



Baroda Management Association

Volume - X

March 2016

Round Table Conference on Human Resource Management



Mr. Alok Desai, BMA -
President Addressing
Welcome Note



Mr. Bharat Mehta,
RTC on HRM Event Chair



Mr. H. S. Patel, Municipal
Commissioner of Vadodara

The Baroda Management Association arranged its 2nd RTC on HR on March 4th 2016 at the hotel Gateway Taj (Akota). The session began with the President of BMA, **Mr. Alok Desai** in his address talked welcome about the BMA activities and the RTC. Subsequently, **Mr. Bharat Mehta**, Chairman of the organizing committee, briefed the participants on the THEME for the RTC-HR "Emerging Trends and Challenges of HRM".

The Chief Guest, Dr. T. V. Rao's latest book "Effective People" was released by the Municipal Commissioner of Vadodara, **Mr. H. S. Patel**. The Commissioner mentioned in his speech that the Role of HRM is very important in all organizations. However he felt that the same needs to be institutionalized.

This RTC was in memory of **Late Dr. A.P. Singh**, Past President, BMA.

Past president of BMA, **Mr. Devanshu Vaishnav**, addressed the audience and shared his experiences with Late Dr. A.P. Singh.

The Chief Guest, **Dr. T. V. Rao**,

global HR guru and the Chairman of TV Rao learning systems, in his key note address, shared his views on his latest book – Effective People. He further narrated about his journey so far and his life experiences that made him successful. In his speech, Dr. Rao stated that one of the characteristics of effective people, in any field, is that, "they use their talent for helping others."

The 1st Business Session was addressed on the Human Resources & Information Technology

Later on the session was addressed by an eminent professor – **Ms. Neeta Krishnan**, an Associate Professor at Father C Rodrigues Institute of Management Studies, Mumbai University. She addressed the audience about the E-HRM by citing various examples on the current applications and tools used for selection and recruiting the people.

Mr. Paneesh Rao, the Chief Human Resource Officer of L&T Technology Services Ltd, carried the discussion further and highlighted some of the emerging trends and practices in HR from an organizational point of view. The discussion was further shifted from the E-HR to the ongoing practices in HR in the corporate sector. He cited some of the apt examples of HR practices and trends that are currently prevailing in the organization.

As a conclusion of the session, it was mentioned that the use of latest technology in HR is almost mandatory. It gives speedy and error



Mr. Devanshu Vaishnav,
addressed the audience
during RTC on HRM



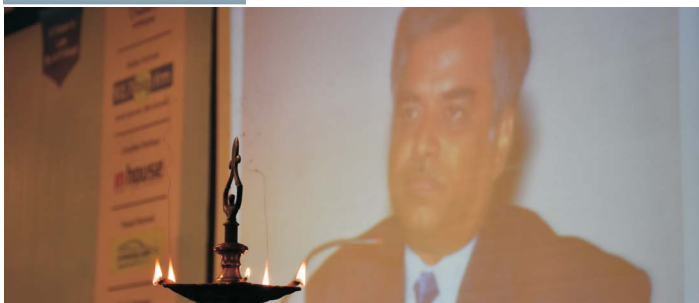
Dr. T. V. Rao, Chief Guest



Ms. Neeta Krishnan,
addressing the participants
during the RTC on HRM



Mr. Paneesh Rao,
addressing the participants
during the RTC on HRM



free results. IT helps a great deal in taking the HR decisions. After these interesting sessions, there was a panel discussion on “CEOs expectations from HR”. The panel of CEOs felt that the HR professionals should know the business well and add value to be a successful business partner raising the bottom line of the organization.



The Panel Discussion Session on the theme “CEOs expectations from HR”

The session was moderated by **Mr. Maulik Mehta**, a renowned Management Consultant. The dignitaries on the stage were –

Mr. Vikram Singhal- MD Gulbrandsen Tech.(India) Pvt Ltd.

Mr. Himanshu Thaker - Ex-CEO-Suzlon

Mr. Atul Garg - Co-founder Skill Telligent Solutions Ltd.
This session generated a high level of participation.

The 2nd Business Session was addressed on the Performance Management Systems

The session was addressed by the following speakers:

Mr. Tathagata Basu from PwC, shared survey results on PERFORMANCE MANAGEMENT SYSTEMS. This gave a reality status of how companies feel about the PMS.

It was also felt that it is very powerful tool if used in the right perspective.

Mr. Parimal Gandhi, MD of Academy of human excellence presented how important the PMS is for managing organizations excellence.

Mr. Debiprasad Das, Sr VP - HR of CEAT shared the CEAT experience. He showcased as to how effectively the tool of PMS is used by CEAT.



The 2nd Business Session on the theme “Performance Management Systems”



Quiz session by the MOC, Mr. Fred Braganza



Group photo with the Speakers during RTC

The Master of Ceremony for the RTC on HRM was **Mr. Fred Braganza**, Founder – Tatva Lok, Vadodara.

Over all, the conference was a successful event where many corporate houses from various sectors participated.



Mr. Fred Braganza,
MOC - RTC on HRM

- **Mr. Bharat Mehta**, RTC on HRM Event Chair

Resource Team

Office Bearers

Alok Desai | Avi Sabavala | Gaurish Vaishnav | Rajiv Thakkar

Round Table Conference on HR Committee

Bharat Mehta | Pradyumna Joshi | Maulik Mehta | Rakesh Joshi
Samir Parikh | Fred Braganza | Parth Desai

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Amita Jaspal | Parul Trivedi | Zalam Tambe | Anand Parikh
Nisarg Majmundar | Raoji Prajapati | Gajendra Parmar

25th AAOYM 2016

Feedback by Winning Teams

Winner – Linde Engineering India Pvt. Ltd.



Mr. Shantanu Vanikar, Mr. Akash Shinde & Mr. Punit Sheladiya

Winning 1st prize in 25th AAOYM was like the Indian cricket team winning world cup. It was like the eureka moment, a dream came true! AAOYM has always been a great healthy competition that imbibes almost all aspects of management ranging from conceptualisation to effective presentation in young professionals like us.

"Success is the journey, not the destination" and we are very happy that our AAOYM journey was truly unforgettable and awesome! We had chosen topic "India needs smart villages and not smart cities", we researched a lot on the topic, visited villages, took interviews and worked very hard for it. We enjoyed a lot during preparation.

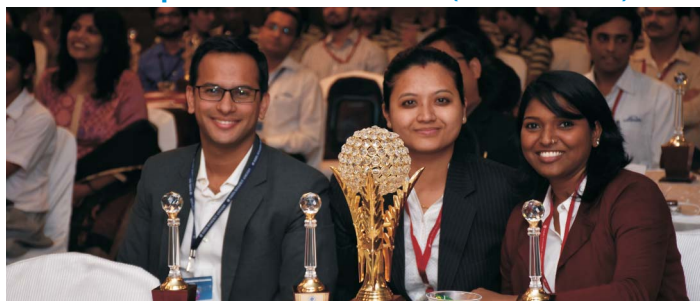
Interaction with elite jury panel gave great insights to our understanding of the topic.

We are very much thankful to BMA, Linde, all the jury members and fellow competitors for making AAOYM a life cherishing memory.

Jay Hind, jay Bharat!

- Mr. Shantanu Vanikar, Mr. Akash Shinde & Mr. Punit Sheladiya

1st Runner up - Next Gen Leaders (Individual Team)



Mr. Naqsh Garg, Ms. Alina Pradhan & Ms. Shalini Singh

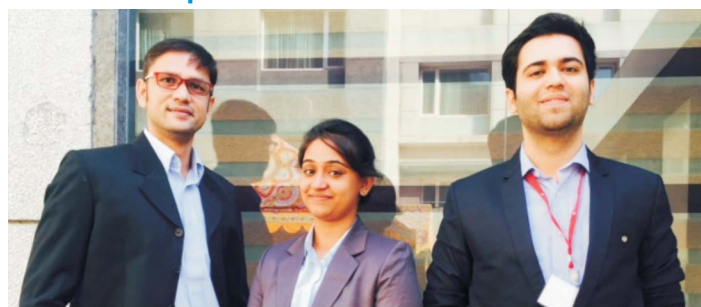
We are extremely honored to get chance to participate in BMA- AAOYM 2016 and earnestly grateful for the recognition we have received by winning it. Tasting the flavor of winning at the end we came across several challenges on our way as we participated as an individual team, through this achievement we learned that sheer

dedication and focus can make things possible. It brought us immense happiness and proved to be a confidence booster to get chance to perform in front of renowned personalities as judges.

"The harder the competition the more glorious the triumph". Healthy competition from talented participants from different sectors has not only kept us working hard but also gave us a great learning experience. These three days of competition were full of excitement, bonding, sharing & learning. We would like to congratulate BMA for the wonderful execution of the event and arranging the best hospitality. Thank you BMA!!

- Mr. Naqsh Garg, Ms. Alina Pradhan & Ms. Shalini Singh

2nd Runners Up - L&T Power



Mr. Pritesh Patel, Ms. Hima Patel & Mr. Chirag Nihalani

Our experience of winning AAOYM'2015 title was truly a dignified experience in a competition with various teams representing reputed organizations. Initially, when we were selected from L&T itself, it gave us a city level platform itself, to perform in front of a well-experienced, interactive, and highly designated jury along with an audience comprising of various aged people across different skills of presentation.

We interacted with the teams during our presentation and also during lunch or tea break that made us comfortable for the two days, when we were representing before them. Appreciation made our confidence build up, and the analysis of our reply to the questions made us feel informative.

Finally when it was announced, that we are one of the winners, it was a wow moment, because being the first time participators and it gave us enthusiasm to participate positively next time also.

Thanks to all for support and opportunity.

- Mr. Pritesh Patel, Ms. Hima Patel & Mr. Chirag Nihalani

GSFC Ltd. - 1st Consolation Prize

We are humbled to express our gratitude to our company GSFC for showing continuous faith in our team and giving us opportunity to showcase our skills and learn management skills. We extend our thanks to Baroda Management Association to create a competitive atmosphere year on year for corporate grooming and breeding



Mr. Ashish Katariya, Mr. Saket Kumar & Ms. Gopi Shukla

Managers of next generation. Teams from GSFC have participated actively in AAOYM every year and the keynote address, peer teams, jury and BMA team has taught us different colours and contours of modern management skills, public speaking, brainstorming ideas. We won the consolation prize this year for the theme "Work Life Balance". Learning from previous participation we made presentation that was liked by one and all. We got valuable feedback from the jury in both preliminary and final rounds. A manager is expected to groom well, have a speech of clarity and most importantly have a body language which is expressive and impactful. We learnt about practices of other companies in varied range of topics chosen by them. Overall

we took lot of lessons from all three days at 25th AAOYM and we will be more than happy to keep on participating in coming years.

- Mr. Ashish Katariya, Mr. Saket Kumar & Ms. Gopi Shukla

NTPC Ltd - 2nd Consolation Prize



Mr. Antriksh Taliwal, Mr. Nitin Arya, & Mr. Murtuza Doriwala

It was an excellent experience being with you. I, behalf of my team congratulate team BMA for establishing such a unique platform and giving us an opportunity to test ourselves. Specially distinguished teams with different field, expertise and experience made this event a grand success and huge learning opportunity. Apart from that the judges we interacted was really a treat.

All the judges were highly qualified and masters in their field and we think that their comments and knowledgeable inputs would help us learn from the management as well as the technical perspectives. So accordingly the event was even more comprehensive and fruitful considering the blend of juries from different genres.

- Mr. Antriksh Taliwal, Mr. Nitin Arya, & Mr. Murtuza Doriwala

Raymond Ltd. - 3rd Consolation Prize



Ms. Trupti Banjan, Ms. Kalyani Bawse & Ms. Ruhama Kachchap

This is the second time our team has participated in AAOYM Competition presented by BMA. The quality of the competition has increased drastically which gave a very competitive environment throughout whole event. It helped us to perform our best and emerged as more confident. Just after our team's presentation in the final round, Mr. Amit Karandikar (one of the jury member) has said "it is great to see three ladies representing- Raymond the Complete Man" which was really moral boosting and motivating for our team. Also we have received a lot form the session of Guruji which acted as a guiding factor for us. The whole program was well managed and a great learning.

- Ms. Trupti Banjan, Ms. Kalyani Bawse & Ms. Ruhama Kachchap



Sushil Thadani
Managing Director

Brand Biz



1. Tell us something about your journey so far?

My journey so far had been very exciting and challenging as well.

Following the QHP concept -quality, honesty and purity; Mr. Puff still has a long way to go. I have seen the success of my previous 2 generations and now today I feel proud to have Mr. Puff as a Brand in Baroda and forthcoming places in Gujarat. Happy to learn that today all are aware of Mr. Puff as a leading Brand in Baroda city.

2. Give us your views on branding in relevance to Mr. PUFF and how does 'Mr. PUFF' emerge as brand different from others?

When it comes to Branding, we have always believed in great Logo, Designing of Products, its Packaging, etc. Our customers feel different as they have a better experience with our range and variety of our products we have, as well as easier access to the brand through



digital ordering and our better execution on getting the right food for them and Value for Money.

3. What according to you would be the keys to enhance the branding as far as the food industries are concerned?

According to me key is satisfaction to your direct customer, product presence as well branding in different medias Other than usual branding, we need to focus on newsletters, regular update on FB posts, social media sites and more focus on digital marketing nowadays which is moving fast.

4. Where do you see your brand in five years from now?

As such we are one of the leading Brands in Baroda with online portal facility. Our future plans includes maximum outlets in Ahmedabad, Rajkot, Bharuch, Surat etc. In due course, we shall have our presence all over Gujarat and expand our base. We shall also increase our presence in Exports by exporting our products more internationally. We predict to be the No:1 player in terms of Bakery & Fast Food Business with the unique concept of QHP. We are also looking forward to have an IPO in the near future for more expansion.

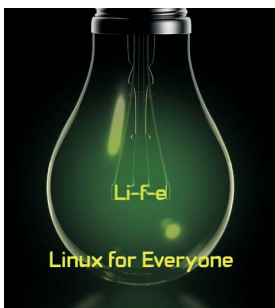
5. Tell us something about your other interests.

I love to listen music, reading books travelling to new places, exploring new ideas and innovations for business, socialising with friends & relatives and meditation which makes me to live in present moment.

High Tech

Linux for Open Minds

By Mr. Jigish Gohil



Linux is a Free and Open Source operating system for computers.

"First they ignore you, then they laugh at you, then they fight you, then you win."

- Mahatma Gandhi

It has been over 20 years since a small project by one student(Linus Torvalds) in a university in Finland

started it all. Linux has seen all the stages described above, today it is the most used operating system in the world, yes

you read that right, for every PC/Laptop there are lot more devices(smart-phones, servers, WIFI routers, TVs, Internet of Things devices etc.) running Linux, not many people know that all the Android phones they own are also running Linux.

"Technology is nothing. What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them."

- Steve Jobs

Different problems demand different solutions – yesterday's tools might now not be the best ones. Technological advancements have made it possible to deliver digitized education and equip workforce through contemporary platforms. New and improved tools are likely to set the stage for the next technological revolution. Use up-to-date tools to keep yourself relevant in this ever changing world.

Li-f-e: Linux for Education | Enterprise is one such Linux solution for schools and enterprises facing technological challenges, to help fulfill their critical needs. The promise of making technology available to anyone, anytime, anywhere is what Li-f-e is made for. Install Linux today to get the sweet taste of freedom and discover all the wonderful things you can do with it. It can be run directly from USB or installed on a separate partition alongside Windows.



People Talk

The PMS ...!

By Mr. Fred Braganza,
Founder and CEO,
Tattvalok Consultancy Services



What can it NOT be???

Perception Management System...!

Poking (or) Mentoring System....!

Pricing Management System!

Position Management System...!

Creativity can keep on lending the options and this list can go on! But somewhere we all understand that it is meant to be the Performance Management System. The term which is most familiar, highly used and to a great extent, domesticated! Pardon me please if I have scarred the fervor of any of the PMS-aficionada. That was not at all my intention, I was only trying to share that, to which, many a times I have been an audience during the 'more-than-two decades' of my consulting profession. The

subject also gained a major attention during the recent Round Table Conference, which was organized by the Baroda Management Association, in memory of Late Dr. A. P. Singh. The ease with which everybody could relate and the desire each one had, to speak something about the PMS surely made the session distinct from other sessions. That is why I used the word 'domesticated', not hinting at the gap that belies what needs to transpire, but noting the fervor with which all of us have attempted to customize it to our convenience.

So, given the preceding as the premise, I will not be attempting to define or deliberate upon what it should be, rather I would share my experience about how to ensure what we want it to be. There is a difference between customizing the PMS to the requirements of our business and customizing our understanding about the PMS.....! The former is a necessity but the latter even should not be attempted!

The PMS is like a Swiss Knife – which can be made to hold three tools to almost thirty, each designed for a specific job. So what follows quickly is that when you need the Swiss Knife, you should be carrying the right one, which means in the first place, you should be carrying the Swiss Knife and secondly, it should specifically, have those tools on it which you need.

So when the HR Dept. announces that the PMS is on the way to becoming an integral system in the organization, there are mixed sounds on the floor....! 'Oh! Our performance is going to be measured....!', 'May be we will get fired if do not perform'...etc.. Hence in my past years whenever I have got the chance to design the PMS of any of my clients, I begin with asking few questions to the Business Heads:

- Q1.** As Business Heads/Owners, what should the PMS do for you?
- Q2.** Do all your employees know that we are getting the PMS in the organization?
- Q3.** Do all your employees know the purpose of getting the PMS in the organization?
- Q4.** Have the employees recognized the need?
- Q5.** Have you identified the other Support Systems which need to be functional, in order to keep the PMS going?

The answers to the above questions are not available in any standard format; also, over a period of time they keep changing....! While getting the right answer is where one starts at, what keeps it going is 'being relevant' at all times. Many times the PMS slides down the redundancy curve, simply because the expectations on both sides have changed. Things that mattered earlier do not matter now. Two things are absolutely needed to implement and run the PMS – one is 'Process' and the other is 'Pressure'. One becomes useless in the absence of the other. There has to

be the 'Process' in place and then the 'Pressure' to implement it will work. In the absence of 'Pressure' the 'Process' is at a risk of being lost and in the absence of 'Process', 'Pressure' simply makes no sense...!

Most organizations in the world can be defined as places where "People work on certain Processes to Produce Profits". So the words that merit attention are People, Process, Productivity and Profits. A PMS which very clearly factors these aspects in its design becomes the most dependable system. The right set (mix) of People, the right Processes, clearly defined Productivity levels and 'visible' Profits make for foundation pillars of a good PMS. Having said the ideal, I would not refrain from mentioning it here that there are host of other systems that need to be built around the PMS, to implement it and keep it running. What I mean is the systems which enhance People competencies as well as systems which ensure Process-capabilities.

Summing it up, the PMS is an extremely dynamic machine which is meant to set many cogs and gears into motion, some visible and some invisible, (like the mechanical wrist watch) which overall need to combine to deliver the expected outcome. It is a journey which needs to have a moving (relevant) destination all times.

Forthcoming Events

BLOCK YOUR DATES

 **Baroda Management Association**

Launches
Its maiden

Leadership Retreat - 2016
11, 12, 13 - APRIL' 16

on the
**[MAKE IN INDIA
MANAGER]**



INVITING ALL LEADERS
TO DISCOVER & HONE THEIR MAKE IN INDIA MANAGER-SKILL

Venue - Daman Ganga Valley Resort, Silvassa



Workshop on Effective Time Management

By Mr. Rajiv Kumar Luv

Individuals need effective time-management skills to succeed today. Regardless of the position in an organization, success hinges on the effective use of time. Time Management workshop is important for individuals who are not working effectively due to interruptions, excessive meetings, changing priorities, appointments, schedules and deadlines.

Objectives

To create the necessary framework for addressing those factors that work against an individual. To determine areas for improvement as Planning (b)Organizing (c) Prioritizing (d) Scheduling (e) Usage Of Planning Tools.

Key Take Away

(a)Take decisions and delegate effectively (b) Plan more effectively (c) Differentiate between important and urgent tasks. (d) Manage stress more effectively by meeting deadlines

Program Detail

Date : Monday, 18th April'16

Time : 9:30 am to 5:30 pm

Venue :The Hotel Gateway Taj (Akota)

Fees Detail

Student Fees - 2000/- Patron | Life Members : Rs. 3000/-

Members : Rs. 3500/- | Non Members : Rs. 4000/-

(The above fee is exclusive of Service Tax - 14.5%)

Rotary Club of Baroda Cosmopolitan & Baroda Management Association
Under Women Development Committee
Presents

TALK SHOW
Ms. Rujuta Diwekar
The Famous Dietician

She is a personal dietician of
Ms. KAREENA KAPOOR

24th April 2016, Sunday
9:30am to 10:30am (Registration) | 10:30am to 11:30am (Guest Talk)
FREE ENTRY BY PRIOR REGISTRATION
at Baroda Presidency Sports Club,
Next to Poddar World School, Sherkhi, Vadodara

SPECIAL ATTRACTION
RUJUTA DIWEKAR'S
latest Book Release

Kindly Register through anyone of the following mediums:
a) Enrol through Whatapp : 7048679187
b) Office Number : 0265 - 2344135 / 6531234
c) Email : bmarodatl@gmail.com

For More Details, Contact:
BMA, Anmol Plaza, 2nd floor, Old Padra Road, Vadodara, 390 015
www.bmarodara.com | bmaofficial | BarodaMgt | bmaofficial

A Half Day Workshop on Stress Management

By Mr. Bhaskar Joshi

Too much hard work and too little income have emerged as key factors leading to office related stress. We lead stressful life and at some point it takes a toll on us. Most of the middle and senior level executives may have come quiet close to the total burnout. Long term and continuous stress further disengages employee.

Over all, the organization suffers a loss of productivity and drain of talent. Everyone has stress and has different ways to deal with it. Women have higher level of work stress than men. Organization need to create an environment that helps employees to deal with stress. Many companies offer flexible work hours to employees to balance work and life.

With the changing social landscape stress is no longer looked upon as an incurable disease. Organizations along with individuals are now focused on finding solutions to overcome the rising stress level. Business leaders and organizations need to view the world today through new lens. Organizations need to rediscover and embrace the value of a stress free environment.

Clearly stress is becoming the huge deterrent to productivity and the organizations need to make an active effort to help employees for stress relief.

Areas to be covered

- ☐ What causes stress
- ☐ The symptoms of stressful behaviour
- ☐ Effects of stress on physical and mental health
- ☐ The consequences of an individual who cannot handle stress
- ☐ How to handle emotional break down
- ☐ Remedy to control stress
- ☐ The ways to handle stress
- ☐ The power of music in stress

Methods

PowerPoint presentation | Small films | Case studies |
Relaxation with music

Day & Date

Saturday, April 30, 2016

Time

9:30 am to 1:00 pm

Venue

Baroda Management Association, Vadodara

Last day to register is Tuesday, April 26, 2016

Appeal Note

Dear Members,

For Members who have not renewed their BMA Membership for the year 2016-17, kindly renew your membership at the earliest and avail all the benefits further.

MEMBERSHIP FEES

Categ-ories	Criteria	Annual Fees Rs.
INSTITUTIONAL		
Patron		225000
Special	Above 20 crores	25000
A	5 to 20 crores	12000
B	1 to 5 crores	10000
C	Upto 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	One Time Entrance fees Rs.	Annual Fees Rs.
INDIVIDUAL		
Student	200	600
Associate	300	2000
Professional	300	2500
Life		25000

Service Tax 14.5% Extra

Contact : 0265-2344135/2353364/6531234 | bmaabaroda@gmail.com

FRIDAY EVENING TALKS

SR	DATE	TOPIC & SPEAKERS
1.	08.04.2016	Enjoying India's Wild spaces By Ms.Avi Sabavala
2.	15.04.2016	Access consciousness By Mr. Rohintan Talati
3.	29.04.2016	Curving out Financial Planning - To Retire at 60 By Mr. Manish Baxi

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

From the Editor's Desk

The March 2016 issue of SAMANVAYA starts with a report of RTC on Human Resource Management and acknowledges the efforts of the team to make the event a success. The RTC was memorial tribute to a very learned HR professional late Dr. A.P. Singh which was graced by none other than global H.R. guru. Dr. T.V. Rao.

The feedback of Winners of the 25th AAOYM 2016 also figures in this issue. All the winners have thanked Baroda Management Association for having being given a platform to show case their talent and also their respective organization that permitted them for the same. Kudos! To the participants who display this 'attitude of gratitude'. Organizations have a win-win situation where they get an opportunity to groom their talent and also brand their organization at BMA platform.

This issue also showcases Mr. Puff in the section of Brand Biz, Linux an Open Source operating system in High Tech section, Performance Management System in People Talk.

Coming on the anvil are some of the programs, Leadership Retreat, Workshop on Effective Time Management and for those who are stressed with the work overload of the financial year – A Workshop on Stress Management. A treat that comes in the forthcoming month is a talk show by Ms. Rujuta Diwekar (famous Dietician), by the Women Development Committee is definitely going to leave us hale and hearty.

Happy Reading!

Prof. (Dr.) Sunita Nambiyar

Publication Committee

Mr. Mayank Mathur	- Chairperson
Prof. (Dr.) Sunita Nambiyar	- Director
Mr. Tushar Kothari	- Director

Editorial Team

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Mr. Anand Parikh	- Trainee Program Officer
Mr. Gaurish Vaishnav	- Hon. Secretary



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