



IMA TRAINING CALENDAR APRIL - SEPTEMBER 2017

Date	Program Categories	April 2017
12/04/2017	Evolution for Excellence	Expanding Your Influence: Understanding the Psychology of Persuasion
21/04/2017	Training@Doorstep	New Learning for Consistent Performance
Date	Program Categories	May 2017
04/05/2017	Evolution for Excellence	Building Better Workplace Relationship
18/05/2017	Develop Your USP (Series)	What is Not Taught in B- School
26/05/2017	Training@Doorstep	Maximizing Your Personal Productivity: How to Become an Efficient and Effective Executive
Date	Program Categories	June 2017
15/06/2017	Management Development Program	Excellence in Sales and Marketing
23/06/2017	Training@Doorstep	Assertiveness Skills for Managers and Supervisors
Date	Program Categories	July 2017
08/07/2017	Evolution for Excellence	Employment Law: Avoiding Legal Pitfalls
18/07/2017	Training@Doorstep	New Techniques For Result - Oriented Communication
Date	Program Categories	August 2017
11/08/2017	Evolution for Excellence	Applied Neuroscience: Unleashing Brain Power for You and Your People
23/08/2017	Training@Doorstep	The Power Of Appreciation - Developing Unsung Heroes In Your Organization
Date	Program Categories	September 2017
08/09/2017	Evolution for Excellence	What Got You Here Won't Get You There
19/09/2017	Develop Your USP (Series)	What Every Manager Should Know
26/09/2017	Training@Doorstep Additional Exclusive Workshops Advance Excel for Professional	Maximizing Work Life Balance

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26th IMA International Management Conclave 2017





Editor's Message

Dear Reader,

It is with immense pleasure that I present to you the first issue of Indore Manager after I joined as Editor. We have a great legacy, and I will try my best to enhance it.

This issue is dedicated to the just-concluded IMA International Management Conclave held at Abhay Prashal, Indore on 3rd & 4th February, 2017. This year's theme was transitioning from the traditional to the new age. A galaxy of speakers graced the occasion, and made it memorable. A lot of useful ideas flowed through, and will help those of us who paid attention.

As far as Indore Manager's future issues are concerned, we promise to keep working hard to make it even more relevant, with more invited content from all available talent including Indoreans who would like to contribute. Your ideas and feedback will be welcome at all times, and I and my team look forward to bringing out a periodical with content that will keep you saying "Yeh Dil Maange More."

Sincerely Yours,
Professor Rajendra Nargundkar
Editor, Indore Manager



President's Message

Big thanks from SIDHE DIL SE.....

ॐ सहस्रं वसु, सहस्रे भुक्तु सखीर्यं कर्तव्ये !
तेजस्वीव्योमस्तु नो विप्रियवर्धे ॐ हवि हवि हवि !!

"May we all be protected, May we all be nourished
May we work together with great energy,
May our intellect be sharpened, Let there be no Animosity amongst us
Om, peace, peace, peace."

My dear friends,

It was the great teamwork which made the dreams true by making the 26th IMA Conclave'2017 a magnificent successful event. It was a big challenge and an impossible task before us, however with all your painstaking efforts the event came out in flying colours which is evident from the acclamations and plaudits received from the every walk of life. It was the steeplechase full of obstacles internal and external. When the society was facing depressed economy due to demonetization and big players were deferring their events indefinitely, it was your confidence that boosted the energy and enthusiasm in the team and made the Conclave unforgettable. The strenuous efforts of all of you have really decoded the possibilities in true sense. It has been proved that the team IMA has the capability, capacity and competency of Prism to decode the possibilities. I am happy that team has raised the bars at all time high standards, grace and magnanimity, which was at first instance looking impossible, but I must praise the teamwork which made the impossible task so smooth and easy giving me confidence to raise the bars more higher and to achieve it.

I am really short of words to express my feeling for all who have worked 24x7, kept aside all their personal engagements just only to make the Conclave a magnificent success. My Kudos to everyone and BIG CONGRATULATIONS to each one who directly or indirectly was instrumental to the success.

At this juncture, I confess that there may be some shortcoming and we might have been failed to fulfill the expectations, which I regret and owe the sole responsibility.

My highest regards to you for being with me in this voyage.

Sincerely yours
CA. Santosh Muchhal
President IMA



Conclave Convener's Message

India needs to be able to sustain and possibly enhance the growth rate of its economy if we are to provide a superior standard of living and quality of life to all our citizens. Yet, there are challenges all around us. Some of the world's leading economies are becoming more inward-looking and protectionist. The security situation in our immediate environment is changing rapidly with new alliances being formed. Technological change and new business models are disrupting major industries including transportation and retail. Automation is changing the nature of work and jobs. At the same time, we have significant strengths and opportunities. India has a well-developed industrial base. Our entrepreneurs have demonstrated their ability to forge ahead in the most difficult circumstances. Some policy and regulatory challenges on the anvil promise to make India an even more conducive place for business. Thanks to the growth of the software industry, we have strong capabilities in information technology. We have a large working age population that can drive output. As a society, we are adaptable to changing environments.

What's the path forward? How are our leading companies coping with change? How do we handle the security situation? How do we leverage the energy and enthusiasm of our millennials to build the India of our dreams? IMA Conclave 2017 tried to find answers to these and related questions from some of our top experts.

Sincerely Yours,
Professor Rishikesh T. Krishnan
Conclave Convener 2017

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ANYONE CAN ACHIEVE ANYTHING IN LIFE

A.M. Naik

Group Executive Chairman,
Larsen & Toubro Limited



THERE ARE NO LIMITS

Always be an all rounder. You may be a great R&D man, a great design man but if you want to be a leader, you have to be all rounder in everything whether it is sports or academics.

My dream in college days was to work for L&T. And only reason was because my father and grandfather were principals, and I didn't want to be in education. I wanted to be in industry, in a company from which I could give back to the society, build a nation.

WORK VERY HARD

Hard work can help you retain your job. Dedication will add value to what you do. Devotion with passion, conviction and commitment, can conquer anything, even if you are not the top student; because devotion is the temple to God. For me, devotion is L&T.

Along with management, the urge to be better than anyone - whether it is highly technical or highly value-creating - and to be unparalleled - in what you make for a project or what you execute - puts you up at the very high level of excellence and high level of reputation and respect.

The lesson here is devotion, passion, conviction and commitment. And you can beat anybody in the world. This is my story and this is what I did.

IF I CAN DO IT, YOU ALL CAN DO IT

I'm not an IITian, nor an MBA, and didn't go abroad. I was from a second level college. My advice is that there may be people from IIM, IIT, or any other management institute, but if you have devotion and urge to excel, you will beat IIM.

I competed with IITians and foreign returned students but they didn't have the same degree of passion and commitment. I had intense. Have it and you will go to great heights!

India is a land of great opportunities. Today we are one of the fastest growing nations in communications.

Earlier there was only Air India and black marketing of tickets happened, but today due to globalization and opening of market, you can just walk in, services are excellent, airlines are going abroad. This is what is restructuring of industry - giving them freedom to do what they want.

EFFICIENT MANAGEMENT SHOULD BE PRIORITY NUMBER ONE

By and large, industry has not performed well. It needs management of very high caliber. I am paranoid about management. I believe that anything that you acquire or want to run, unless the CEO, CFO or top team is outstanding, you are not the best among your colleagues.

We have to create an HR which will bring top management team to government-run industries and initiatives. The government wants some public sector to be listed, but no one understands which the right time to list is! And I can speak of companies which have gone down in market cap due to this.

We need to really give tremendous importance to management. We have to attract and retain management personnel. Also you should think about heavy industries as a career option, not just startups, or financial sector or service industry. Ironically, not even 5 % students want to be in Heavy industry. Be a part and parcel of making of India. Don't be crazy to run abroad. Let us all create, innovate and move forward.

FIVE MANTRAS FOR SUCCESS

- Be fearless. Even an insurmountable problem can be solved by being fearless.
- Education is simple, but it is the intelligent application of education that is important.
- Always works as a team.
- Don't have inferiority complex.
- If you have passion, no one can beat you.

SPEAKER

DISRUPTION IS DYNAMIC, IT CAN BE CATASTROPHIC

D. Shivkumar
Chairman & CEO,
PepsiCo India Ltd and
Past President AIMA



WE LIVE IN A DISRUPTIVE WORLD

Disruption and innovation are two different things. Sometimes innovation is disruption but most times innovation is not disruption. Disruption is something bigger and far more dynamic and far more catastrophic in every industry than simple innovation.

Innovation is needed for every company and institution to move forward. Even an educational institute needs to re-craft its curriculum to meet the future demand of corporate world. Disruption is what I call left field phenomenon. It can come at you from anywhere, and most likely it is not from your traditional competitors. It's always from people outside your industry.

Most of the time when you are running business, you focus on who your current competitors are. But a future competitor is always lurking on sideline and he will cause disruption.

TECHNOLOGY AND GLOBALIZATION ARE GREAT DISRUPTIVE FORCES

Every company has a process for innovation - from idea to capability building, to launch and to learn. Every company has a very clear way to measure innovation. In FMCG sector, typical innovation rate will be 5-10% of net revenue per year which means product which you launched that year will contribute 5-10% of your sales that year. That is a good thumb rule.

But in technology, disruption is simply too dramatic. Example, in television, in last 10 years we moved from 14 inch CRT to flat TV. Today it will be difficult to find a 14 inch CRT in a market place. This is absolute disruption. Take mobile phones business. If 30% of your sales is not coming from the mobile phones launched that year then your business will fail. So the rate of innovation is 30-40 percent.

While every company prepares for innovation, no company prepares for disruption

Companies that survive disruption do two things. They explore the future world and they exploit current business. Exploiting current business is about driving more efficiency and ensuring that whatever you do today, you do exceedingly well.

Companies need to forget and shed the past in order to survive today, manage present, and build future! Wherever you are becoming irrelevant, get away from that business! Exploit your current business to the fullest.

DISRUPTION IS NON LINEAR

Disruption shakes traditional thinking at its roots, changes market structure, and produces something new. It addresses a completely new market in 90% cases. And disruption is not about product or service. In many cases it is about business model.

The first disruption with technology is that the middle man who adds no value gets disrupted first. If your middleman is getting disrupted then you can be sure that your whole value chain will get disrupted. Look at music, books, travel. The middleman adds no value in each of these industries and hence technology has disrupted that industry completely.

Business models are all about creating new value for consumers or customers. In creating new value, you will look at your top line, cost and profit. Legacy companies have very high cost structure. The person who is going to disrupt you has a very lean cost structure, so every company in tomorrow's world has to be lean in its cost structure if it wants to successfully face the threat of disruption.

PRICE IS NOT A DISRUPTION

While price can be disruption if you have access to being the lowest-cost producer in that industry, in 99 percent of cases, the person who leads the price war invariably doesn't stay in the industry. He sinks along with everyone else. Price war is surest way of destroying your business.

It's very easy to talk about price, but it is very difficult to deliver on it. Value to consumer is far better route to choose than just choosing price. Disruption is not about price, not even about starting something; it is about staying the course and really moving forward.

For example, a startup can only work when you have a good concept, good leadership, good capability and willingness to work with ecosystem. You cannot succeed on your own. Your cost of consumer acquisition cannot be higher than what you are doing.

EXAMPLES OF SUCCESSFUL DISRUPTION

Nano: To say you can deliver a car in a lakh is an audacious thought. It will bring a completely new set of people as car owners. It will not be a current set of people. All new!

Chik Shampoo: Once sachet came, bottles became less than 20 percent of the market. And sachet became 80 percent. The success of sachet in shampoo led every category to do sachet. Skin creams, tea, coffee, chocolate did sachet in FMCG sector. It started a magic price concept. 1, 2, 5 or 10-rupee sachet! The price here is fixed in industry. Now you need to re engineer your cost base behind, use technology to constantly meet the price point.

Indigo Airlines: They combined price sensitivity and time sensitivity of Indians. The business model of price and time has made Indigo a wonderful airline. They can deliver better than anybody with their people and resources.

Owning vs. Renting: The model of OLA and UBER has been truly disruptive!

There is time enough for everything in the course of the day, if you do but one thing at once.

INDORE MANAGER | MARCH-APRIL - 2017 07

SPEAKER

FUTURE OF INDIA: CHALLENGES AND OPPORTUNITIES

Deepak Parekh

Chairman, Housing Development
Finance Corp Ltd.



There can be nothing more encouraging than a common platform which brings together business leaders, management experts and students. It's a conclave that fluidly mingles generations together, the young fresh mind and the older, grayer, experienced people. Prism offers an opportunity to view India from different perspectives. When world is topsy-turvy today, it is interesting to see where India stands in the new scheme of things. Do we have true strong macro fundamentals that we are talking about? Have we earned a respect as a bright spot in the world? Just because the global economy is not doing well, there are changing dynamics but India is doing well, as we are fastest growing economy in the world.

Our GDP is composed of services, Industry and Agriculture. Services form almost 65 percent part of GDP. Services sector is growing at 10 percent in India. The four engines of growth in India are a) Public or Government Spending b) Private Consumption c) Private Sector Investment and d) Exports.

Currently all the four cylinders are not working together. India is growing on Government expenditure and Private consumption. Private sector investment is not happening. Most Industries are working on 70 percent capacities. Entrepreneurs are not thinking of setting up of new factories. Unless the utilization goes up to 85-90 percent, investment in new plant and machinery is not warranted. We have to increase the capacity utilization of Indian Industry before Private Capital expenditure can happen.

Exports are going down because world trade has come down. Each country is looking inward. Each country is becoming insular. There is anti globalization feeling. There is feeling of protectionism and Populism. Under this situation there is difficulty for exports to grow. We are a consumption driven economy, but the size of India's population and growing aspirations and demands of everybody around for affordable goods and services is enormous.

Mortgage to GDP in India is 9 percent and in Asian countries it is 23 percent. Two percent of Indian population invests in equity. Only 2 compared to 10 in China and 20 in US. Mutual Funds penetration is only in urban centers and not in tier 2-3 cities. It's restricted to metros. Life insurance penetration is 2 percent, significantly lower than other countries. However, smartphone has recorded 18 percent growth in India last year whereas the global growth is 3 percent.

Domestic consumption is India's strongest engine of growth. Public spending is happening. We see strong PSUs coming in like NTPC, Bharat Electric are putting new factories and investments. 4 lakh crore is what the government has allocated in one year for transportation, for roads, railways, ports, airports. So public sector investment is now happening.

Private sector investment is not happening because of low capacity utilization and we are still grappling with issues of stalled projects, debt overhang of private sector players; over-leverage during growth years, and during the boom years, the banks are dealing with rising non performing loans.

We are going through a twin balance-sheet problem which is a combination of stressed corporate and stressed bank balance-sheets. This needs urgent resolution. If private investment does not pick up, India's growth objective will not be attained.

Most countries have successfully used the Bad-bank concept where bad loans are transferred into a separate undertaking and the bank becomes good bank automatically and starts lending more capital and growth happens. Merely setting up asset-reconstruction Company for public sector banks may possibly be kicking the can down the road. It is the governance structure of the PSU banks that needs to be fixed. Private sector banks can take decision instantly, But PSUs have problem because of various regulatory authorities that they are governed by. And so they are hamstrung to take any decision as they fear. They don't take fast decision. We must provide protection to PSUs.

It is clear now that for good governance, the government should play the role of both the player as well as the Umpire. Indian factories are not working at full cylinder because of imports from China. China is dumping anything and everything in our country and at much cheaper costs. The quality may not be good, but cost is cheaper. China has become our largest trading partner, but negative trading partner. We export 10 billion of goods and services to china but import 61 billion at the same time. If that happens, how can Indian factories prosper? How can Indian factories work at 80-90 percent capacity?

Despite all this, India still stands out as preferred investment destination. Foreign portfolio flows are happening. FDI's are at an all time high this year and increasing. External environment as you all know is becoming more hostile and we have to live in it. The very countries that preached merits of globalization, open economy, and free movements of trade, investments and people are now being insular, protectionist and anti globalized.

India is opening its economy further. Even FIPB, the Government, says is going to be abolished. The world is closing and we are opening. India can step on to the center stage as it welcomes more foreign investments and fosters the environment which encourages innovation and entrepreneurship.

As we progress ahead, we have to be conscious of the social fabric of society. We need to keep building inclusive society. One thing that can destabilize India is the large number of angry, educated, unemployed youth. We have to create jobs for young people. Nothing is more important than job creation.

Corruption in the center has definitely been weeded out. We need to build a tax compliant society. We have a litigation society. We have Crore's of cases pending in court. Court infrastructure is very low. We have acute shortage of judges; we have 17 judges for a million people compared to 104 in US.

We must always ensure the right of protection of freedom of speech which is very critical in democracy. India became a trillion dollar economy in 2007. 60 years after independence, India became 2 trillion dollar economy in 2015, 8 years to add a trillion. It is anticipated we will become a 4 trillion dollar economy in 2024. So this is the growth India is having. This is the kind of possibility that we have in India. There is huge opportunity for young people. I wish I was 40 years younger. It is India's time to shine today and I'm sure many of you will partake in India's exciting journey ahead.

SPEAKER

WORLD IS WAITING FOR INDIA TO TAKE ITS PLACE ON THE GLOBAL HIGH TABLE

Maroof Raza
Consultant & Strategic
Affairs Expert, Times Now



INDIA IS SEEN AS A POWER ETERNALLY IN WAITING

India needs to stand up and ask for its place, and the world will give it because world cannot do without it. But the problem is that we still don't have a clear-cut agenda about where we are going. Unfortunately, we are all talking in different pockets and a strategic vision still seems to be missing. So India needs to have a blue print for its future.

To claim its spot, India needs to be assertive. Non alignment is a dead horse; you cannot make him run anymore. You have to get real and cannot continue to show undue restraint. Pakistan continues to use terror against us and we have been floundering with our responses. China is cutting away small pieces of our territory and claiming it because we are not confronting it. It is putting together the 'string of pearls' to surround us with its military and naval ports. We feel that we will be able to diplomatically negotiate our way through every problem, but we lack a credible policy to deal with our troublesome neighbours.

WE SHOULD HAVE ABILITY TO PROJECT OURSELVES AS MILITARY POWER

Switzerland hasn't had a war for 400 years still it has an army. We have fought more wars in 70 years than most armies. And as they say "You will not rule the world on the power of green buck and your technologies. You will only rule the world if you are prepared to die"; and our soldiers have shown that again and again. You saw how quickly our Air force and Army Landed in Nepal after the earthquake. You saw how our navy was able to get stranded Indians from Yemen. You saw how quickly our navy reacted to the Tsunami. We also have the highest percentage of officers killed in wars, because our officers lead from the front.

However, we need to have power-projection capabilities. If you are a weak state or you appear to be weak, you will continue to invite trouble and attacks. There is very little place of morality in international affairs. You cannot just stand on stage and start preaching; those days are gone. What you need to do is to go out and say that "what I do for my county outside of my country's borders can never be immoral". So just do what has to be done for your county.

For this, we have to develop our military-strength for real. For instance, we have defense industrial complex which is only happy getting a vehicle from abroad, putting the tires in place in India, screwing it and then saying that it is jointly manufactured. Tatra is a case in point. For more than 35 years, Tatra continued to give us vehicles which were left-hand drive. So, there is huge room for innovation. Unless you have bigger industrial complex, you will continue to pour away huge amount of Indian money in the black hole of defense purchases.

WE HAVE TO USE DIPLOMACY TO OUR ADVANTAGE

India is excessively inward looking. We continue to waste opportunity for being a great power because we don't want to exercise that right. We want to revise the world order in a nice way but that's not possible. We have to think in terms of partnering other nations. Sometimes, it could be

USA and sometimes Russia. You have to use your strategic location as a 'swing state' - you swing yourself according to geopolitical environment. We have to become a Go-to country in the times of crisis. Moreover, we need to start to focus on the logical extension of our neighborhood - Nepal, Bangladesh, Myanmar, Sri Lanka and Afghanistan.

Furthermore, we have to choose situations where India can play a role, Central Asia wants us to take the centre stage but we are happy just being invited to G-20 Summit talks. Where else can we use our diplomatic clout? The biggest use of our diplomatic clout can be in trade. The average Indian has always been a trader. For centuries, he has traded in the cross-routes of trades. India's coastline offers huge trade benefits, but there are problems.

First, within India, transportation infrastructure is pathetic. Second, our ports are not developed; in fact they have not been allowed to develop, because of so many restrictions and constraints. Finally our tax structure for trading, both internally and externally, are so inefficient that nobody wants to trade and also there is rule based approval for everything.

WE NEED TO HAVE A STRONG ECONOMY

We need to have diplomatic influence, strong military power, political will to exercise that power when needed, and the economic muscle to support all these. We are still an economy that has not reached its fullest potential. Even 7.1 % of GDP growth-rate makes you one of the fastest growing economies of the world, but we have to target a higher figure, and that has to happen in our lifetime.

For that, our Prime Minister's vision about India becoming great power has to be backed by bureaucracy and diplomatic elite. Even our local scientists in DRDO make more than 2000 items that can be exported worldwide - and I am not just talking about the bombs and missiles - I am talking about the boots and bay nuts. However, for every item you have to take bureaucratic approvals. Moreover, we are not spending enough to improve our infrastructure. Not just for trade but for our border areas. We need to consolidate ourselves. We need to have more usage of capabilities with capitalistic mindset.

INDIA'S TIME HAS COME, BUT WE HAVE TO ACT

They say that, in the world, 10-15% do the thinking for other 85-90%. Average Indian is smarter than whole lot of other people. It is not the policy making but the ingenuity of Indian people that has brought us here. So, we have to have a system of intellectual pluralism. We need to have diversity of views and perspectives coming from various strata. And the momentum of growth will only unleash if people of India are given a strategic blue print and they are allowed to take over the world the way Chinese are doing. World is not only asking for IT solutions but world wants from us solutions to everything.

India has absence of national vision, absence of political will to realize it, and lack of understanding of what hard power is. We need to look at our country more ruthlessly for what is missing. And that is what I want to leave with you - the younger generation. This country has the potential to make it to the high table; it's just that we all will have to work towards it.



INDIA IS NOT A COUNTRY; IT IS AKIN TO A CONTINENT!

Sunil Kant Munjal
President AIMA & Chairman
Hero Corporate Service

ON INDIA, AND ITS DIVERSITY:

60 years make you an adult, a retired adult. In most countries, you get a card where you get concessional travel facilities or special interest rates from bank once you turn sixty. But it is also special, which is why it is called Diamond Jubilee.

But in the life of a nation, it's only a blip. It's really a blink of an eyelid. Because if you look at our history, we are not a country, we are a continent, we are actually a civilization. We have a known 7000 year old history. It may actually be much longer, but there are some facts known across this period. So congratulations to all of you, both for AIMA's 60th year, and also for IMA's outstanding conclave.

As I said, decoding a country like India is nearly impossible. Because you are not actually a country, you are truly a continent, in true sense of the word. We are more diverse than Europe, our states and Union territories make us a continent with 18 officially recognized languages, with 5000 dialects spoken around this country. When we travel from our hometown to different parts of the nation, you meet people who eat different food, wear different clothes, speak different languages and even look different.

So for us, what is the common thread? In fact, what is our common communication tool? I've seen this myself, when we go to many different places we speak in English to be understood. Not in any Indian language. Now this is the beauty of this nation, our biggest challenge, our biggest strength and also the opportunity that we have.

ON WOMEN EMPOWERMENT:

Women are the smarter half of our population. And there are enough examples to see why they are. In fact it's often seen that they are smart enough to let the men feel that they are smarter.

If you think about it, those of you who work in business - you often have a day in your company when you run out of stock, of some raw material or some component. So you cannot produce that day. However, when you go home and if the wife is a Housewife running a home, have you ever had an occasion when you went home and she said "Sorry no dinner today, we ran out of food"? Ever?

Just think about it. She is managing the home like your enterprise; and in most cases doing a better job. And the same holds true when they are at work as professionals because they bring something extra, they bring a kind of empathy, which men usually do not display. It is the combination of these two which can truly tap into our potential as a nation and as people.

We do not look at managing a home, bringing up children as an economic activity. Just think what would happen if they were not doing this! And then go to business. Interestingly, India has the largest number of banks headed by women. And you can see what happens when they operate. I completely think this is the area where we need to tap into. It is an amazing energy available to us because there are 'more and more' young women who want to get involved into work.

They are increasing, but I think not fast enough; whether on shop floors or on board of companies, or

entrepreneurship or running NGOs, in each case they have shown themselves to be at least as good as men. There is no reason for us to not welcome this inclusion".

ON DEMOGRAPHIC DIVIDEND:

As a nation, we are facing a very interesting situation. We often talk about demographic dividend. We do not often realize that in the next 10 years, we will not only be the youngest country in the world, we will also be the oldest country in the world. We will have more elderly than any nation in the world. So while it is important for us to focus on the young, it is equally, maybe more important for us to also focus on the elderly.

Specifically for Social reasons, because the family structure is evolving! It is transforming itself into nuclear families, which is making it difficult. In fact there is a built-in conflict in the old family structure and the new family structure. So we need to have a mechanism which works as a safety net. Coming back to the young, it is now well recognized in India that the demographic dividend is only available to India.

If the youth of today is educated, trained and skilled, and have economic opportunities and jobs available to them, then this dividend can be availed. However, with the current design and structure of nation, state, business, or industry, we do not have the capacity to provide one million jobs every fifteen months that are required. Neither in agriculture, nor in Industry! Both are not equipped.

In fact it's actually quite the reverse. As we move forward and try to be more globally competitive, what will you use - technology, automation, robotics? And all of that means fewer jobs, less human beings to get the same output, or in many cases more output, and more consistent and better quality output. So we have to recognize that.

Just think about driverless cars for a minute. How many people are employed today in India only as drivers? Just imagine what would happen if you happen to have a rollout in next 10 or 15 years across this country? While we like to think that we are unique always, but the reality is that we are following other economies and are 5, 10, or 20 years behind. We saw this in technology, we saw this in manufacturing. We saw this in services and now we are seeing a part of this in agriculture. Technology is allowing us to jump a few stages of evolution.

ON INDIA'S BIGGEST CHALLENGES:

Our biggest challenge continues to be the 200+ million people living in the abject poverty. Again going back to our diversity as a nation, we have the ability to launch satellites and rockets with 32 other countries, but we have still 200 million people to feed. Our top end of all our profession, medical science, manufacturing, automotive, professional services, IT Services, are as good as the best in the world, in fact in some cases, better. We have number of companies in India which are either the largest in their business or the most successful in the world in their business. But again at the same time there are millions and millions of people who don't have home, who cannot provide shelter for their family.

So what we need to do is to be able to prepare an army of young Indians which will not just take care of themselves

but also those around us. This is a responsibility that people like us in this room have. We are blessed and fortunate, I don't know if we did anything special to be born in the families that we have been born in, to get the kind of opportunities that we got. These opportunities are what allowed us to get where we are, that is something we need to offer to all Indians. There is no lack of initiative or drive. It's the access to opportunities which makes the big difference. So it is incumbent upon us as a nation, to give the opportunities first in the form of quality education. Can we close the gap between our education system and what we all end up doing subsequently in our professional life? The top end of Indian education is fantastic. The moment you take a step down, it just kind of withers away. We are short on reach and also on quality, which is why we are delighted to hear that many institutions which are present here are among the best. So this is a responsibility, that as a nation we have to ensure that we provide education that is the best in the world, use technology and process that is available to us.

Technology is changing the world, even in education. You may have heard of companies like EDEX, MITX, Coursera, these are programs, education programs delivered through MOOC on the internet. And outside the US, guess which country has the largest registered user both with EDEX and MITX - it's India. So people have great aspirations.

We have one more challenge that we need to recognize as nation. We have heritage of culture, arts and crafts which speaks directly to your soul. But how much are we addressing this? One of the initiatives which are important other than education is things like sports and culture, looking at ourselves across disciplines.

ON PREREQUISITES OF UTILIZING OPPORTUNITIES:

We have third largest number of startups in the world today and the pace at which this number is growing we will probably have the second largest pool of startups in the world very soon. But what's important is not just having startups, but the key is what you achieve out of this. If you can find a felt need that has not been met, and address that need then that is the true service to society. It is important for us that as we focus on new opportunities, we must first satisfy currently unmet needs.

So, as we move ahead, it is important for us to do the right things. We have to understand that speed is absolutely essential right now. Countries are competing with each other. Countries those were champions of free market are putting up hurdles to insulate themselves from global market. We are doing reverse. We are opening ourselves to the world.

It is fascinating when you compare India and China. They are very similar and very different. India first developed as internal economy, and is now trying to build an external one. China is reverse. In all, this is Asia's century. But pace is high, so we have to do things quickly. Everyone has to take responsibility of their own actions whether civil or civic, social or business. That will allow us as a nation to lead the world.

"IF WE CAN MANAGE OURSELVES, JOB IS DONE"

Swami Anubhavnanda Saraswati
Spiritual Teacher



IT IS THE HAPPINESS THAT MATTERS

Whether you are successful or not, what matters is 'are you happy or not'? That is the bottom line! And if your bottom line is good then you are a successful businessman. We try to make world happy, which seldom happens. Never do this.

We must have wisdom to start and to stop in life. This is what business people don't understand. They start and don't stop. When you take life very seriously, you don't want to withdraw from the life. Perfect balance in life is to get into life and to withdraw from life. If you have this perfect balance, you will be successful person, businessman and entrepreneur.

The principle of happy life is to begin your life but to always remember to close before someone else does. With this balance, nobody in the world can make you miserable. We become miserable because we don't want to go and people push us out. Retiring with grace is real success in your business and in your life.

DON'T SEEK HAPPINESS, DISCOVER IT

We are an instrument to distribute joy and peace throughout life to everyone who comes in our contact. But for that we have to remove the cover of wrong notions. We have four wrong notions: about ourselves; about the world; about the God; and about the real spiritual Practice.

To discover happiness, do not stop the process of learning in your life. Learn something or other every time. When we learn, the child in us still remains alive. If you learn from every experience then you will grow wise. And if you won't learn, you will grow old and otherwise. Guru is not a person outside. Guru is your ability to learn from every experience of life.

When you become happy by getting something, you are a miserable entity. The real joy is not in getting, but in giving. Moreover, when you are happy without reason then it is your divine bliss. Discover it. Do not find reason to be happy. If you can be happy over silly things, even God cannot make you miserable.

BEING IS HAPPINESS, BECOMING IS MISERY

Whenever you are disturbed and miserable you have become someone. Whenever we relate ourselves with reference to something, we become miserable. Our life has no purpose, the one who created us, he had the purpose. And that is to spread happiness. Don't justify yourself being miserable. The ability which you have when you don't become miserable in life is called YOGA. Everything is in your mind. Don't go for search of God anywhere. Discover within yourself.

Don't impose yourself on anybody. Then you will be accepted everywhere like water. Keep water anywhere and it will adapt to the form. Instead, we act like an ice cube; wherever we are, we have our own personality. Real happiness is discovered when you lose all your specialties, being commoner than the commonest. Don't become extraordinary. Be nobody and be happy. Whenever we are somebody we are miserable.

YOU CREATE YOUR HEAVEN

He who is able to live life fearlessly is free now and is here. Those who talk about heaven neither have gone to heaven nor will go to heaven. The truth is that whenever you are happy, you are in heaven. But what do we fear? We fear old-age and death. We fear hunger and thirst. And with reference to mind, we worry about miseries of life.

We should live wholeheartedly. Instead, we live with a hole in our heart. We do things but don't enjoy them. So, lead your life without pretensions. People are not miserable because of shortage of time, but are miserable because of excess of time. Don't add years to your life but add life to every moment of your existence. Don't try to prove anything to anybody. Don't compete. Just relax.

And when you are at peace with yourself, the world around you will be peaceful. And happiness will emerge. Happiness is a creative force, not a destructive force. Just remember! A happy person can never be destructive and unhappy person can never be constructive.

SPEAKER

सत्य ही उन्नति की तरफ उन्मुख कर सकता है.

Devdutt Pattanaik
Author, Speaker,
Illustrator, Mythologist



सत्य की समझ

देखिये ये जो शब्द के पीछे एक अर्थ होता है और हर अर्थ के पीछे एक भाव होता है। जब तक वो भाव नहीं समझेंगे तब तक वो शब्द का अर्थ भी नहीं समझेंगे। भारत में दो शब्द होते हैं, एक है सत्य दूसरा है मिथ्या। Both these words means truth. दोनो का मतलब सच है, और जो असीमित होता है, जो अखण्डित होता है, जो limitless. होता है उसे हम सत्य कहते हैं। तो आप जो भी बोलेंगे वो सच है। कोई झूठ नहीं बोलता है। everyone speaks truth but whether it in finite सीमित अथवा असीमित, that is different, तो कुछ लोगों के पास कम ज्ञान कुछ लोगों के पास ज्यादा ज्ञान है। अपने ज्ञान के हिसाब से वो सच बोलते हैं। ये देखने का नजरिया बहुत ही अलग है। ये जो ज्ञान है, this is the indian way of thinking इसलिए we have been a very tolerant and inclusive people. हर विचार को हम accept करते हैं। क्योंकि हमारे पास वो क्षमता है उसे receive करने की।

सीमित सत्य का भान

अगर आपको रामायण सच में समझना है तो आपको महाभारत समझना पड़ेगा क्योंकि रामायण असीमित नहीं। लेकिन रामायण और महाभारत तभी explain हो सकेगा जब तक आप विष्णु पुराण पढ़ेंगे। Vishnu puran will make no sense unless you read Shiv puran. To understand Shiv and Vishnu, you have to read ब्रह्म पुराण क्योंकि ब्रह्म के ज्ञान के बिना, न शिव समझ आएंगे न विष्णु। और जब तक देवी पुराण नहीं पढ़ेंगे तब तक इन पुराणों का ज्ञान नहीं होगा। देवी पुराण तभी समझ आएगा जब आपने वेद पढ़े हों।

तो रामायण पढ़ने के लिए कितना पढ़ना पड़ता है। This approach is very much important in management. The day you believe you know everything, that's the day your business will collapse because कब Market बदलेगा Trump आया, किसी को नहीं पता। We don't know what holds in the future तो हमारा ज्ञान हमेशा सीमित रहेगा, we will always always be limited and so will be our companies.

ध्यान और दृष्टिकोण

You see it is very interesting when we read Geeta, तो गीता में अर्जुन was sitting over there arjun was famous for focus. Famous story है न जब उसको एक पंछी दिखाई देता है। जब गुरु द्रोणाचार्य बोलते हैं तुझे दिखाई देता है तो कहता है कि मुझे केवल पंछी की आँख दिखाई देती है। केवल मछली की आँख, फोकस कितना है उसमें। so that is good. विन्द्या में focus होना चाहिए। लेकिन जब ये अर्जुन कुरुक्षेत्र पहुँचता है तो पहली बार अपने Target के बाहर देखता है कि Target के पीछे एक इन्सान है और वो उसका भाई है। focus gives way to prespective.

Focus जिसको ध्यान कहते हैं वो धारणा में बदल गयी है। मतलब देखने का नजरिया बदल है। जो सीमित ज्ञान था। Target को देख के मारो कुरुक्षेत्र में उसका नजरिया बदल गया। उसने कुछ और देखा how will I shoot because. वो आदमी पहचाना है। family है, family को कैसे मारूँ तो focus अच्छा होता है या prespective. We should be focused in life and see just the target or should you have a strategic view of things. ये प्रश्न आता है अर्जुन के सामने, क्योंकि in battlefield he suddenly realizes the complexity of decision making because एक बार वीर छोड़ेंगे तो it wont come back and 18 chapters लगते हैं उसको convince करने के लिए।

सत्य की जटीलता

महाभारत में हमेशा कहते हैं कि पाण्डवों की विजय हुई। कुरुक्षेत्र में कौरव was defeated Pandavas were victorious. But ध्यान दीजिए,

don't see the big picture, see small picture. Abhimanyu gets killed, Ghatotkach gets killed. All children of draupadi get killed. राज्य मिलता है। बच्चे नहीं धर्म स्थापना होती है। कृष्ण को क्या मिलता है गान्धारी का श्राप मिलता है। अभी ये बताने के बाद suddenly. कहानी complicated हो गई। Story simple था। नायक और खलनायक नायक के तरफ भगवान आ गए। killed enemies. Happy ending. This is Bollywood mahabharat no सनातन ज्ञान असीमित ज्ञान की तरफ जाता है। It looks things from different perspective. युद्ध करना चाहते हो तो युद्ध तो करना ही है। इसका ये Guarantee नहीं है कि तुम्हारे बच्चे बचेंगे, धर्म स्थापना कर सकते हो पर श्राप मिलेगा। तो केवल नायक और खलनायक की कहानी नहीं है। This complexity is the essence of Indian thought.

असीमित सत्य का आदर

A unique Indian idea is the concept of Infinite - अनन्त। जंगल में एक आम का पेड़ होता है। उसे लगता है कि वो सबसे मोटा आम देता है, दुनिया को लेकिन जब वो पेड़ सूख जाता है। कोई उसे खाद नहीं रखता है। It is important in management because once you should remember that when we enter market पहले भी लोग business कर चुके हैं। आगे भी करेंगे। Every person has a expiry date, but we want to believe otherwise. That we are indispensable. This is the biggest crisis of Leadership.

A good leader knows that he has a expiry date. मेरा job role एक दिन खत्म होगा। It doesn't depend on me. मेरे बाद भी अच्छी चीजें होंगी चाहिए। System has to continue without me. If you think about expiry date from day one you will plan about talent management in advance. Leaders these days don't create the talent. बरफ के पेड़ के जैसे गहरी नहीं छोड़ते बेटे रहते हैं कि निकलेंगे नहीं। We call them Bhishma in Mahabharat. you have to keep continuously changing, keep riding the wave.

भूख भय और पहचान का सत्य

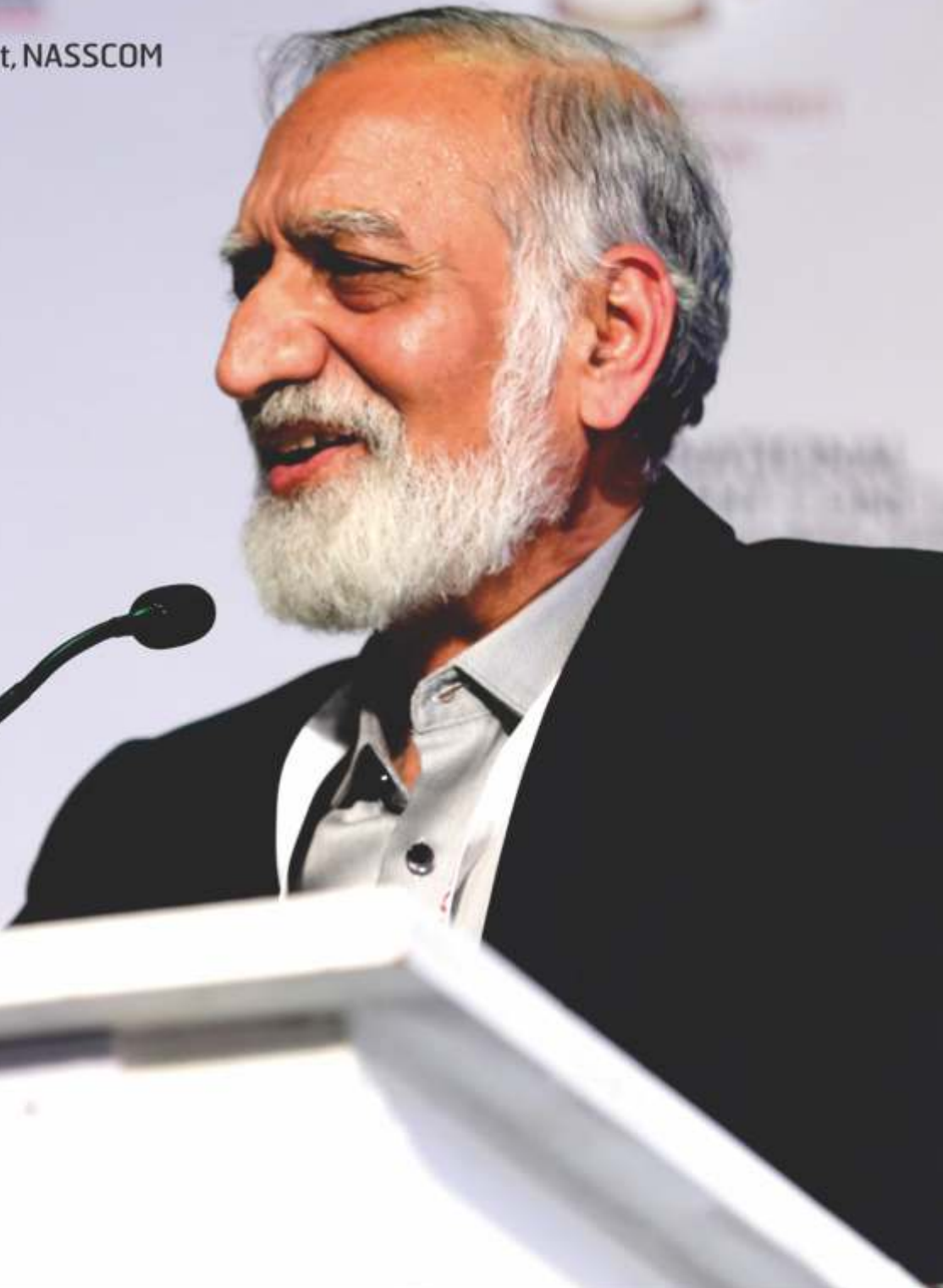
जहाँ life होती है वहाँ hunger होती है। As people are hungry, they want Bhog. You want something to eat. जब तक दुनिया में भोगी रहेंगे तब तक market रहेगा। But जहाँ भूख होगी वहाँ भय भी होगा, fear, insecurity, क्योंकि एक बार भोग चख लिया तो ये डर रहेगा कि कल नहीं मिला तो? ये भूख और भय are fundamental concept of business. If you can give people. भोग you will be in business. भूख और भय सनातन सत्य है।

तीसरा है पहचान का सत्य, जब तक आत्म ज्ञान नहीं होगा तब तक शक्ति नहीं मिलेगा। आत्म ज्ञान सनातन ज्ञान है कि इस जंगल में एक पेड़ की तरह हूँ। केवल फल दे सकता हूँ। जब तक फल दूँगा तब तक animals आँगी मेरी तरफ नहीं तो एक woodcutter मेरी लकड़ी आ जाएगा। अनन्त दुनिया में कोई भी immortal नहीं होता। The sea is immortal, the waves not immortal, When you understand this you make a good businessman. सभी Smart Businessman है today. Very few are wise businessman. The world seeks role models. But this is not good. एक आम का पेड़ अमरुद नहीं दे सकता। अगर अमरुद की market value ज्यादा भी है तो, आत्म ज्ञान जरूरी है। Without this our system will collapse. आत्म ज्ञान is knowing your own ability, doing your own SWOT analysis.

SPEAKER

BE PREPARED FOR LIFELONG LEARNING!

Kiran Karnik
Former President, NASSCOM



In my lifetime, many professions have ceased to exist, for example, stenographers and telephone-exchange operators! Now driverless cars and pilotless aircrafts are coming into being. Automation in factories is already common place. But what it means for younger people today?

NO SINGLE PROFESSION WILL SUSTAIN YOU THROUGH YOUR CAREER

What you will have to be is 'be very agile'. Be prepared for career changes. Be prepared for lifelong learning. Like a machine learns and becomes more sophisticated, human beings also have to continuously learn new things, new approaches, new skills and that's going to be a part of what is going to happen.

Currently the job addition is very low. But I am an optimist and optimism comes based on realism of past experiences. 30 years ago IT employed around 10,000 people and today it employs over 3.5 million people. Earlier computerization in banking was frowned upon as it would take away jobs, but today banks are one of the largest employers. We don't know which industry is going to be like banking sector - employing people across the spectrum! I am optimistic that you will see such new things coming up.

NEW INDUSTRIES WILL COME INTO BEING

There are industries looming ahead which we don't know about. I believe that the biggest manufacturing industry in future will be that of manufacturing spare parts for Human beings - replacement of heart, brain, liver etc. Today already, technology can do pretty much most of this. It can replace human parts; it can provide additional help like pacemaker for heart, robotic arm and much more. Tomorrow, people may live forever.

Moreover, the experience-based industries would grow! More and more people are looking for experiences. You want to celebrate birthday, anniversary or success, so you go to a nice restaurant. You go there for ambiance, for experience. The extreme of the experience based industry few years down the line can be someplace where your cell phone doesn't work, no WIFI, and you cut off from all electronic experiences. People may want to revert to older and simpler times just for an experience because the present is overpowering.

On the other hand, as you get drones, robots, why can't we transform this war business into machines? May be next war between nations can be fought on nice big screens, all electronic and no human being involved. Nobody gets killed, no human damage done. All in cyber space! Cyber Warfare can become reality in future. Fight with cyber world with other countries through non ethical hacking and destruct system on-line. It may give a setback to economy and damage nation more. These scenarios are scary!

ORGANIZATION OF THE FUTURE WILL CHANGE

Hierarchy of the organization needs to be changed already. It can't work the old way. Person at the top knows far less about the problem than somebody down the line. Working as a team should be given priority than individual merit. Pyramid structure should give way to circle with CEO at the center of organization

and not on top for effective management.

Also, we need to be one step ahead of competitors by innovation. Organization should nurture and encourage innovation culture. Thinking differently will be a differentiator - a USP for your product or services. Risk must be taken for this culture. Failure should be endured with head up. For that, we will need to take advantage from new technologies and new changes.

IT IS ALL ABOUT 'CREATING CHANGE'

Now, it is not about how you handle change or anticipate change but can you create change yourself? Can your organization drive the change? This is the challenge we need to take up. Challenge not only for companies, but also for the countries - incremental change, improving it and making it more efficient!

This is the age of disruption. Innovation is disruptive. Societies are getting disrupted. Disruption is not limited to technology. In our own country we had a major disruption which was economic - demonetization. In US they had a disruption - president Trump. In UK they had disruption called Brexit. Around the world, disruption is taking place which is breaking down continuity of past.

It is true even for business. Simplest example is Google. It is a repository for every piece of information. It cost billions of dollars to create algorithms, and make search immediate and instantaneous. And what do you pay for it? Nothing! Somebody invested a lot of money and it is one of the most valuable companies of the world, but they provide you information for free. Can you create a business model like Google? Imagine such a thing used for education and healthcare! A challenge for young people is to create a creative business model that can do this.

As a result, you got to learn how and what to learn. That is what change and disruption is all about. Disruption is bound to happen and you have to plan accordingly. Learn on the fly. That's a real challenge in the future.

BIGGEST CHALLENGE FOR US WOULD BE TO CHANNELIZE POTENTIAL

In many ways we are at advantageous position and one way of expressing it is by simplest analogy. For decades we didn't have enough telephone lines. But then we had a mobile revolution that changed everything. It gave a chance to leapfrog the more traditional technology and jump ahead to new ones. And good thing about the technology is that the latest and the best, is often the cheapest!

Also, as people we are geared to this out of the box thinking! That's evident every day. Everybody thinks how do I beat the system and that's genetic in us. By doing something clever, by JUGAAD, innovation and improvisation! For instance, missed call syndrome is surely an invention by India. However, how do you channelize this into something positive? To a focused goal? To something useful! This is the biggest challenge, and I am sure we will find solutions which are innovative and take the country forward.

WHAT HAPPENS TODAY ALWAYS HAS AN IMPLICATION FOR TOMORROW

T. V. Mohandas Pai
Chairman of the Board, Manipal
Global Education Services



THE LAST BIG DISRUPTION THAT CHANGED THE WORLD

To understand what is happening in the world today, we have to go back at least 200 years in history, to look at the last big disruption that changed the world. About 200 years ago, steam engine came and changed the world. Till the steam engine was invented in Great Britain, the world depended upon human muscle and animal power to build their civilizations. Suddenly you had this invention called steam engine. Steam engines heralded the age of machines.

With machines, came factories and with factories came a new class of people who took leadership of world - trading class or 'merchants'. And these traders traded throughout the world because of what these machines could do. Machines could produce goods at a mass scale. They could reduce the cost of production and could create jobs for the large number of people. That development in 20 years changed the way the world used to deal with each other and changed the economic balance of power.

That led to the rise of Europe. Around 1750, China and India combined to make 45 percent of world's GDP. But then because of machines, Europe became responsible for 30-35% of the world GDP. Thus the countries like Great Britain became powerful, which led to the area of colonization. The Subjugation of 70% of world population by colonial powers in Europe then led to further expansion of Europe. Wealth from India and China flowed to Europe. But then American republic came up and got freedom. It again changed the way the world was being run.

Once wealth came, Urbanization started! Cities grew up and a new class of people came into being. Political power shifted from feudal classes to somewhere else. It led to large number of people working in factories. It led to an increase in birth rate, decline in the death rate and larger population. By 1900, German Republic had become larger in terms of internal capacity than Great Britain. And then the assassination of Franz Ferdinand led to the First World War.

The war changed everything again. Treaty of Versailles brought war to an end but then in years to come, it led to the hyper inflation in Germany, the rise of Hitler, and eventually the beginning of the Second World War. When the Second World War ended, the Great Britain was gone - a poor little island somewhere in Atlantic whose power had exhausted.

So in 1945, the world again changed. UN came into being, and decolonization started with India. The communist took over the china, Russia became a great power, America became the greatest power, Europe declined and the Japanese had gone. So that's how the state of the world you see today came into being. And this whole disruption was caused by the rise of the machines.

TODAY AGAIN, THREE GREAT FORCES ARE AT WORK.

First is globalization. The world has become a single market, trade is flowing through. 70 percent of world trade is between MNC's. You cannot push back the force of globalization despite the wall that Trump promises to put.

Second force is demographic change. The Europe's population is aging rapidly. Median age in Germany is around 41 years today. It requires two Germans to pay pension for one single person. Russia's population has declined, and there is Muslim entry into France and Britain too. 25% of London is now Asian. In last few years more non-white babies were born than white babies in USA. Japan's population has come down. In America by 2050, the Spanish will be the largest ethnic group. Germany population growth rate is declining. Italy is not producing babies in spite of Pope telling them to. Africa's population is growing up and the Middle-East is

getting younger population. Chinese may get older before they get richer. South America is going nowhere and India's population is stabilizing. However, India could well grow into a demographic nightmare rather than a demographic dividend if not handled well.

The third force is technology. In the last 15 years we have seen the rise of the Internet. Internet is a technology platform which has created a place where 7 billion people can come closer and interact with each other for the first time in Human History. More and more people can interact with each other, get information, do trade and commerce, watch movies, do many things synchronously and asynchronously, at a very low cost, provided they have a small device.

On the other hand, look at the energy markets. Oil is the major source of the energy in the world. But the oil industry is getting disrupted because of technology. Right now, alternative energy consumption is 1%, but by 2030 it would be 30% consumption. So today we are seeing the rise of electric cars. Automobile industry is the biggest industry in the world after oil. It is seeing a serious change because of electric cars. Last year the world made 600,000 electric cars. This year world will make 1 million electric cars. By 2030 expected the 72 to 80% of world vehicles will be electric cars.

The next great disruption is happening in Manufacturing. So far in Manufacturing, we have reductive approach. The "reductive" aspect of the process refers to the production of a part via physical removal of material using computer controlled milling, turning or grinding. But now we will have 3D printing, also known as additive manufacturing. It refers to processes used to synthesize a three-dimensional object in which successive layers of material are formed under computer control to create an object. So by 2030 all the manufacturing could be done by 3D printing.

Then the Life sciences will get impacted. Stem cell research will expand life. What they are trying to do in Silicon Valley is to trigger good cell into fatal DNA and then use it in brain research. Love, anger etc. are chemical reactions of mind. Storage in mind is because of these electrical impulses. So they are trying to put device on your head and capture these weak electrical impulses. So imagine a world 15 years later where I can see what someone is thinking. Brain research is the Holy Grail and will cause great disruption in the way we age and live.

And the next disruption coming is Watson! Watson is an IBM supercomputer that combines artificial intelligence (AI) and sophisticated analytical software for optimal performance as a "question answering" machine. It has beaten the best chess player in the world. In our hospitals, Watson is better at cancer diagnosis than human doctors. Watson spits out a reply in 22 seconds and the reply is 92% accurate. So AI, machine learning, unlimited capacity is coming. Geography has now become history.

This disruption in the technology obviously has implications for industry. For example, financial services and banking sector are getting disrupted because payment systems are getting disrupted. Mobile apps are coming for everything - from loaning to depositing. Capital is winning back, and labor is on a decline. Because the world is connected with IOT and all kinds of devices, jobs are going to be casualties. Richer is going to richer, so what will happen to these students who are in college, you got to ask this question!

The world is going to change in next 15 years! All the things we heard of science fiction as children are actually beginning to happen. And this change will have profound impacts - population aging, population declining faster, rise of new nations, rise of new leaders, and rise of new Ideas and innovation at a rapid pace. And it will be great fun to see all that.

SPEAKER

FUTURE OF DIGITAL BANKING IN INDIA

Rajnish Kumar
Managing Director, National
Banking Group - SBI



GROWTH HAPPENS ONLY IF WE LOOK FORWARD

Previously everything was manual - huge ledgers, accounting and book keeping, and reconciliation. In 1992 era of economic reforms came, and it is really after that things started changing in India. In mid nineties new generation private sector Banking came, HDFC bank, ICICI etc. and brought modern technology in Banking Industry.

Public sector banks responded well and journey of modernization began in mid nineties. It was a period of standalone banking where branches were computerized and then came the new century, the time of networking or core banking. All the banks went ahead. Core Banking connected every bank and every branch of the country.

'DIGITAL' IS THE WAY AHEAD

What we are seeing today is the age of mobile and Internet. Digital is not about just payment system and transaction. It goes beyond it. Digital banking is all about using power of Data analytics and Intelligence, Artificial Intelligence, Robotics and to provide customer a unique experience. The technology is moving to 3 click approach for making payment and transactions. Today SBI has tied up with many aggregators where our credit decisions are based on the data which is available from these aggregators and in-house data.

It has become possible with power of technology. For instance, the technology has power to predict cash flows and analyze the behavior of borrower. That is how credit underwriting system works and has become a seamless experience. The banks talk about power of 5 seconds loan and 10 seconds loan. This is possible because of data analytics.

END-TO-END CUSTOMER-RELATIONSHIP WILL BE TRANSFORMED

SBI is on the verge of digital revolution! We are transforming end to end customer services. And if I tell you for obtaining housing Loan you will not have to

visit my branch, then it will one day be a reality. Opening an account will be Aadhar based, enabled by globally disruptive technologies and the government's digital India mission.

Possibilities are immense. And banks are moving in right direction. There is a lot of investment and manpower commitment to this cause. Any bank which does not do this will become obsolete and irrelevant. Infrastructure and IT has significantly improved. 15-16 years back we had expensive infrastructure for servers, but today we are looking at cheap cloud solutions and going forward. However, any new solutions bring new problems and problem with digitalization are data security and cyber security. These challenges can be spoiler as far as digital revolution is concerned. Thus enabling IT-infrastructure has to be improved.

NEW MODELS HAVE EMERGED

Earlier we used to license technology which was perpetual, but now subscription model is becoming very popular where you pay per use, per license. Our paradigm has changed to "Sharing knowledge is power." Earlier it was all proprietary, now it is open source. In financial services, the pace of digital adoption has increased dramatically. Digital channel penetration and adoption has increased significantly. There is a phenomenal growth of user in Internet banking. Now, there is so much data that the problem is not availability of data but how do you analyze it meaningfully, and use it for arriving at right decisions.

As a part of digital transformation at SBI, we are also setting up financial superstore as well as e-commerce site where you will be getting offers from bank on purchases. Distributed ledgers and cryptocurrency are the new things. This is the pathway which banks are going to follow to realize their vision of digital bank. Benefits are immense. It is very cost effective. If we adopt it, the possibility of cost reduction is as high as 20 percent and it should help us in reducing frauds in the bank, and bring greater transparency, greater financial inclusiveness, superior customer satisfaction and un-congestion of branches. Indian consumers are now more digital than ever and that's where our future is.

SPEAKER

IN INDIA, THE GROWTH WILL BE LARGELY CONSUMPTION DRIVEN

Somya Kanti Ghosh
Group Chief Economic Advisor,
State Bank of India



The world has become more complex, giving room for more alternate positions. There is a lot of divergence among economists and there are examples when two economists have got a Nobel Prize for sharing two different ideas. The elections in USA have added to uncertainty in the global economy. Although the global economy is expected to grow by 3 percent in 2017, whether India will benefit from this growth still remains to be seen. In this backdrop, it is interesting to analyze the Union Budget:

Both budget and the economic survey clearly recognize India being a land of 1.2 billion people with a median age of around 26 years. Thus the growth in the coming days will be largely consumption-driven. Union budget has fully recognized the need to hedge the economy. Fiscal consolidation is of paramount importance for economy, and budget has not deviated from this long term goal. The total fiscal deficit this year is around 5.46 Lakh cores, which translates into 3.2 percent of GDP.

ON DEMONETIZATION

The new national income statistic has been accepted only with a word of caution and everyone including me is still to ascertain the full impact of demonetization. The domestic economy this year is expected to grow around 7 percent. The impact of demonetization is largely expected to be transitory according to RBI as well as GOI. However, it is little early to gauge the full impact of demonetization. The good thing is that all other macro indicators like inflation, interest rates, fiscal deficit looks under control and there is internal stability within economy.

ON IMPORTANCE OF FOCUSING ON AGRICULTURE

As you know this year the agriculture has recovered from two successive droughts and hence the policy focus has to continue with support to agriculture, failing which the consumption growth may actually die down. India is agriculture dependent country. 13 percent of the share of our economy is in agriculture sector. The agriculture sector for the second year has received specific focus in the budget. For example The Fasal Beema Yojna which is basically an insurance coverage has been increased from 30 to 50 percent which will go till FY 19.

The allocation has gone up by 240 percent. It has been implemented by 21 states during Kharif 2016. The sum insured has in fact doubled from around 70,000 Crores in 2015 to 1, 50,000 Crores in 2016. In India, today if you look at farm distribution, 85 percent of our farmers are actually small and marginal farmers. And over a period of last 47 years the farm size holding has got declined in India. The small and marginal farmers still play a big role in this economy. And that's why it is crucial to give them opportunities to cover risk at low premium rates.

ON OIL-PRICES

The Union budget has fully recognized the need to hedge the economy from the uncertainty around the commodity

prices specially that of crude oil. You know what havoc commodity prices can do to an economy so I believe it is always better when a country like India, which has 30 percents of Imports from crude, to hedge against that. So accordingly the budget has proposed to set a strategy to have crude oil reserves of around 15.3 million metric tons. Another measure to hedge against oil price risk is to create an integrated behemoth - a public sector Oil Major which will be able to match the performance of International and Domestic sector oil and gas companies. This is going to have a lot of impact on financial markets as well.

ON DIGITALIZATION

India is into massive digital transformation and government has unfolded a series of digital reforms - encouraging digital payments at petrol pumps and hospitals, services by IRCTC, proposal to launch biometric Aadhar payment system etc. The thrust to digital economy will give new opportunities in the service sector particularly for women. It has also proposed to enhance solar power sector. Emphasis to scale up solar power will continue. Innovation is new addition to radar. The allocation to scientific innovation has increased in budget.

ON BANKING

The Banking sector will also get thrust from digital economy. It will actually help banks to expand their digital footprint as well as to meet the additional 10 Lakh new POS terminals target by March 2017. In the last 3 months the banks, specifically the public sector banks, have been taking steps in installing new POS terminals. The budget also proposes to tax interests receivables on actual receipts instead of accrual basis in respect of NPA accounts of all scheduled co-operative banks.

Thus banks can now focus on value based banking rather than transactional banking. They can expand their bouquet of services. However, it is important that we constantly endeavor to create a credit absorption capacity rather than just enhancing the lending targets and therefore we must develop the infrastructure sector in rural areas.

ON GROWTH-CENTRICITY

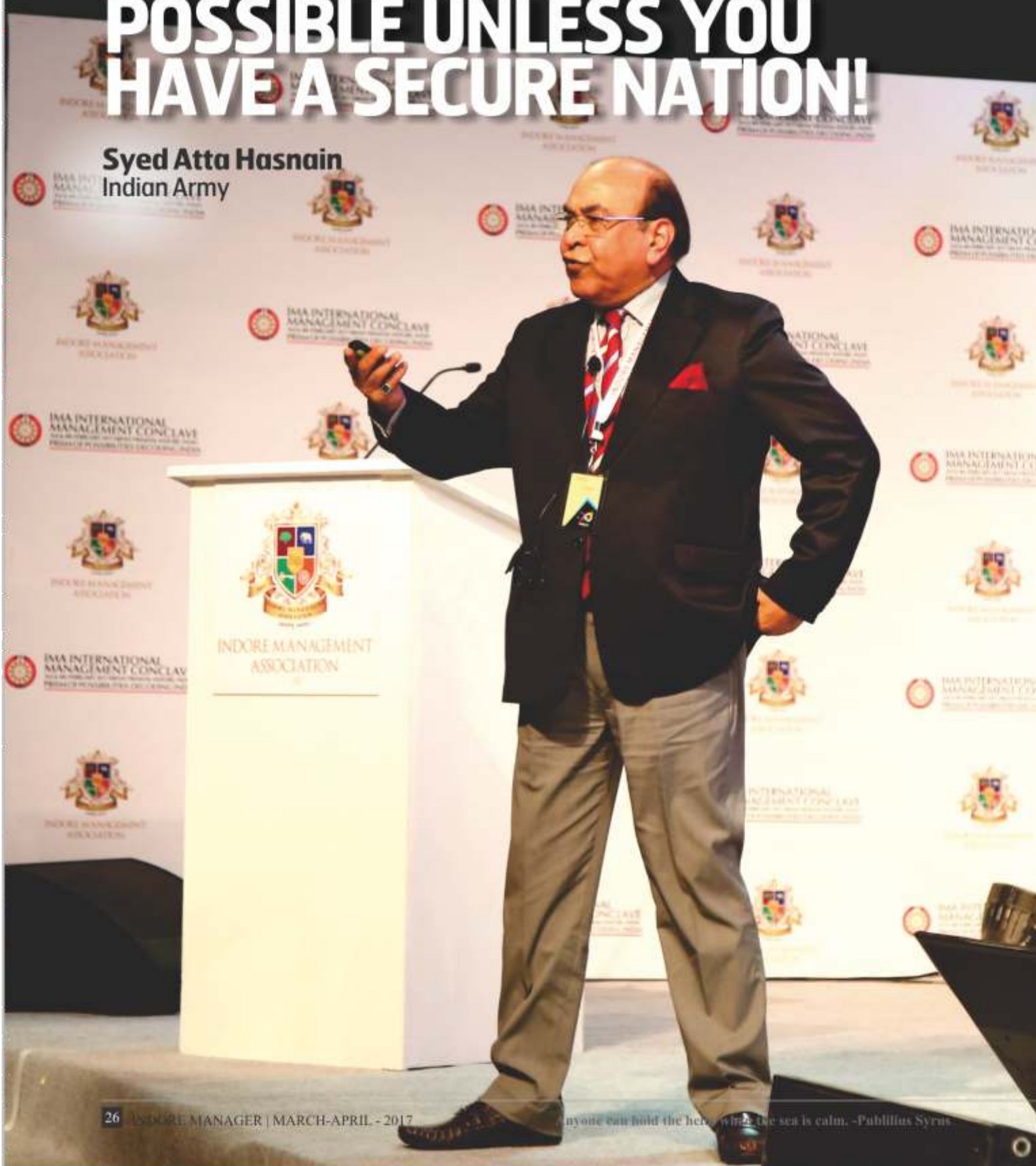
Abolition of FIPB is a welcome move. 90 percent of FDI comes from non FIPB sources. It will remove another operational hurdle in the movement of inward FDI. Around 50 billion of FDI is currently flowing in India which is much higher than 2 years back. On the other hand, affordable housing along with smart city project is expected to revive sluggishness in construction sector. This sector is most employment elastic. Once Construction sector picks up, there will be plenty of job opportunity.

For MSME sector the Government has reduced the taxes from 30 to 25 percent with a turnover of up to 50 Crores. These are actually 96 percent of MSME's who file returns. However, broadening the tax-base is very important. If tax rate is low there is always an incentive for better compliance. It will broaden the tax net and tax burden can be shared between salaried and non salaried persons.

SPEAKER

PROGRESS IS NOT POSSIBLE UNLESS YOU HAVE A SECURE NATION!

Syed Atta Hasnain
Indian Army



It is important to know about the world, and about one's nation

Very few people have knowledge about borders or about operations of army. It is because the general perception is that it is army's matter, but the fact is that it is a matter for all of us! So, correct your perception. It is important to keep reading about these matters, examine them intellectually and connect the dots. My intention is to give to you snippets of information and knowledge to fire up your imagination. This is what all education institutions must teach.

IT IS CRUCIAL TO LEARN ABOUT ENVIRONMENT

Business management has got a lot to do with strategy, and learning about environment. Same holds true in security matters. Last year, 106 soldiers died in Jammu & Kashmir. This year, 20 soldiers died due to avalanche. People ask why there are so many casualties in army! But though you must question the army, you shouldn't condemn it without understanding the environment it operates in, and that too without understanding the issues it faces, not only from enemies but from climate. Indian Army is very professional and deals with all sorts of challenges to save our lives.

STRONG NATION NEEDS CAPABILITIES BEYOND BORDER-SECURITY

How to make our nation strong and secure? First of all, as a society, we need to be internally resilient and stable. We need to score high on socio-economic parameters like life expectancy, education level and women empowerment - all these are essential for security of our country. We have to be intellectually proficient, technically skilled and creatively oriented.

Even in army, we have the concept of 'scholar warrior'! If an army person is not educated, he cannot be a good commander. It is similar to what happens in industry. When you are general manager and you say you are only very good in use of spanner then you are not a leader, you are just a manager. Same is with army. Unless an officer is well-read and has developed intellectual-faculties, he is not a complete officer. That is the concept of scholar warrior.

IT IS IMPORTANT TO KNOW ABOUT THE GEO-POLITICAL SCENARIO

Europe - France, Germany, Belgium and Spain - has been the center for a lot of things. Look at the amount of turbulence that has got created there due to terrorism. Think about the economic instability that has come in London after Brexit. The part of the world which was the most vibrant, where the industrial revolution was born, and which gave us the technology we are exploiting today, is in decline today. And it is issues like this that you must know and examine from time to time.

A lot is happening even elsewhere in the world! Turkey seems to be going back to Islamic extremism. Syria is getting affected by the radical Islam. The next centre of

gravity has shifted to Malaysia - area of Strait of Malacca because world's 70 percent freight & container traffic travels through it and China's 80 percent energy requirement gets fulfilled through it.

Many laymen ask why India is so interested in retaining Jammu and Kashmir! To understand the reason, one requires knowledge of strategic affairs. When ISIS will leave Iraq or Syria then where would it go? It would either go to Africa, Afghanistan or to Central Asia. And in Central Asia, China-Pakistan economic corridor is taking shape, which is going through POK. And that's why Jammu & Kashmir becomes so important to India.

People ask why Trump did not ban Pakistan. The reason is that Pakistan land is one of the most important strategic territories in the world. Pakistan is the only place in the world where five civilizations meet - Central Asia civilization, Chinese civilization, Indian civilization, Persian civilization and Arab civilization. And that's why the world has so much interest in it.

There are more reasons behind China's interest in Pakistan! China's biggest interest is 'energy' which it gets through the corresponding route. That's why China is now constructing China Pakistan economic corridor - from Continental route. Also for America, Karachi provides access to heart of Asia. If America wants Army in Afghanistan, then it has to use Karachi as a port. It has a strategic importance for the world, that's why India has to try harder to prove all the wrong that is going on in Pakistan.

IT IS IMPORTANT TO KNOW INDIA'S CHALLENGES IN DIPLOMATIC RELATIONS

Talking in terms of India, UAE also has a strategic importance. UAE, like India is a moderately Islamic country. And with the number of Indians working there, it will be a nightmare for us to bring back people from there if any turbulence takes place over there. In fact, for external security it is important to look at our international relations from the angle of Indian Diaspora. We get 35 billion annual remittances from them, so they are an important part of our economy.

India imports 75% of its energy requirement. So if we have to develop as a strong economy, we have to make sure our diplomatic relations are in a way that promotes hassle-free energy-flow and energy-trade. For that, freedom of ocean is extremely important. Moreover, if we will have TAPI pipeline, then India will have 25% of its gas requirement fulfilled. And because Pakistan has a stake in it so we have to stabilize our relationship with our neighbor.

In all, we have many external security concerns like violent extremism, radicalism, Jammu & Kashmir issues and red corridor problems. And the solutions are in the initiatives like creation of National defense University, revamping information operations and adopting multilateral approach in relations with big powers of the world. However, our biggest challenge comes from inside, and it is to stabilize our youth and make them skilled and employable.



PANEL DISCUSSION: STARTUPS, DECODING GROWTH ENGINE OF MODERN INDIA.

**Ms. Amruda Nair, Ms. Kanika Tekriwal,
Ms. Shreyasi Singh, Mr. Subramanian S. Kalpathi.**

IS STARTUP ONLY ABOUT A DREAM?

Kanika Tekriwal: Startups are built out of a dream, because that's how it all begins. You think of an idea that fascinates you. But from that, it changes into something much larger. When you are responsible for livelihood of so many people then it cannot just remain a dream, it becomes an obsession to give back to people who have trusted you and have aligned their dreams with yours.

Shreyasi Singh: There is an increasing glamorization of the startup world. However, we cannot forget that in India, it is still very tough to do business. So it is important to have aspirations and ambitions, but it is equally important to have commensurate skills. Otherwise it leads to disillusionment.

Amruda Nair: With rewards come responsibility, and I learnt very quickly that you are not an entrepreneur until you haven't had a sleepless night making payroll. So, I believe you always have to plan for the unexpected. So, one should always do a year worth of funding in the bank. It becomes even more important when you go out to raise fund. Because then it is important to understand the expectations of your investor.

Subramanian S. Kalpathi: Speaking specifically in reference to millennials, it is all about understanding the motivating factor. So, once you have a dream, it is important to build a culture of devotion and commitment. So, it is about productivity and performance.

HOW TO DECIDE WHICH IDEA TO GO AHEAD WITH?

Kanika Tekriwal: Very important question! When I started JetSetGo, I was working with seven other ideas. And it was the biggest mistake of my life, as after 1 ½ months, I realized that I was making a mess of it. So though it was hard to let go, I chose JetSetGo because I saw customer traction in it. There was more acceptance of that idea.

Amruda Nair: For me, it was more a part of my identity. As I am third generation of hoteliers, so I wanted to create an identity and still add value. So I used multiple platforms to test my ideas. And as I tested them, they got refined. And the best part is that people ask hardest questions only when you ask them to back your idea with money.

Shreyasi Singh: I think it has less do with an idea and more to do with the entrepreneurial instinct inside you. An entrepreneur is driven by creation something of his or her own. So, ideas change, industries change, but entrepreneurship is more a lifestyle-choice than anything else. Rather than one idea, it is about being in love with the idea of creating something.

Subramanian S. Kalpathi: I think that decision is an intrapersonal one. When a person is doing something for reasons that he doesn't identify with then it begins to fall apart inside. So that is a check that an entrepreneur has to have inside him. Only when an entrepreneur succeeds to pass through this test, he can become successful.

HOW TO SCALE UP?

Kanika Tekriwal: The prerequisite for doing that is to first be honest and value-additive to your current customers. Each happy customer refers five more customers, and each unhappy one will lead to twenty lesser customers. So secret sauce of scaling up is integrity towards those you serve.

Shreyasi Singh: I think unfortunately even many entrepreneurs are not trying to focus on scaling up and making a sound business. They seem to be interested in making quick buck for themselves. They are not trying to make an organization with longevity.

Amruda Nair: It is important to become as asset-light as possible. And it is important to not take people if you cannot take care of them. And transparency is also important, even with yourself! Once you have identified a skill that you don't have, you should try to acquire it or supplement it with experience.

Subramanian S. Kalpathi: A lot of entrepreneurs are creating markets that didn't exist before. So it is important to invest time and money in changing the consumer behavior. It is also important to keep a tab on costs. And one should have patience to experiment and continue doing so even with some initial failures.

WHICH IS THE BEST ADVICE YOU'VE GOT?

Kanika Tekriwal: Someone once told me what Gandhi said "First world laughs at you, ignores you, fights you, and then listens to you"! So stick to your dream.

Shreyasi Singh: My first boss gave me an advice "Naukri karo yaa nakhras karo! Dono ek saath nahin ho sakte"! So there is no shortcut.

Subramanian S. Kalpathi: I got this advice that for anything to succeed, it takes time, perseverance and patience. You have to fight that restlessness to find your footing.

Amruda Nair: A friend once told me that "Be prepared to fail; it is a part of entrepreneurial journey. And if you fail, give a pat on your back, and have a Plan B!"

CONCLAVE DAY - I

CONCLAVE DAY - I



CONCLAVE DAY - I



CONCLAVE DAY - I



CONCLAVE DAY - II

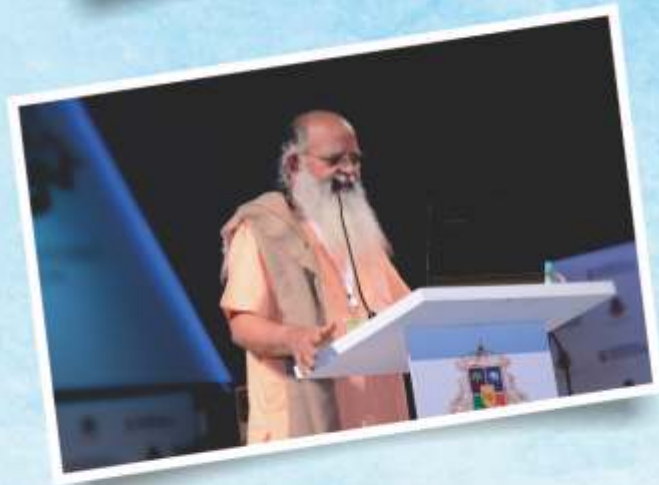


CONCLAVE DAY - II

CONCLAVE DAY - II



CONCLAVE DAY - II



The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant. -Max DePree

You manage things; you lead people. -Rear Admiral Grace Murray Hopper

WORDS FROM THE WISE



IMA INTERNATIONAL
MANAGEMENT CONCLAVE
3rd & 4th FEBRUARY 2017, ABHAY PRASHAL INDORE, INDIA
PRISM OF POSSIBILITIES: DECODING INDIA

“Many congratulations for the wonderfully organised conclave. The IMA appears to be & very well set up and comprehensively addressing all management issues. Keep up the good work. Best Wishes from AIMA.”

Mr. Sunil Kant Munjal

“Outstanding event. This is my third event with IMA and I am delighted to be here. IMA is great institution led by great leaders. All the Best.”

Mr. D. Shivakumar

“Honoured to be with you.”

Mohd. Maroof Raza

“Enjoyed the sessions. Very impressed with the excellent quality of speakers and equally with the way everything was organised. Congratulations to IMA!”

Mr. Kiran Karnik

“Great session. Well done: good speakers, very happy to be here”

Mr. T V Mohandas Pai

“Very happy to be here - All the Best”

Mr. A M Naik

“Pleasure to hear, Mr. Naik & Mr. Parekh. Very well organised event. Thanks to organizer for giving me an opportunity to address.”

Mr. Rajnish Kumar

“Very nice to be a part of the session. Great to interact with a young crowd always!”

Mr. Soumya Kanti Ghosh

“Great Organization”

Devdutt Pattanaik

“Love”

Swami Anubhavananda Saraswati

“Absolutely Fantastic”

Ms. Kanika Tekriwal

“Great Firm. Thank you for having me - I learned as well from being here!”

Ms. Shreyasi Singh

“Thank you for having me! Amazing event wonderfully well managed”

Ms. Amruda Nair

“A Scintillating experience. Loved the interaction - a truly learning experience!”

Mr. Sunil Alagh -

VOLUNTEERS EXPERIENCE

VOLUNTEERS EXPERIENCE

Participating in the 26th IMA International Management Conclave was a great learning experience. Attending live sessions and interacting with top business personnel provided a corporate and Industry exposure to students. From Authors to Banking stalwarts, from young entrepreneurs to Spiritual talks, every flavor of management was invariably decoded. Kudos to IMA for successfully organizing the event.

IRFAN ALI SEHOREWALA, PRESTIGE INSTITUTE OF MANAGEMENT & RESEARCH, INDORE

The choices we make defines the rest of our lives. And I am glad, that I chose IMA. My journey dates back to February 2016, when I volunteered for the 25th International Management Conclave. The experience was beyond words and that is what motivated me to join the conclave this year as well. I witnessed so many dignitaries, got enlightened by various corporate and above all got some really great friends for life. At IMA, my management skills got polished, with the perfect amalgamation of theoretical and practical cognizance. This has also strengthened my belief in humanity and taught me how to be a better team player. Thank you IMA for helping me as a calmer, composed, collective and collaborative person. Thank you IMA for giving such an amazing exposure. Thank you IMA for being a mentor, a guide and a companion. Thank you IMA for blessing me with some unforgettable moments that will be cherished forever.

PRAJAKTA MULEY, INSTITUTE OF MANAGEMENT STUDIES (IMS), DAVV, INDORE

As a management student it was a nice experience to be a part of IMA. I had worked for a month as a student volunteer and was responsible for coordination and data base management which gave me immense exposure to learn the working in corporate world. Attending IMA IMC 2017 was an excellent opportunity to learn from Management Guru's.

PIYUSH SAXENA, PRESTIGE INSTITUTE OF MANAGEMENT & RESEARCH, INDORE

Being part of this event was a great experience and a wonderful platform to learn. Listening to the words of wisdom of speakers was a great opportunity to gather knowledge. Also writing articles and press releases for conclave helped me improve my skills and motivated me.

SHAVY PATANGIYA, INTERNATIONAL INSTITUTE OF PROFESSIONAL STUDIES, INDORE

In my two years of journey with IMA, I have been blessed with multiple experiences of crisis management and event planning that gave a boost to my learning abilities. Having worked in Hospitality team in 2016, and in venue team in 2017, I got an opportunity to closely observe all the activities of various departments and got an edge over others in terms of Leadership, team building and communication skills. Not to mention, the my networking skills also got better and in turn my confidence was enhanced. Thank you IMA for being such a wonderful part of my life.

GOURAV MAHESHWARI, INSTITUTE OF MANAGEMENT STUDIES (IMS), DAVV, INDORE

CONCLAVE COMMITTEE MEETINGS & VOLUNTEERS TRAINING

CONCLAVE COMMITTEE MEETINGS & VOLUNTEERS TRAINING



PRESS MEDIA COVERAGE OF 26TH IMA CONCLAVE

इंदौर मनेजमेंट एसोसिएशन का 26वां इंटरनेशनल मनेजमेंट कॉन्क्लेव टेक्नोलॉजी ने किया मिडिल मैन को रिप्लेस

इंदौर, 14 मार्च। इंदौर मनेजमेंट एसोसिएशन (इमा) का 26वां इंटरनेशनल मनेजमेंट कॉन्क्लेव 14-15 मार्च को इंदौर में आयोजित हुआ। इस अवसर पर 'मिडिल मैन को रिप्लेस' थीम पर चर्चा हुई।

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डिवोशन-पैशन के कॉम्बिनेशन से जीत लो दुनिया

इंदौर मनेजमेंट एसोसिएशन के वरिष्ठों का दृढ़ विश्वास है कि डिवोशन और पैशन का कॉम्बिनेशन ही जीत की कुंजी है।

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स्वयं को डिकोड करें, सफल के रास्ते अपने आप खुलेंगे

आइएमए मनेजमेंट कॉन्क्लेव: प्रिज्म ऑफ पॉसिबिलिटीज डिजाइनिंग इंडिया

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प्रिज्म ऑफ पॉसिबिलिटी से दूरदंगे बेहतर भविष्य की संभावनाएं

आइएमए का 26वां इंटरनेशनल मनेजमेंट कॉन्क्लेव आज से

प्रिज्म ऑफ पॉसिबिलिटी से दूरदंगे बेहतर भविष्य की संभावनाएं।

आइएमए का 26वां इंटरनेशनल मनेजमेंट कॉन्क्लेव आज से

आइएमए इंदौर का आयोजन - प्रिज्म ऑफ पॉसिबिलिटीज, डिजाइनिंग इंडिया

प्रिज्म ऑफ पॉसिबिलिटीज डिजाइनिंग इंडिया का आयोजन आइएमए इंदौर द्वारा किया गया है।

प्रिज्म ऑफ पॉसिबिलिटीज डिजाइनिंग इंडिया का आयोजन आइएमए इंदौर द्वारा किया गया है।

इन्वोवेशन से ही हासिल की जा सकती हैं कामयाबी

बिजनेसमैन सुनीलकांत मुंजाल ने यह बात सिटी भास्कर से कही

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आइएमए की 26वीं इंटरनेशनल मनेजमेंट कॉन्क्लेव शुरू, हम समझना होगा देश की प्रवृत्ति

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EMINENT SPEAKERS TO SHARE IDEAS ON LEADERSHIP AND MANAGEMENT

OUR STAFF REPORTER INDORE

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OUR STAFF REPORTER INDORE

जिंदगी में शामिल करें थोड़ी सी जिंदगी

डिजिटल वैकिंग के बदलाव के साथ जीवन जीने की कला सिखाए मनेजमेंट जुर

जिंदगी में शामिल करें थोड़ी सी जिंदगी।

डिजिटल वैकिंग के बदलाव के साथ जीवन जीने की कला सिखाए मनेजमेंट जुर

सिटी एक्टर

साइबर और कल्चरल कंसट्रेंट डॉ. देवदत्त पटनायक ने बात सिटी भास्कर से रनिवार को कही

सिटी एक्टर।

साइबर और कल्चरल कंसट्रेंट डॉ. देवदत्त पटनायक ने बात सिटी भास्कर से रनिवार को कही

व्यवधान ही हमेशा बनाता है नया बाजार

आइएमए के 26वीं कॉन्क्लेव की गुंजाहूर, पहले दिन छात्राध्यक्ष ने नवियुवा संभावना पर की वार्ता

व्यवधान ही हमेशा बनाता है नया बाजार।

आइएमए के 26वीं कॉन्क्लेव की गुंजाहूर, पहले दिन छात्राध्यक्ष ने नवियुवा संभावना पर की वार्ता

Limitless possibilities in country for youth

IMA's 26th International Management Conclave

Limitless possibilities in country for youth.

IMA's 26th International Management Conclave

IMA ACTIVITIES



IMA Centre of Excellence (COE):
Indore Management Association organized Centre of Excellence (COE), an evening talk on the topic Exploring leadership on Tuesday, January 3, 2017 at IMA Meeting Room Indore. Moderator of this session was Mr. Sant Saran Mantri (Income Tax - Commissioner) of Indore.

IMA Reader's Clique:
IMA Reader's Clique on the book "Management Learning's From Chanakya". The program was organized on Saturday, January 7, 2017 at Hotel Sayaji, Indore. The Narrator for the session was Dr. Pawan Kumar Singh, Professor IIM, Indore.



IMA-Kores CSR Initiative:
IMA had organized program with Kores India CSR Initiative "Handing Over Ceremony of Garbage Compactor Truck" to Indore Municipal Corporation as a part of CSR Activity towards Swachh Bharat Abhiyan on January 10, 2017 at IMA Meeting Room. Chief Guest for this program was Ms. Malini Gaur (Honorable Mayor of Indore) along with esteemed presence of and Mr. Manish Singh (IAS) Commissioner Indore Municipal Corporation (IMC).



IMA Management Film Show :
IMA organized a Film Show, based on the movie "ICE AGE" for management professionals and students. The program was organized on Wednesday, January 11, 2017 at IMA Meeting Room, Jall Auditorium, Indore. Moderator for the Session was Er. Rakesh Jain, Outdoor India



Curtain Raiser of 26th IMA International Management Conclave 2017
IMA Organized Curtain Raiser of 26th IMA International Management Conclave 2017 & A Rendezvous - An Exclusive CEOs Meet with Mr. Sunil Alagh, He is currently is the Founder and Chairman of SKA Advisors- and Former MD & CEO Britannia Industries, on Tuesday 24th January at Raddison Blu Hotel, Indore.



Evolution for Excellence workshop:
Indore Management Association (IMA) had organized its Evolution for Excellence, a one-day workshop for the corporate people on Thursday, 12th January, 2017 at Best Western Hotel South Tukoganj, Indore.. The module for the workshop was: "Storytelling in Business: How to Motivate, Inform & Inspire" and Speaker for the session was Mr. Deepak Mulchandani, Corporate Trainer.



IMA In-House Training Workshop 2017:
Indore Management Association organized Training @ Doorstep on the topic "Team Building", January 27th & 28th 2017 at John Deere, Dewas. The Facilitator for the session was Mr. Shashank Kasliwal.

IMA Centre of Excellence (COE):
IMA organized Centre of Excellence (COE), an evening session on the topic Real vs. Virtual World on Friday, February 10, 2017 at IMA Meeting Room, Indore. Moderator of the session was Mr. Abhishek Nandedkar, Director Raymond Shop.



IMA Readers Clique:
IMA organized Readers Clique on the book The Rise and Fall of Nations written by Mr. Ruchir Sharma on Thursday, February 16, 2017 at IMA Meeting Room. Book was narrated by Mr. B P Inani, Director Swan Finance.

IMA Management Film Show:
IIMA organized a Management Film Show on "Kung Fu Panda" for management professionals and students. The program was organized on Thursday, February 23, 2017 at IMA Meeting Room, Jall Auditorium, Indore. Moderator for the session was Ms. Yogeshwari Phatak, Director Prestige Institute of Management & Research. Ms. Yogeshwari Phatak during Management Film Show. Management & Research.



IMA Training@Doorstep at IPCA Laboratories
Indore Management Association organized its Training@Doorstep workshop, a one day workshop on Personality Development for Frontline Executives on 23, February 2017 at Pithampur. The Facilitator for the session was Ms. Claudia Joshi, Corporate Trainer at IPCA Laboratories.

IMA HR Forum Meeting
IMA organized HR-Forum Meeting on HR Case Studies on Employee Engagement for Manufacturing Excellence - A Case Study on implementation of Human Error Root Cause Analysis (HERCA) & VGAS Employees Engagement Survey on Tuesday, February 28, 2017, from at IMA Meeting Room. The Facilitator for the session was Mr. Sudeep Kumar Dev, General Manager HR & Admin, VECV.



IMA STUDENT CHAPTER

OF MANAGEMENT & RESEARCH



IMA Student Chapter at Prestige Institute of Management & Research UG Campus.
IMA Student Chapter had organized Management Film Show on Movie - The Devil Wears Prada at Prestige Institute of Management & Research UG Campus, Indore on January 9, 2017. Moderator for the session was Mr. Subodh Shrivastava (Manager Core HR) at Diaspark Infotech, Indore.

IMA Student Chapter at Prestige Institute of Management & Research (PG Campus).

IMA Student Chapter had organized Centre of Excellence on Thursday, January 19, 2017 at Prestige Institute of Management & Research (PG Campus), Near Bombay Hospital, Indore, on the topic "T - Transformation" and the speaker for the session was Dr. Vikrant Singh Tomar (National Trainer).



IMA Student Chapter at International Institute of Professional Studies (IIPS), DAVV Takshila Campus.
IMA Student Chapter had organized CEO Talk on Friday, 20th January 2017 at International Institute of Professional Studies (IIPS), DAVV Takshila Campus, Indore. On the topic "Developing Outlook of Global Marketing for Students" and the speaker for the talk was Mr. N.Mohan Global Business Head Leather Products & Garments at Tata International).

IMA STUDENT CHAPTER CEO Talk @ Prestige Institute of Management & Research (PG Campus), Indore:
IMA Organized Student Chapter CEO Talk@ Prestige Institute of Management & Research (PG Campus), Indore Campus on topic "Strategy for Marketing your Product" on Tuesday, 24 January 2017. Speaker for the Session was Mr. Sunil Alagh (Former MD& CEO Britannia Industries)



IMA Student Chapter @ International Institute of Professional Studies, Indore.
IMA Student Chapter had organized CEO Talk on Wednesday, 22nd February 2017 at International Institute of Professional Studies, DAVV Takshila Campus, Indore. On the topic "How to be a Star in Corporate World" and the Speaker for the talk was Mr. Aseem Shrivastava, Former MD of Kirloskar Ebra Pumps Ltd, Pune.



IMA Student Chapter Session at IBMR, IPS Academy, Indore.
IMA Student Chapter had organized Management Film Show on - Band Baaja Baaraat at IBMR, IPS Academy, Knowledge Village, AB Road, Rajendra Nagar, Indore. Moderator for the film show was Mr. Ankit Sharma from Swan Finance Ltd.



IMA Student Chapter Session at Prestige Institute of Management & Research:
IMA Student Chapter had organized Reader's Clique- Book Discussion on "The Rise and Fall of Nations" Book by Ruchir Sharma, on Monday, February 27, 2017, at Prestige Institute of Management & Research UG Campus. Narrator for the program was CA .B.P.Inani , Director Swan Finance.



IMA Student Chapter at Shri Vaishnav Vidyapeeth Vishwavidyalaya:
IMA Student Chapter had organized Management Film show on - 3 Idiots at Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore ON February 28, 2017. Moderator for the film show was Mr. Shashank Kasliwal, Director- Emotional Intelligence Inc.



IMA EVENING MEMBERSHIP PROGRAMS (APRIL - JUNE 2017)

LEARNINGS FROM LIFE OF LEGEND

Legend	Scheduled Date
Late Dr. A. P. J. Abdul Kalam	Friday, April 07, 2017
Lord Krishna	Wednesday, May 03, 2017
Alexander the Great	Friday, June 02, 2017

MIND YOUR LANGUAGE

Topic	Scheduled Date
Common errors in language usage	Friday, April 21, 2017
Techniques of language enhancement	Friday, May 26, 2017
Communication strengthens	Friday, June 23, 2017

READERS CLIQUE

Book of the month	Scheduled Date
Re-imagine! - Tom Peters	Wednesday, April 12, 2017
Who Moved My Interest Rate - Duvvuri Subbarao	Thursday, May 11, 2017
The Fountainhead - Ayn Rand	Thursday, June 08, 2017

HR FORUM MEETING

Topic of the month	Scheduled Date
Redefining talent acquisition	Wednesday, April 26, 2017
Moving beyond hierarchy	Friday, May 19, 2017
Culture of engagement	Wednesday, June 14, 2017

For details, contact :

Ms. Suman Agrawal - Business Executive | M + 91 888 999 6136 | E : ima@imaindore.com



IMA INTERNATIONAL
MANAGEMENT CONCLAVE
3rd & 4th FEBRUARY 2017 ABHAY PRASHAL INDORE, INDIA
PRISM OF POSSIBILITIES: DECODING INDIA



INDORE
MANAGEMENT
ASSOCIATION

FEEDBACK FORM

Name: _____ Cell No.: _____ Email: _____

REGISTERED AS:

Sponsors Corporate Delegate Club House Student Delegate

YOUR FEEDBACK ON:

	EXCELLENT	GOOD	AVERAGE	POOR
QUALITY OF SPEAKERS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AMBIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CONDUCTION OF SESSION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PUNCTUALITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FOOD QUALITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CONTENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS:

AWARDEES

PAST LIFETIME OUTSTANDING ACHIEVEMENT AWARDEES

2017 ↓		2016 ↓		2015 ↓		2015 ↓	
	IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. A.M. NAIK GROUP EXECUTIVE CHAIRMAN, LARSEN & TOUBRO LIMITED		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. DEEPAK PAREKH CHAIRMAN, HOUSING DEVELOPMENT FINANCE CORPORATION		IMA LIFETIME OUTSTANDING INNOVATION AWARD DR. RADHAKRISHNAN FORMER CHAIRMAN, ISRO		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD DR. RAHUL BAJAJ CHAIRMAN, BAJAJ AUTO
2014 ↓		2014 ↓		2013 ↓		2013 ↓	
	IMA LIFETIME GLOBAL EXCELLENCE AWARD DR. RAM CHARAN BUSINESS ADVISOR, AUTHOR AND SPEAKER		IMA LIFETIME EXCELLENCE AWARD THE LEGEND MR. AMITABH BACHCHAN ACTOR AND POET		IMA NATIONAL BUSINESS ICON AWARD MR. KUMAR MANGALAM BIRLA CHAIRMAN, ADITYA BIRLA GROUP		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. NARAYANA MURTHY INFOSYS
2011 ↓		2009 ↓		2009 ↓		2007 ↓	
	IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. SUBODH BHARGAVA TATA COMMUNICATION LTD.		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. RATAN TATA TATA SONS		IMA LIFETIME GLOBAL LEADERSHIP AWARD DR. SAM PITRODA EX. ADVISOR TO THE PM OF INDIA		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD DR. R.A. MASHELKAR CSIR
2006 ↓		2004 ↓		2003 ↓		2002 ↓	
	IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD DR. E. SHREEDHARAN DELHI METRO RAIL PROJECT		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MS. SIMONE N. TATA TRENT LIMITED		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. M.V. SUBBIAH MURUGAPPA GROUP		IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. S. RAMADORAI TCS
2001 ↓							
	IMA LIFETIME OUTSTANDING ACHIEVEMENT AWARD MR. S.M. DATTA HINDUSTAN UNILVER LTD.						

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