaders think and this time respected leader Mr. S. B. Khyalia (MD - MGVCCL) shares his thoughts with us.

Instead of ending with a book review, we thought of including a classic poem review with some unique review by a new student visitor of BMA.

Enjoy reading...and embrace yourself with last few days of 2013...fun, frolic and introspection on to-do list and resolutions for 2014.

Yours,

Mr. Sagar Mehta



BARODA MANAGEMENT ASSOCIATION

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