

From the President's Desk



Dear Members and Well wishers of Baroda Management Association,

On behalf of my team of Office Bearers, It is an honour to accept the responsibility to steer the fortunes of the Baroda Management Association (BMA) for the year 2016-17.

We are very fortunate to have a 58 year legacy of an association that has grown and consolidated its strength over the years to become a premiere management association in the

country. It is therefore befitting that All India Management Association (AIMA) has conferred the best Local Management award no less than 15 times! We acknowledge the enormous efforts put in by previous teams of Office bearers, sub-committees and the secretariat for their untiring efforts.

As a progressive organisation, we need to constantly build on our past strengths and move forward with vigour and enthusiasm. I am happy to share with you that this year promises to be as exciting for all of us as we are living in an era of challenge that demands new ideas and far reaching actions that will sustain this great organisation in the years to come. While we will be up-scaling many of our existing programmes, we intend to look at new areas where BMA can make a contribution.

Our Management Development Programmes and In-company programmes are being up-scaled to cover new areas and especially to bring in more hard-skill or domain knowledge topics that are relevant for our members. We invite our members especially from the corporate and academic sector to share your special training requirements and suggest areas where we can develop programmes that meet your needs.

Our flagship event of the year is the Annual Management Convention that is known for bringing some of the best thinkers and practitioners as speakers from across the country to our forum. Over the years, this event has set new benchmarks for knowledge sharing. This year's theme is "India of My Dreams – Reliving the Dreams to Make it a Reality." Many of you will find this familiar as it is the title of the famous book written by the father of the nation – Mahatma Gandhi. Preparations are on so do watch out for more information on this event proposed

for October 19-20, 2016.

BMA has also undertaken some very successful special sectoral level programmes. Our unique and much awaited Cooperative sector conference will focus on the Fertiliser industry this year. The Round Table Conferences (RTCs) have helped focus on special issues and opportunities that each of these sectors face. A number of such programmes are being planned this year. I am happy to share that RTCs on Innovation, Power and CSR are already under preparation with some more areas being finalised.

Today's demographics at the workplace is undergoing a rapid makeover. More professionally qualified women are joining at various levels. The age group is also very much in favour of the young population. In addition, students at various levels and from various streams also look for development programmes to enhance their personality and competitiveness. BMA will continue to provide quality programmes for these groups to provide them with a competitive edge. Programmes as the AAOYM, SYMP/IMYP will continue to held as per schedule. We are sure that our young members both students, and professionals will be excited to be part of initiatives. We would particularly invite both Corporate houses as well as academic institutions to be part of these initiatives.

The Residential Leadership Retreat held last year was widely acclaimed and we are planning for an encore of this event. In addition we also plan special

interactive events for top level CEOs of companies in and around Vadodara

BMA's Friday Evening Talks is a knowledge sharing forum that draws a special fan club of its own and we hope to bring in more and varied topics for our audience. The coming year will also see an initiative called NGO-Connect focused on providing management inputs to the fast growing development Sector. To know more about this and up-coming programmes, watch out for announcements in Samanvaya and our website. We also invite you to send in interesting management oriented articles for inclusion in our forthcoming issues of Samanvaya.

In providing these services, we need the active participation and support of all our members, both institutional and professional. In the last month, we have had a chance to meet some of our institutional members personally and the support has been overwhelming for which we express our deep gratitude. We request all our members to come forward to support these initiatives. Together we can set new benchmarks for BMA in the coming years that will fulfill a need to enhance knowledge and professionalism of the citizens of Vadodara.

With warm regards

Yours sincerely,

Avi Sabavala,
President 2016-17

BMA Feel Proud

Rajal Chattopadhyay, VP & Global Head – Global Portfolio & Knowledge Management, Atos Global Consulting & Systems Integration and very active member of BMA, was presented

“50 Most Impactful Knowledge Management Professionals” award by **“WORLD EDUCATION CONGRESS”**

The theme of the congress was **“Improving Business Results Through Engagement & Collaboration”**

Process:

The 50 Most Impactful Knowledge Management Professionals is intensely researched process undertaken by the research cell of London School of Business. It is the iconic job of the research cell to produce a shortlist of Individuals who are doing extraordinary work and track the record of their achievements. The shortlist is then reviewed by an independent international Jury comprising of senior professionals from across the globe.

The criteria adopted in this case is :

- Strategic Perspective
- Track Record
- Ability for Sustainability
- Future Orientation
- Integrity and Ethics
- Other Competencies



Book Review

NEW YORK TIMES BESTSELLER



Why helping others drives our success
-By Adam Grant

A groundbreaking look at why our interactions with others hold the key to success.



In Give and Take, Adam Grant, an award-winning researcher and Wharton's highest-rated professor, examines the surprising forces that shape why some people rise to the top of the success ladder while others sink to the bottom.

For generations, we have focused on the individual drivers of success: passion, hard work, talent, and luck. But today, success is increasingly dependent on how we interact with others. It turns out that at work, most people operate as either Takers, Matchers, or Givers. Takers like to get more than they give, putting their own

interest ahead of others. They believe that the world is a competitive dog-eat-dog place, and to succeed, they must do better than others. Their motto, "If I don't look after myself, no one else will". Givers tilt their reciprocity in the other side, they give more than they get, without expectations, and consider the needs of others in their attitudes and actions. They easily share time, energy, knowledge, skills, ideas and connections with other people who can benefit from them. Matchers operate on the principle of fairness. When they help others, they protect themselves by seeking reciprocity. They believe in tit for tat.

Using his own pioneering research as Wharton's youngest tenured professor, Grant (author of *Originals: How Non-Conformists Move the World*) shows that these styles have a surprising impact on success. Although some givers get exploited and burn out, Grant proves that the rest achieve extraordinary results across a wide range of industries.

This book has 3 primary purposes: (1) To persuade the reader that we underestimate the success of givers, and that we tend to stereotype them as chumps and doormats. (2) To explore what separates the champs from the chumps, through stories of givers who did not become doormats. (3) To understand the difference in impact and magnitude of the success achieved by different reciprocating styles.

Combining cutting-edge evidence with captivating stories, this landmark book shows how one of America's best networkers developed his connections, why the creative genius behind one of the most popular shows in television history toiled for years in anonymity, how a basketball executive responsible for multiple draft busts transformed his franchise into a winner, and how we could have anticipated Enron's demise

four years before the company collapsed-without ever looking at a single number.

Whereas takers view success as attaining results superior to others, and matchers see success in terms of balancing individual accomplishments with fairness to others, givers characterise success as individual achievements that have a positive impact on, and lasting contribution to, others. If this definition of success is taken seriously, organizations start paying attention not only to productivity of individual people but also to the ripple effect of their productivity on others. In the long run, it would change the takers' and matchers' mind-set towards giving. We spend a majority of our waking hours at work. But we reserve giver values only for our personal lives. What we do at work becomes a fundamental part of who we are. By shifting ever so slightly in the giver direction even while at work, we might find our waking hours marked by greater success, richer meaning and more lasting impact.

Give and Take highlights what effective networking, collaboration, influence, negotiation, and leadership skills have in common. This landmark book opens



up an approach to success that has the power to transform not just individuals and groups, but entire organizations and communities.

- By Meera Sampat

AUTHOR PROFILE

He is the youngest tenured professor at Wharton and a researcher on success, work motivation, and helping and giving behaviors. He earned his Ph.D. in organizational psychology from the University of Michigan, completing it in less than three years, and his B.A. from Harvard University, magna cum laude and Phi Beta Kappa. Prior to Wharton, Grant held positions at University of Michigan as an adjunct professor and University of North Carolina at Chapel Hill as an assistant professor. In 2012, Grant was the single highest-rated professor at Wharton.

His other renowned book

Originals: How Non-Conformists Move the World.

Links to watch/listen him

http://www.ted.com/speakers/adam_grant

- [1] Chief !!!... we did the survey just to find out that it is difficult to choose people for down sizing....
- [2] More or less...everybody's performing.... you will have to define new parameter for downsizing.....!!



- [3] What is my height ???
About 5 feet 2 inches...

- [4] Okay...remove all those above 5 feet 2 inches....



-parimaljoshi@iqara.net

An Interview with Mr. Jehangir H. Parabia

Managing Director, JH Parabia (Transport) Pvt. Ltd.



Mr. Jehangir H. Parabia hails from Sonegadh- Vyara, where his father worked in the forest department. Born in 1944, he was the sixth child of his parents. He lost his father at the tender age of 15 and his struggle began. From a humble beginning and no formal college education, today he is the Managing Director of JH Parabia (Transport) Pvt. Ltd. which he established in 1986. Today it is India's leading company providing logistic solutions for specialized cargo, though India via land, water and rail.

It was a great opportunity to meet and interact with Mr. Parabia on behalf of BMA. I bring you some parts of my conversation with him.

M - Sir please tell us something about your early days.

JP- I had a simple and early beginning in a village of Gujarat. I lost my father at an early age and due to various reasons could not complete my college education. Initially, I started a small business in retail. Then in 1986 in

partnership I started business in transportation.

M- What inspired you to get into this business?

JP- My family and I went through many hardships. No career was planned there was no one to guide me and with adversities you are pushed to do something more. We had started our business in transportation with one truck, but there were opportunities in heavy transportation, we got into that. The Ukai hydro power project was coming up and heavy equipments were to be transported. I had no expertise or training and learnt on the job as we sought solutions for every problem we faced....

M- How do you feel when you look back?

JP- There is a sense of achievement and satisfaction when I look back at where I started from, in a very humble way. I didn't have an engineering background and no specialized education. I have learnt everything the

hard way. I studied in Gujrati medium in school and my education was largely supported by the Parsi Trust. My mother's blessings and wife's constant support always helped me to keep going.

If you try to understand what I am saying..... Earning the first 1 lakh rupees was the most difficult, the next 50 lakhs were relatively easy.

M-With more the 40 years of experience in logistics planning and execution, where do you stand today?

JP- Now we are doing turnkey projects. Along with handling, transporting, storing and managing power projects components, port clearance and transportation of super heavy and over dimensional equipment, erection, testing and commissioning of power transformers and undertaking logistics study on road feasibility study for transportation of consignment especially for sectors like oil, gas, power and fertilizers.

M- For our readers can you recall some of your most difficult, challenging and exciting projects?

JP- One of the most difficult sites was in the Bhagalpur Dist. of Bihar where we had to face extortion and local goondalism. About 15 years ago again we had some work at Ukai dam site which was rather challenging and unusual. Another exiting project was in West Bengal's Farakka area where we had to use barges for the transportation of the equipment.

M- How have things changed in recent years?

JP- In the days gone by, managing long distance sites was quite tough compared to the facilities we have these days. Advance technology, improved connectivity and travel

facilities have smoothened out things a great deal. Earlier I used to work alone for many years till my son Zarksis (an engineer) and Nekzad joined me one after the other around 15-20 years ago. I used to be away from home travelling 20-30 days a month! Now we have a work force of over 600 people managing about 10-15 sites simultaneously across the country! There is a shift from manual to sophisticated equipments. These days even the government rules are pretty good and transparent in this business.

M- What message would like to give to the youngsters?

JP- If you have the motivation and urge nothing can stop you from achieving your goal.

Success is actually an outcome of failure. When you fail at something, try to find out the reason for the failure instead of blaming circumstances or others, sincere introspection helps. Perseverance also helps. No one can help you if you give up as soon as you smell failure!

M- At one time you were in a monopoly business sector, how in the competition these days and what is your USP.

JP- Yes there is stiff competition with a lot of new entrants, but fortunately there is no recession. Over the years we have earned trust and goodwill.

We have the state of art equipment to handle all kind of jobs. We specialize in door to door services of heavy duty transformers. We have to work in the most professional way in the most unprofessional, unorganized and unexpected sites – but we never say “NO”.



- Interviewed by Malti Gaekwad

Visit of Dignitaries from EME School to BMA

The meeting was arranged between EME and BMA officials on 6th June 2016. The purpose of visit was to explain the functioning of BMA and exploring the possibilities for collaboration.

Maj. Gen. K ESWARAN, VSM and Brig. WADHWA along with other EME officials remained present for this meet. Mr Alok Desai, the Immediate past President of BMA and the office bearers of BMA briefed them about the BMA's functioning. Ms. Avi Sabavala, who has taken over as President this year, presented the yearly plan of BMA for this tenure. EME officials were shown working and premises.

Areas were explored for collaboration and future programs of mutual interest.



One Day MDP on 7QC Tools



BMA's first MDP for the year 2016-17 was on 7 QC tools which was scheduled on 15th June 2016 at The Hotel Gateway Taj. There were more than 25 participants from different organisations who participated in this MDP. The MDP highlighted the following information about the 7QC Tools. The Faculty for the MDP was Mr. Ganesh Iyer, MD, SSA Techknowlogies, Mumbai.

About the Program

7 QC tools are fundamental instruments to improve the quality of the product. They are used to analyze the production process, identify the major problems, control fluctuations of product quality, and provide solutions to avoid future defects. Statistical literacy is necessary to effectively use the seven QC tools. These tools use statistical techniques and knowledge to accumulate data and analyze them.

7 QC tools are utilized to organize the collected data in a way that is easy to understand and analyze. Moreover, from using the seven QC tools, any specific problems in a process are identified.

CONTENTS COVERED UNDER THE MDP on 7QCTOOLS

1. Introduction to Problem Solving
2. Check Sheet
3. Cause & effect diagram
4. The Graph
5. Pareto Diagram
6. Histogram
7. Scatter Diagram
8. Control Charts

- By Mr. Ganesh Iyer

One Day MDP on Import Export Documentation

BMA conducted a one day Management Development Program on "The Import Export Documentation and Procedures" on the 22nd June 2016 at The Hotel Gateway Taj. The faculty for the same was Mr. Ajit Shah. Around 20 participants took part in this training.



About the Programme

Export Import documentation is a very important subject. It is to be handled carefully. Various types of documentation are involved in export / import activities. Different department of the Government have their own requirements.

Exporter / Importer is required to comply with the documentary requirements. These requirements also keep on changing. Understanding of the Various Columns of each document is essential for the exporter. Irregular documents create problems and result into delay in delivery of the goods.

The MDP touched upon the following topics under the Import Export Documentation and Procedures.

A) Export :

- | | |
|--|---|
| <input type="checkbox"/> Invoice | <input type="checkbox"/> Packing List |
| <input type="checkbox"/> Certificate of origin | <input type="checkbox"/> Shipping bills |
| <input type="checkbox"/> B/L | <input type="checkbox"/> BRC |

B) Import :

- Concepts and Importance of Documentations
- Various documents involved in imports
- Documents required by customs
- Procedure for imports.

Since the MDP covered a practical approach towards the training it focussed on the following areas as its core content and methodology:

- Demonstration of actual documents, Lecturers & Interaction.

- By Mr. Ajit Shah

Happiness is Forever to Stay

Someone asked me, what happiness is, can you define?

I smiled and politely said, it differs from person to person, who am I to redefine?

Being happy is a matter of choice,

It is mere listening to one's inner voice!

It a fact that we crave in the world for the finest things that we WANT!

And we end up and settle down with what we NEED!

This is the reason to be happy, but we simply fail to pay any HEED!

What is happiness if you ask me?

I would say all small acts that brings SMILE on our faces, defines Happiness!

One EMOTION that we often shy out in Expressing is HAPPINESS,

We belong to the self, the self that is purely contend, the self that is purely connected to GOD!

HAPPINESS is thus not to be searched around,

It lies within us, and that's exactly where it is found!

We understand happiness with different definitions!

With lots of confusions, clarifications and different perceptions!

With lot of difficulties and rejections that came my way,

If I still chose to remain delighted and keep my smiles on, on a constant display,

It is purely happiness, and I don't understand why people say it is not a child's play!

Life may be a strict teacher; however, Happiness shall always have an upper hand and will sway!

Let's keep the troubles away, and keep

from all the dismay!

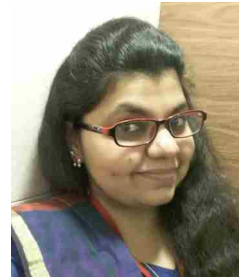
Let's be happy and embrace the life in a new gorgeous way!

Let's get all the happiness we aspire for, it is available free of cost within us, so why should we pay?

Happiness is not a condition therefore, I say,

It lies within us, and so it is there forever to STAY!

Be Happy with what we have, after all we just have one day with us called – TODAY!



- A Prose Poem by Zelam Tambe

Klaus Schwab, Executive Chairman of the World Economic Forum, writes in his book The Fourth Industrial Revolution

"Autonomous warfare, including the deployment of military robots and AI-powered automated weaponry, creates the prospect of "robo-war", which will play a transformative role in future conflict. The seabed and space are also likely to become increasingly militarized, as more and more actors – state and commercial – gain the ability to send up satellites and mobilize unmanned underwater vehicles capable of disrupting fibre-optic cables and satellite traffic. Criminal gangs are already using off-the-shelf quadrocopter drones to spy on and attack rivals. Autonomous weapons, capable of identifying targets and deciding to open fire without human intervention, will become increasingly feasible, challenging the laws of war." "Autonomous warfare, including the deployment of military robots and AI-powered automated weaponry, creates the prospect of "robo-war", which will play a transformative role in future conflict. The seabed and space are also likely to become increasingly militarized, as more and more actors – state and commercial – gain the ability to send up satellites and mobilize unmanned underwater vehicles capable of disrupting fibre-optic cables and satellite traffic. Criminal gangs are already using off-the-shelf quadrocopter drones to spy on and attack rivals. Autonomous weapons, capable of identifying targets and deciding to open fire without human intervention, will become increasingly feasible, challenging the laws of war."

Quote from a book of Alec Ross "The Industries of the Future"

"Think it is nearly inevitable that the sharing economy will come to include more specialized forms of labour. In the early years of its existence when eBay made anyone a retailer, the platform was dominated by low-cost trinkets and gadgets. It was basically an online garage sale. Today you can buy any make or model of Ferrari, the most precious item you might find in anyone's garage. The sharing economy started with sleeping on couches and car rides. I foresee it growing to allow workforces to be built almost entirely out of peer-to-peer marketplaces where everyone from top engineers to the janitor sells their services online, wiping out head-hunters and temp agencies."

Forthcoming Events

Management Development Programs

Model GST Law

By Mr. Saurabh Dixit (Advocate)
Saturday, July 23, 2016

Fees: Life Patron Members: Rs. 1500
BMA Member: Rs. 1800
Non Member: Rs. 2000
Student Member: Rs. 1000
(Above fees are Exclusive of Service Tax 15%)

Advanced Excel

By Mr. Nilay Shah
Tuesday, August 2, 2016

Fees: Life Patron Members: Rs. 1200
BMA Member: Rs. 1500
Non Member: Rs. 1800
Student Member: Rs. 1000
(Above fees are Exclusive of Service Tax 15%)

Time : 9:30 am to 5:30 pm

Venue:

Baroda Management Association
2nd Floor Anmol Plaza,
O. P. Road, Vadodara 390 015

From Editor's Desk

Dear BMA Friends

Our new team has accepted the responsibility to take baton, ahead. Our predecessors has handed over a good legacy and it is worth following. However, each team has its uniqueness and willingness to add into it, improvise and change.

Our Team Leader Ms AviSabavala, in her message, has laid out plan for the year. Good programs are to be taken to higher heights and in tune with current scenario of our nation. Few of them will be with some change of blends.

As an Editor, it will be my reappearance after a gap of few years. My earlier stint of 3 years was very satisfying. It was really enjoyable job but felt that someone new should take over. However, a call from President to hold responsibility again, was a pleasant surprise. Repeat call, in marketing parlance, is a healthy sign. This raises expectations and delivery for quality job.

I am trying to meet those expectations by keeping two objective in my mind for Samanvaya. It is a medium to communicate with you as to what developmental activities BMA is planning and reporting of outcome. This helps many who could not attend for some reason. Another objective / function will be sharing a knowledge. Books are best friends and hence book review will be one feature. It is always inspiring to know that as to how people reach to great height. So interviews will appear. I am trying to get good article written by experienced authorities on variety of topic.

Your suggestions are welcome.

Pradip Pofali

FRIDAY EVENING TALKS

SR	DATE	TOPIC & SPEAKERS
1.	29.07.2016	Ride Your Dreams by Mr.Kumar Shah
2.	05.08.2016	Parenting in the elderly - Blessing or curse By Dr Rohit Bhatt
3.	12.08.2016	Vadodara Smart City - Challenges, Solutions & Opportunities to be Global City By Chandresh Makhija
4.	19.08.2016	Digital Demystified by Rajal Chattopadhyay

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

Publication Committee:

Mr. Pradip Pofali, Chairperson
Ms. Malti Gaekwad, Director
Ms. Niral Shah, Member

Editorial Team :

Mr. Pradip Pofali, Editor
Ms. Amita Jaspal, CEO
Mr. Anand Parikh, Tr. Program Officer
Mr. Rajiv Thakkar, 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



bmaofficial



bma.baroda



bmaofficial



BarodaMgt