

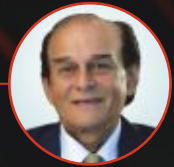
The legacy continues....

2 Days | 21 Speakers | Infinite Wisdom

February 17th and 18th, 2023 | **Brilliant Convention Center, Indore**



Mahātria Rā
Spiritualist, Thought Leader,
Bestselling Author,
Diviner of Infnitheism



Harsh Mariwala
Chairman,
Marico Ltd.

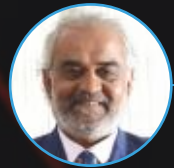


Anand Sen
Managing Director,
TATA International
Ltd.



Madhukar B. Parekh
Chairman, Pidilite Industries Ltd.

**IMA Lifetime Outstanding
Achievement Award 2023**



Padma Shri Savji Dholakia
Founder & Chairman,
Hare Krishna Exports Pvt.
Ltd.



Dr Pujya Gnanvatsal Swami
Life Coach & Eminent
Speaker, BAPS
Swaminarayan Sanstha



Nilesh Shah
MD, Kotak Mahindra
Asset Management Co.
Ltd.



Shreegopal Kabra
MD & Group
President,
RR Global



Lt. General (Dr.) Rajesh Pant
Cyber Security
Expert, PMO,
Government of India



Nikhil Malhotra
Chief Innovation
Officer, Tech
Mahindra Ltd.



Gunjan Shah
MD & CEO, Bata India
Ltd.



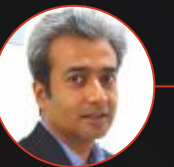
Usha Barwale Zehr
Executive Director
Grow Indigo Pvt. Ltd.



Richa Anirudh
Author, Host
& Producer



Sanjay Agarwal
Founder, AU Small
Finance Bank



Anubrata Biswas
MD & CEO, Airtel
Payments Bank



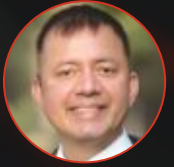
Sanjay K Jain
MD, T. T. Ltd. & Author:
A Pinch of Salt: In the
Recipe Called Life



M. P. Vijay Kumar
CFO, Sify
Technologies



Sunil Rohokale
CEO & MD,
Ask Investment
Managers Ltd.



Dr. Himanshu Rai
Director of IIM Indore



Dr. Satya Gupta
Founder & CEO, EPIC
Foundation;
President VLSI



Simerjeet Singh
Motivational &
Keynote Speaker



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**IMA 30th International
Management Conclave 2023**



IMA INTERNATIONAL
MANAGEMENT CONCLAVE, 2023
17 & 18 FEBRUARY 2023, BRILLIANT CONVENTION CENTRE, INDORE
REINVENT, EVOLVE & LEAD



**Reinvent
Evolve
Lead**

President's Message



I am happy to welcome such a great audience from different industries, institutions, individual professionals, and students who listened to icons of the industry. They represent the core of Indian ethos that is - move like a river for innovations and stand like a rock for values and principles.

I am a part of many organizations but IMA is so special. This organization is where all EC members own and work like the president. So we have 20 presidents. Isn't that wonderful and unique?

IMA conducts various programs throughout the year as per the industry's needs and for budding young professionals. The annual international management conclave is the culmination.

The recently concluded 30th IMA conclave was attended by over 2000 passionate business leaders and future business managers in person and a few thousand virtually. 21 business leaders, professionals, and spiritual gurus shared their thoughts on the conclave theme "Reinvent, Evolve, and Lead".

On behalf of the IMA, I want to thank you and all our sponsors, patrons, and participants for their support and engagement. Thank you does not capture the efforts of my EC, organizing committee, and our dedicated secretariat team.

There is much more coming, a series of events like the Women conclave, Rendezvous, CEO meet, and the conclave 2024. So get ready for an exciting and learning year ahead.

The 30th IMA International Management Conclave was a testimony to our commitment to nation-building through business excellence and integrity. The guiding discourses from Shri Savji Bhai, Mahatria Ra, and Dr. Pujya Gnanvatsal Swami ji still reverberate and the learnings will be with us for a lifetime. I am especially in awe of our lifetime achievement awardee Shri Madhukar Parikh and this is not just for the resounding success of Pidilite but also for his simplicity. His attire, conversation, and the ease in his aura speak a lot of his stature.

As we forge ahead, let us carry forward the spirit of reinvention, evolution, and leadership. Let us be guided by the knowledge, robust and game-changing ideas, and inspiration from this extraordinary conclave.

Akhilesh Rathi
Managing Director,
Savitt Universal Ltd. Indore

Editorial Message

We, at Indore Management Association, believe that our raison d'être is to foster ideation, deliberation and dissemination of ideas that can add significant value to management fraternity. In this endeavor, through our flagship event – the International Management Conclave – we bring distinguished managers, leaders, entrepreneurs, academicians and thinkers to native management fraternity for sharing best 'concepts & practices' relevant to a theme that matters. It gives an opportunity to scholars and practitioners for taking a leaf out of these achievers' book and apply the learnings to their domains and pursuits.

This year's theme was "Reinvent, Evolve and Lead". In tune with the legacy of three decades, this year we had some of the most well-known names gracing the occasion and discussing the ideas in their own inimitable styles and individual fervor. This issue of Indore Manager presents to you the abridged versions of their speeches. We hope that the words of these stalwarts will make a difference to the course of your life and work. And if that happens, we at Indore Management Association will feel satisfaction in the fact that we are justifying our raison d'être.

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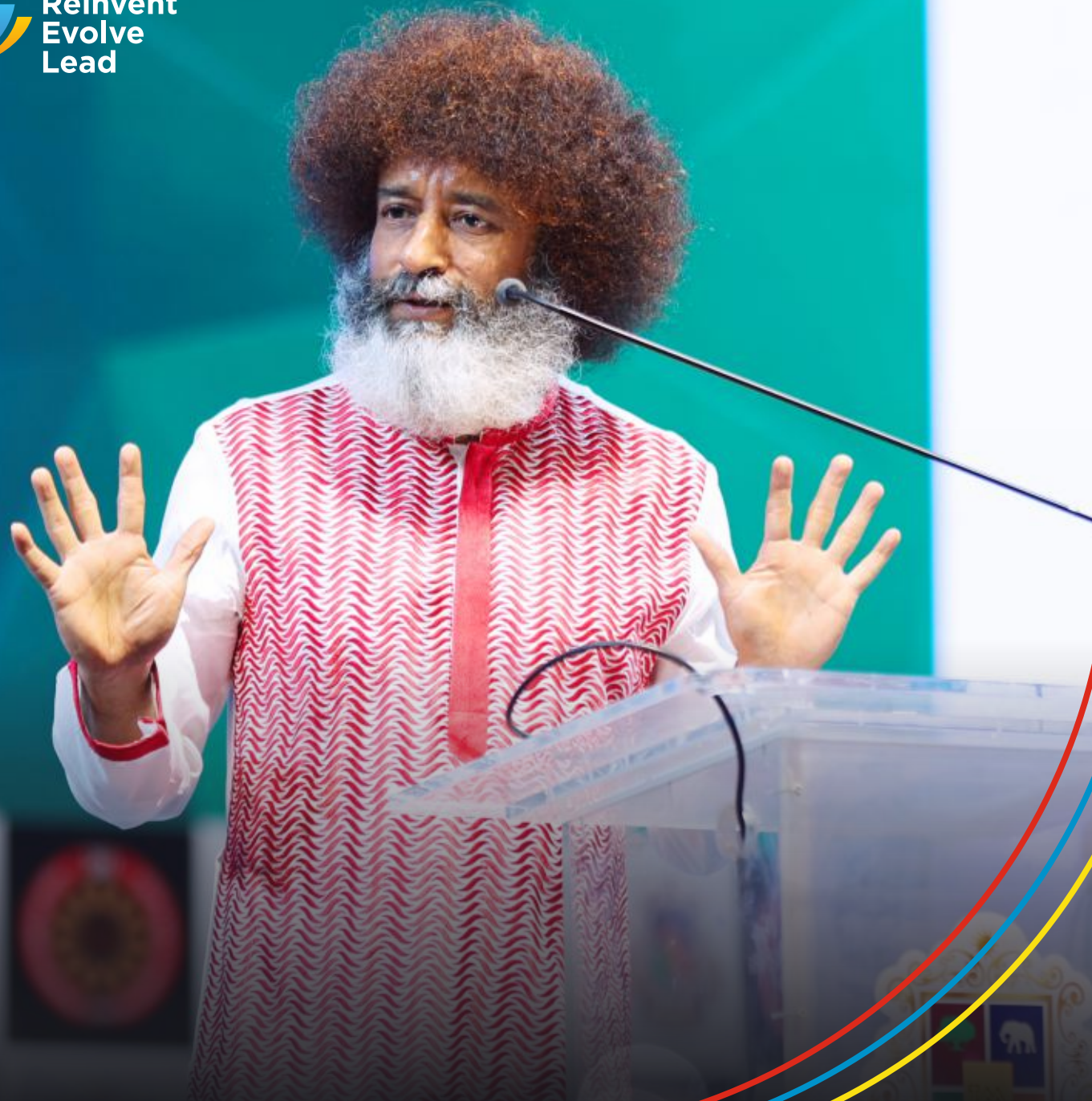
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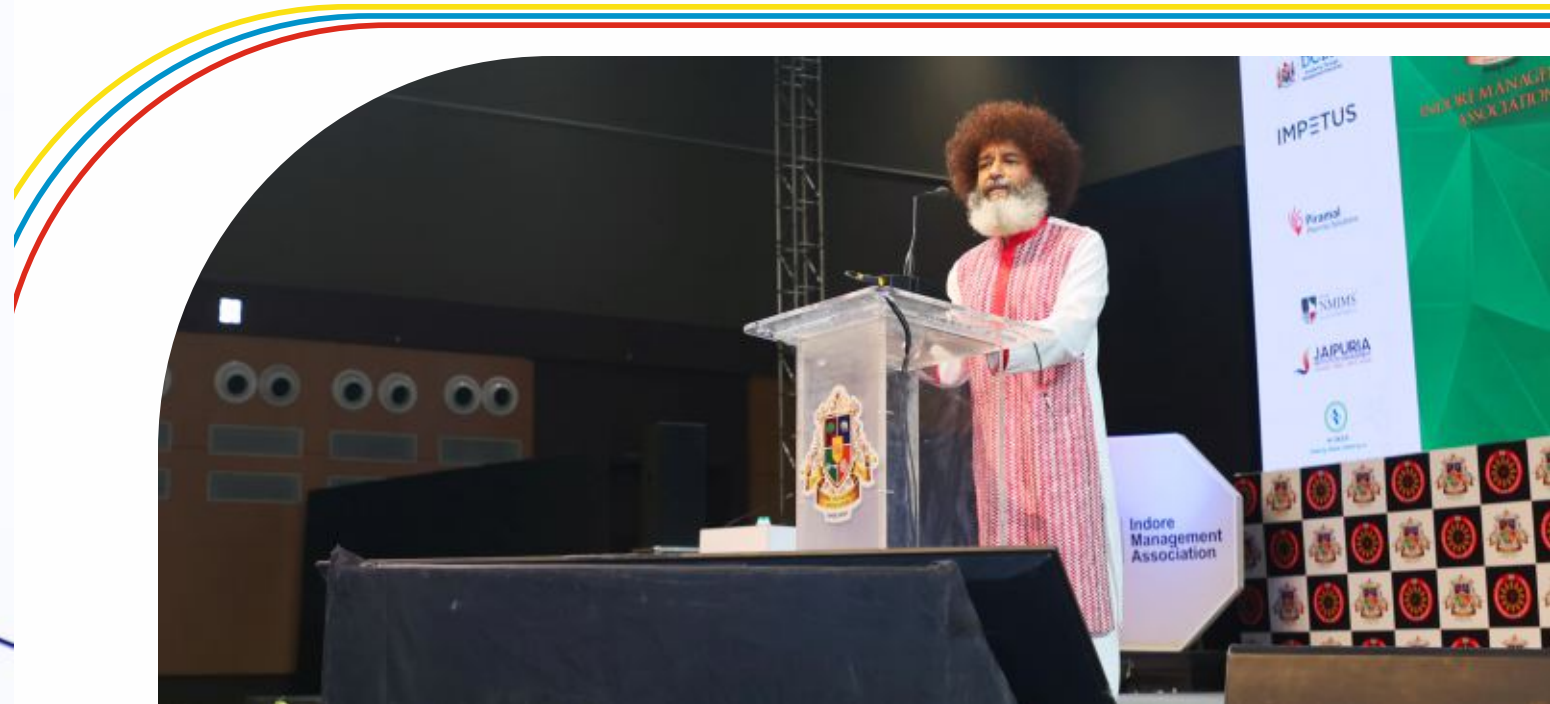
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Mahātria Rā

Spiritualist, Thought Leader,
Bestselling Author,
Diviner of Infnitheim

His presence in the IMA conclave was enough to drench everyone in divine spirituality. He began his talk praising cleanliness of the Indore city & persuaded everyone to remain clean from mind, heart & soul as well.



The best expression of love to your loved ones is staying healthy & fit

70% of people take the resolution to take care of their health, but the truth is they haven't sustained it for a longer period of time. Whatever we do, our generation will follow the suit. Taking care of our own health makes the lives of our loved ones easy & if we don't take care of our health, they are going to suffer more than us. Good people should live a long life. Spend one hour a day on your health.

Need to Reinvent Relationships

A phenomenal shift has happened to human relations in the last 20 years. Human behavior is witnessing a phase where the basis of relationship has gone from emotions to information. The separation of emotion and information has been the most significant change in the last two decades. Relations into which you invest time and communication will always grow. Reinventing yourself means renewing your perceptions about each other. When you don't, you grow apart.

Spirituality means to cleanse inside

One blemish outside our body bothers us so much. But what about all the blemishes inside that we don't bother about? How can we expect Divinity to transcend into us

when there's so much dirt inside us. Spirituality is not chantings of mantras, it is the bottomness of being clean inside. Ask yourself everyday - How can I become a better human? Am I becoming a more beautiful person from the inside every day for the rest of my life? Spirituality is all about how much we implement cleanliness inside.

Everything that comes out of a human, stinks. the only thing that can be sweet are your words.

People use bad words. Youngsters are enthralled when bad words are spoken amongst them. Don't become Duryodhan who speaks ill everywhere & to everyone. Transformation is possible if you can reduce the percentage of Duryodhana in yourself. Resolute that you will not speak bad about anyone & you will see things effortlessly falling in place & you rising everywhere.

Leaders leave Legacy

People do not follow leaders, they follow followers. Create culture, traditions, and systems to produce leaders who will leave a legacy for the rest of the world to follow. True leaders are always ready to change. Time and resources of this planet are wasted on people who resist change. Right Man, Right Role Models will always create the Right world.



Madhukar B. Parekh

Chairman of Pidilite

Was recently honored with the Lifetime Achievement Award. In his acceptance speech, he shared valuable insights into the world of business and branding.



One of the key aspects he emphasized was the importance of having a long-term vision for your brand. It's not just about short-term gains, but about building a sustainable and successful brand that will last for years to come.

He also stressed the idea of innovation and seizing untapped market opportunities, likening it to how a seed determines the growth and form of a tree. To truly stand out in the market, businesses need to be creative and take risks.

Field marketing was a concept that was ground-breaking for Pidilite before it became a widely adopted practice. This highlights the importance of being ahead of the curve and staying ahead of the competition.

Successful branding relies heavily on the key factor of creativity. Businesses need to be able to differentiate themselves and establish a distinct position in the market to ensure their longevity.

Furthermore, MB Parekh emphasized the importance of trust in business, regardless of age, wealth, or social status. It's also crucial to invest in research and development, branding, and human capital to secure a prosperous future.

Adaptability and a willingness to learn and grow are also important traits to cultivate in business. While it's acceptable to learn from others, imitation is not a viable option. Businesses need to preserve their values, culture, and methodologies to avoid potential downfall.

Finally, MB Parekh stressed the importance of intellectual humility in keeping businesses evolving. Always be fair and transparent in dealings with everyone, from employees to customers to vendors. It's important to show gratitude and build trust consistently. These values are at the heart of many successful business stories.



Mr. Harsh C. Mariwala

Chairman Marico & Kaya Ltd.

Mr. Mariwala, has diversified his business from traditional unbranded into FMCG branded sustainable in terms of profit and top line developing through talent culture and governance for the organization.



Right to win

In the exploratory journey of building the organization, Mr. Mariwala travelled vastly to understand the market opportunities, retail and distribution network. Lack of infrastructure made him limit to distributors in smaller markets which helped him understand the insights of the market which resulted in understanding depths of advertisements which connects to consumers.

Being innovative helped him procure nearly 50% of marketshare. Being an FMCG company, it is important to identify uniqueness and pioneer in innovation as a constant process and create high competition in the market in any field, be it packaging, product, team etc. Being a first mover makes you a market leader with better financials, not only in pricing and profits but in the complete cost structure affecting the economy scale. Parachute has made wonders by packaging from Tin to Plastic.

Saffola has been positioned as a product good for the heart with a different packaging. Failures should be a process of learning. For e.g. Saffola failed in launching baked snacks in Mumbai because health was given emphasis rather than taste. Later, when Oats were introduced, they pioneered with Masala Oats.

As quoted by Mr. Mariwala, organisation culture should be developed to make innovation as a perpetual process. Openness for growth starts from top and goes down to the bottom—most tier with a right framework. He has worked on flat organisation structure with younger workforce on responsible jobs with quality. Assurance of being okay to fail is important for sustainable innovations, showing trust at all levels and keep

openness in presentations and discussions supported by market research and experiment. He further added, launching new growth paths works as oxygen for an organization, for example in late 90's, there was a threat of being vanished by Hindustan Lever. They had power to spend, better distribution network, we evaluated our business and the surety of knowing our business. We worked on emotional advertising, steps were taken for moral field force, innovations in distribution network lead us where Hindustan Lever got disinterested in the product and their brand was for sale. This was the time we acquired the company. They had a strong presence in Eastern India and today we have 50% marketshare in India and 80% of marketshare in Bangladesh. This not only worked as motivational force for the team, but they also understood the importance of taking risk. Combination of pursuing Organic and Inorganic business is a key and we should know the reasons of growth of the organization.

Governance

Organizations' need to be proactive and it is one of the key responsibilities of the entrepreneur. The structure of an organization should be done in a right manner, avoiding shortcuts. Developing the right culture is a key task for all stakeholders.

One should take care of all stakeholders, be it the team, promoters, shareholders, investors and others.

Loyalty should be awarded but not at the cost of the organization. A weak performer demotivates other team members and the risk is higher at top managerial levels, don't be harsh give them time and financial support but not at the cost of organization structure.



Anand Sen

The Managing Director of Tata International Ltd.

He recently delivered a speech at the IMA Management Conclave. He started his speech by acknowledging the speakers who had already spoken and shared their life journey, making his speech shorter. He expressed his thoughts on the India story, where things are growing, but we don't seem to be reaching the pinnacle of success.



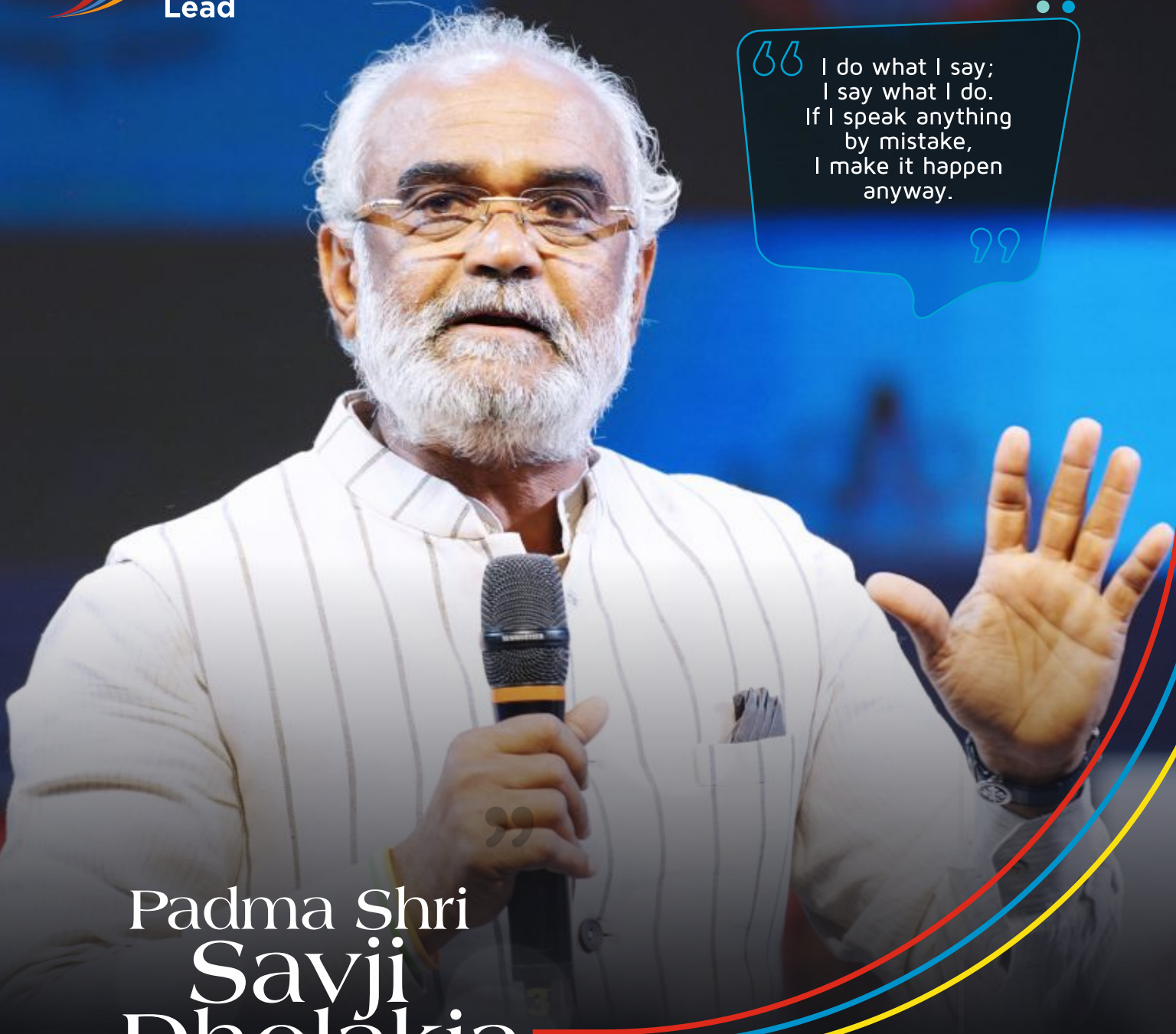
Mr. Sen highlighted that we all are responsible for our growth and that the world is waiting for us to take the lead. He emphasized the need for leadership and how we need to take actions to achieve our goals. He cited examples from various industries, such as Indian food, which is rising in quality, but it's still not the best to stand with the best. He urged people to focus on building their brand and increase productivity to break traditional supply chains.

Mr. Sen stressed the need for reinvention and identifying the earth of new skills where there is a huge shortage. He urged people to work on themselves and aspire for a global market share. He suggested that companies should have a target supply chain and customer respect and focus on developing sustainable practices. Mr. Sen emphasized the need for collaboration and building a strong network of support. He talked about the ability to let go and allow more deserving

people to take over and share responsibilities. He suggested that we need to change the rear-view vision and focus on the future by developing forecast and foresight.

Mr. Sen shared some points that would help people be successful, such as setting high aspirations, building networks, upgrading machines and techniques, focusing on building the brand, and having a sensible aspiration to maintain high standards and quality. He also stressed the importance of being a good corporate citizen and being customer-centric.

In conclusion, Mr. Anand Sen's speech highlighted the need for leadership and taking action to achieve success. He emphasized the importance of collaboration, reinvention, and the ability to forecast and develop foresight. He also urged people to focus on building their brand and being customer-centric while maintaining high standards and quality.



“ I do what I say;
I say what I do.
If I speak anything
by mistake,
I make it happen
anyway.”

Padma Shri Savji Dholakia

Founder & Chaiman,
Hare Krishna Export Pvt. Ltd.

A Dimond Tycoon and a Gem of a Person, Padma Shri Savji Dholakia, It was an honour having him at the 30th IMA Conclave 2023 at Indore. He shared many success mantras that he followed unshakeably during his entrepreneurial journey



Learn everyday without fail

His entrepreneurial journey began at a very young age. He came to Surat uneducated, which worked in his favor as he took it as an opportunity. He was not a techno-savvy. But every day, he learned something new about technology. He invested most in it. With his immense learning attitude & zeal to learn about technology, he now runs his business smoothly missing no chance to update his business operations keeping pace with recent technological upgradations.

Take care of your people, they will take care of your business

Business is a social virtue. It is all about people management. Above everything else, we have to remember that our employees are human. They need congenial, friendly & financially secured environment to work. "I dreamed of the highest salary I could give to my employees", said Savji Dholakia at the conclave.

"Aaj bhi mein bahut kuch nahi janta, par mein ye janta hu ki kon janta hai".

He himself takes care of his employees and their families. If you want exponential growth of your business, give unconditionally, you'll receive it unlimitedly.

Parents play a pivotal role in your success

He gave the young generation a tip: parents' role is important in a child's life and cannot be taken for granted. Parents always support their children in every way, no matter what their life is like. We can't ever repay our parents for bringing us to earth. No matter how successful you become, never forget the sacrifices made by our parents.

Give back to Society

According to him, Business is a kind of social service. We build businesses out of our society & we build it for our society. Savji wishes to work for nature, society, and the nation while inspiring & persuading others to do the same.

"Maine naam ke liye kaam nahi kiya, Maine sirf kaam kiya, aur mera naam hogaya"

Through business, I got the chance to do social services, he says. When you focus in giving back to society, everything falls in place at business too.

Tell these Five Lines to yourself every morning and feel the Magic.

- I am the best • I can do it • God is always with me • I am a winner • Today is my new day.



“ You are a family man first then a CEO or a Professional. ”

Dr. Pujya Gnanvatsal Swami

Life Coach & Eminent Speaker
BAPS Swaminarayan Sanstha

Swami Ji is a recognized and respected international motivational speaker and addressed many international conferences throughout the world. Everyone at IMA conclave 2023 was spellbound with his words of wisdom & heart-filled with divinity & spirituality.



Reinvent yourself to become a great human

In order to evolve as a good human being, you don't need skills & paper degrees rather you need to strive to be the best human being. As a better human being, you will naturally be a good professional as a subset of that. Reinvent yourself to be a better human, and the rest will follow.

Difference between Boss & Leader

If you put people first, then you become a leader. Bosses are kept in minds, and leaders are kept in hearts. The biggest quality of a leader is the ability to listen, even to their subordinates. Listen, not just to answer, but to understand the person. A good IQ can make you a boss, but the addition of EQ (Emotional quotient) and SQ (Spiritual quotient) makes you a leader. If your IQ, EQ & SQ all are high, you will eventually become a great leader

Deflate your 'I'

Leave the ego; your workplace will become better. Accept people, accept advice, and accept thought processes. The biggest re-invention is deflating your I. Help people; don't harass them. Remember three C's while dealing with people :Care, Cooperate, and Contribute. More you leave ego, more pious your heart will become & greater will be your impact on people.

Think outside the box

Keep your eyes, mind, and ears open, and you will find number of ideas to work on. Think of a new idea before going to bed, repeat it five times in a week and fine tune it every week. And that's how you will see the change of how you evolve with that idea and start executing it. Let your energy & involvement in your idea or ambition drive you towards highest fulfilment being a human.



Nilesch Shah

MD, Kotak Mahindra
Asset Management Co. Ltd.

Mr. Nilesch Shah is the asset of our country & has graced IMA Conclave 2023 with his precious presence & shared great financial insights about Indian economy.



Rising Indian Economy

India will be the 3rd largest economy in the world soon. Our share in global GDP in 2014- 2.6% have risen to 3.4% in 2022 & expected to be 4.5% in coming years . All of this means that India is rapidly growing now. Indian inflation is lower than US inflation. Bank NPAs were kept below the threshold. Bank balance sheets are healthy. We have the 5th largest forex reserve. In terms of digital payments, Germany is 0.1% of India. Our relationship-based economy is giving way to the rule-based economies now. Our country in order to emerge as Super power must have good leadership qualities as well. We have a country which is truly diversified. In order to be a world leader, the rule "made in India and bought in India" must be followed.

Indian cities are the fastest-growing cities. Maharashtra's GDP today is equal to India's GDP in 2005. We have to think locally, but act globally. Amul , is the classic example of local to global. It is going to be one of the biggest FMCG companies in the world. If companies,

cities & states do well, the nation will automatically do well.

Areas to be Focused

- Increase share in export market.
- Boosting 'Make in India' products.
- Imports of gasoline, gold and other commodities must be reduced.
- Increase focus on the green hydrogen process.
- Government spending more on infrastructure.

What is our biggest challenge?

Saving allocation in India is poor. We need to learn to channelize our savings in most optimal manner yielding highest possible returns of every penny by increasing awareness as to deployment of funds. Entrepreneurial skill development & training is indispensable part of success of any economy.

India has its challenges, But we have to increase our competitiveness. Its like if you do not enter the tiger's cave, you will not catch its cub.



Shreegopal Kabra

MD & Group President,
RR Global

Shreegopal Kabra, a veteran entrepreneur, with his humongous 25 years of entrepreneurial experience shared his life learnings & values at 30th IMA Conclave 2023.



Life is a journey that must go on, and your life should be an inspiration to others.

He started his journey as an entrepreneur in the year 1999 with a great vision & ambition to make his company globally recognized. On the very first day of embarking his business journey, he dreamed of a company that could export & become a global brand. Within 5 years of dedicated & rigorous marketing, he could live up to his expectation of market acceptance for his products. He persuades same to the other entrepreneurs to have a vision on very first day of starting a business & doing justice with it every single day thereafter.

Optimal Utilization of Resources in Business

People's biggest mistake is not using resources productively, says Kabra. The speaker emphasizes the importance of utilizing resources to their fullest

potential, which is why they are able to export to 90 countries.

Be a 'Trusted Brand' Worldwide

We should create a global brand. To become a global company, business should have customers who believes in your product rather than just being a consumer. Every businessman should earn the highest amount of faith from customers to grow. The speaker believes that the whole world wants to work with India today because we earned credibility in our products & services.

The speaker encourages the audience to work towards building a global brand and to focus on a brand that people believe in.

Lt. General (Dr.) Rajesh Pant

Cyber Security Expert, PMO,
Government of India

Cybersecurity is a critical topic that demands attention, said Lt. General (Dr.) Rajesh Pant during the IMA Management Conclave held recently in Indore. He emphasized the importance of addressing the cybersecurity challenges, especially in this age of technology, where most nations have begun practicing the dominion-like concept of the "root circle" in which cybersecurity controls the roots globally.



Dr. Pant talked about how it took the United Nations 20 years to come up with responsible behaviour in cyberspace, and there are numerous laws worldwide concerning cybercrime. He also discussed how the Indian government takes various initiatives to address cyberspace's growing concerns, such as the Prime Minister's responsibility for cybersecurity.

Furthermore, Dr. Pant highlighted the six critical stages that the Indian government has taken to protect the telecom and power sectors from cyberattacks, with specific guidelines established for each vertical grid and other related areas.

To combat cyberattacks, Dr. Pant emphasized the need for like-minded countries to work together, both nationally and internationally. He also emphasized that every day, around 3,500 people are losing money and reporting it on the website due to a lack of digital literacy. This has led to the concept of virtual accounts and computer-generated response teams, which help manage cybersecurity threats.

To manage cybersecurity effectively, Dr. Pant stressed the need to train employees and the rest of the workforce. He also discussed the importance of having a crisis management manager, monitoring, conducting regular audits, and trusting no one. Dr. Pant also talked about the Cyber Raksha Kawach, a free facility and risk-averse program that corporates can utilize.

In conclusion, Dr. Pant highlighted the vulnerability that still exists in the cyberspace, making it imperative to take the necessary actions to manage information's mitigation and litigation. He emphasized the need for individuals and organizations to prioritize cybersecurity as it is a matter of personal identity. Finally, he urged everyone to support the Counter Ransomware task force and use Cyber Raksha Kawach as an essential tool in managing cybersecurity threats.

Nikhil Malhotra

Chief Innovation Officer,
Tech Mahindra Ltd.

In today's rapidly evolving world, it is essential for individuals and businesses to venture into new areas and take progressive steps forward. This sentiment is echoed by many experts who believe that staying relevant requires reinvention and re-evaluation. India, for example, is one country that is constantly innovating in both urban and rural sectors.



The emergence of technologies such as AI, quantum computing, and the metaverse is also set to bring significant differences to the world. While some may worry about AI taking away their jobs, it is important to understand that it will actually increase productivity and offer numerous benefits. The key is to adapt your business to incorporate technology, whether it be AI-powered tools or embracing the metaverse.

The COVID pandemic has had a prolonged effect on the world, and many researchers have been searching for therapy on a molecular basis. One team found that 17 molecules were effective for attacking the virus. However, it's not just about finding solutions to the pandemic - it's also about discussing the work we'll be doing in the future.

The term "metaverse" has been gaining traction lately, and investigations are ongoing to understand its potential impact. Additionally, quantum computing is another area of focus for many researchers and innovators. India is at the forefront of both

rural and urban innovation and is leading the charge when it comes to AI-powered businesses.

While AI has always conveyed discrimination, it is important to recognize that it provides a tool to increase productivity and has immense potential in the future. However, it's not just white-collar workers who will be impacted by these changes - it will have a larger impact on kids.

In conclusion, taking a step forward into the unknown is a form of reinvention, and major differences in the world are underway, thanks to emerging technologies. By adapting and incorporating new technologies into our lives and businesses, we can stay relevant and keep up with the ever-changing world.

Usha Barwale Zehr

Executive Director Grow
Indigo Pvt. Ltd.

Indian agriculture is the backbone of the Indian economy, and no growth can be complete without it. The Green Revolution achieved its goal of increasing food production but overlooked sustainability. However, the current focus is on achieving sustainability, climate resilience, net-zero emissions, and a circular economy in agriculture.



Carbon has emerged as a new cash crop, and one carbon credit equals one ton of CO₂. Smallholder farmers and farmer societies play an essential role in the growing economy, and their participation is a must. Farmers implement regenerative agriculture practices to generate carbon credits, which serve as a parallel stream of income for them. For instance, reducing 506 grams of Carbon Dioxide from the air equals 58,000 LPG cylinders.

Dr. Norman Borlaug, who led the Green Revolution in India, emphasized the need for addressing sustainability, climate resilience, and circular economy in agriculture. India has become a surplus nation and is self-sufficient in almost everything, thanks to agriculture.

Most Indian farmers work on small pieces of land, and their needs must be addressed. While the Green Revolution helped achieve quantity targets, it ignored sustainability. Therefore, it is essential to focus on sustainability, climate resilience, and circular economy in agriculture.

Agriculture provides context for the theme of "Reinvent, Evolve, and Lead" and is critical to various industries that rely on agricultural products. Agriculture is also a source of plant and environmental healing and helps absorb harmful gases, making the environment cleaner. It is, therefore, necessary to reduce carbon credits and promote biodegradable products to minimize CO₂ emissions.

Punjab farmers' eligibility is determined using technology, such as the GI's analysis geospatial model. Carbon programs have helped obtain rice and wheat from participating farmers. The participation of smallholder farmers in the growing economy is crucial, and it should be done in a long-term manner.

Finally, any reduction in harmful gases will help the environment and society become healthy and thrive. Improving the livelihoods of farmer societies and the environment is an opportunity that we must seize.



Gunjan Shah

MD & CEO, Bata India Ltd.

The constantly changing market and evolving consumer preferences require businesses to reinvent themselves to stay relevant. This has led to the adoption of the latest technologies to study and understand consumer choices and requirements. The use of technology has also contributed significantly to the growth and success of businesses like BATA, a leading footwear company.



Gunjan Shah, CEO of BATA, spoke about the importance of constant reinvention and transformation in the footwear industry during a recent event. According to Shah, changes in technology have made a significant difference in the company's growth, and they are now focused on providing the right fit to customers.

Over the last few years, there have been many transitional changes in the world, including the liberalization of India. Consumers are now seeking more choices and experiences, and businesses have been slow to adapt. However, the marketing approach has changed, and the entire operation of businesses has become more unique.

Shah also noted a shift towards casualization and services in the footwear industry, resulting in a more seamless shopping experience for consumers. In recent times, more money has been invested in product development and technology than ever before, enabling businesses to stay competitive and provide better benefits to their customers.

Competition is seen as a healthy practice that enhances the experience of consumers

and leads to greater benefits and improvements in the hospitality industry. In the coming months, there will be a growing collaboration within the metaverse, and retaining the top position in the market is more critical than simply achieving it.

India is also making strides in innovation in the rural sector, with technologies such as AI, quantum computing, and the metaverse expected to bring significant changes to the world. Shah dispelled fears about AI taking away jobs, instead suggesting that it will increase productivity and encouraging businesses to adapt to incorporate technology.

In conclusion, it is evident that the business landscape is continuously evolving, and businesses must adapt to stay relevant. The use of technology is now more critical than ever, with seamless customer experiences and product development being key to staying competitive. The future promises exciting collaborations and advancements, making it essential to venture into new areas and take progressive steps forward.



Richa Aniruddha

Author, Host & Producer

Have inspired lives of millions of people through her motivational talks & it was a sheer charm in listening to her life journey & experiences at the conclave. Her talk was around the women & women's changing roles at the personal & professional fronts.



Work-life balance is equally applicable to both Men & Women

Richa Aniruddha recognizes the importance of women in leadership roles and the need for work-life balance. Prioritization is indeed key to achieving balance, and it's important to remember that this applies to both men and women. As an entrepreneur, Richa's belief in providing work-life balance for employees is admirable. It's important for companies to recognize the value of a happy and balanced workforce, and to prioritize their employees' well-being.

Every Women should build a support system

It was also great to hear that Richa encourages building a support system and acknowledges the role that parents play in their daughter's success. Richa's emphasis on women making their own choices and not feeling guilty about them

is basic ingredient required for women's growth. Women often face societal pressure and judgment when it comes to their choices, and it's important to empower them to make decisions that are right for them. Believing in oneself and the journey towards success is another important message that Richa highlights. Self-confidence and perseverance are essential qualities for success.

Education is the only solution to eradicate poverty

Lastly, Richa's acknowledgement of the importance of education to eradicate poverty was also crucial. Access to education should not be limited by one's socioeconomic background, and it's important to support initiatives that promote equal access to education.

Overall, Richa Aniruddha's messages of empowerment, support, and prioritization are important for all individuals, regardless of gender, background, or profession.



Sanjay Agarwal

Founder, AU Small Finance Bank

Mr. Sanjay Agarwal shared his insights on the banking industry and how his company, Au Bank, came into being. According to him, the year 1990 was crucial for India's economy as it marked the acceptance of internet facilities and technologies that have led to significant changes in the last three decades. He believes that changes in technology in India have contributed to financial stability.



Au Bank is not just a company for Mr. Agarwal; it is his inspiration and strength. Starting a company requires dealing with many challenges, and the speaker and his team faced many challenges before getting the bank license in 2015. He believes that the banking license is the most powerful license in the world.

To stay competitive in the market, Mr. Agarwal emphasizes the need to set different strategies and adapt to changing technologies. His bank's tagline "badlav humse hai" implies that his bank is changing its business through the use of evolving technologies.

Mr. Agarwal encourages everyone to be leaders to achieve success and reinvent themselves. He suggests that every youngster should understand how to deal with pain and face tomorrow. According to him, resilience is the key to growth, and allowing your team to make mistakes and standing with them is crucial.

He believes in thinking big and thinking long term, but also emphasizes the importance of building a team and making compliances a topmost priority. He urges leaders to learn how to inspire people on the ground.

In conclusion, Mr. Sanjay Agarwal's session was a wonderful insight into the banking industry and how his company, Au Bank, came into existence. His pointers on building a team, making compliances a top priority, thinking big, and thinking long term were insightful and valuable for anyone looking to succeed in the competitive world. He also emphasized the importance of resilience, learning to inspire people, and standing with your team through thick and thin.



Anubrata Biswas

MD & CEO, Airtel Payments Bank

He is the industry stalwart with over two decades of experience in banking & financial sector. He is the chairman of PCI Committee of payments bank. He is also the member of the FICCI National Committee on Banking, CII National Committee on Financial inclusion & Fintech.



Future of Fintech Industry

India is the third-largest fintech industry in the world, says the speaker at 30th IMA Conclave 2023 at Indore. Fintech is part of a global trend that has grown exponentially over the past 30 years. The combination of capacity and connectivity is what has driven fintech growth. Sustainability is crucial in the fintech industry & is necessary for long-term success.

New Era of Digitalization

India is unique because of the Four D's: Digitalization, Digital payments, Digital data, and Different businesses working at the same time. Digitalization is a generational trend. Companies are responsible for ensuring their products reach the maximum population through

digitalization. India is traditionally a data-poor country. First digital shift took place some 8-10 years back wherein biometric identity was enabled & driven down the costs. Then in the second digital shift, Bank accounts are connected in real time. It led to rise of UPI. And now the Payments Bank offer entire banking services at a far lower cost.

Banking Sector in India

India's banking sector is the largest in the world. We have a great base of customers & our onboarding customer experience is at a very lower cost as compared to other countries. Digitalization is embedded in the Indian banking ecosystem & we digitalize billions of dollars in cash every month.

Sanjay K Jain

MD, T. T. Ltd. & Author:
A Pinch of Salt: In the recipe called life

Sanjay K Jain, a renowned speaker and business leader, shared his valuable insights on leadership, human resources, and effective management during the IMA Management Conclave.



Jain began by defining leadership as the ability to serve delegated responsibilities with repentance, which helps to serve others better. He emphasized that HR plays an essential role in management and gives opportunities to keep learning and growing. He encouraged the audience not to be afraid of trying new things and to relearn at any given time.

Jain also stressed the importance of taking regular breaks and working smartly in addition to working hard. He advised the audience to prioritize tasks and focus on small things that can help achieve significant results in life. He gave the example of a pinch of salt, which is a small ingredient that can significantly enhance the flavor of a dish, to illustrate the importance of paying attention to small things.

Jain highlighted the significance of setbacks and problems as opportunities to learn and grow. He encouraged the audience to adopt a positive mindset and not allow failure to dampen their spirits. He urged the audience to listen, understand, and then act to be successful.

To be an effective leader, Jain shared five strategies that leaders follow. The first is to learn to delegate, which helps to focus on important tasks. The second is to set boundaries to ensure that work and personal life do not overlap. The third is to schedule regular breaks to rejuvenate and maintain productivity. The fourth is to prioritize tasks based on their importance. Finally, Jain encouraged leaders to adopt a positive mindset, which can lead to growth and success.

In conclusion, Jain's insights emphasized the importance of effective management and leadership in the corporate world. He emphasized the importance of human resources, delegation, prioritization, and a positive mindset, which are key ingredients for success. Jain's speech was a valuable addition to the IMA Management Conclave and left the audience with practical strategies to improve their leadership skills and achieve success.



M.P. Vijay Kumar

CFO, Sify Technologies

He is a Chartered Accountant, Cost Accountant & Company Secretary by training. He also serves as a Member on IFRS Interpretation committee of International Accounting Standards Board & IFRS Advisory Council of the IFRS Foundation, London.



Sifi – The Journey

The Speaker shared the insights on Technology in earlier days of the country & reflected upon his journey at Sifi Technologies . MP Vijay Kumar admitted that acquiring customers was extremely tough back then and the Sifi was burning cash. His company has gone through many phases of technological upgradations & is now centrally administered. He also spoke about how Google reinvented itself to keep pace with user interface technologies & content availability.

Adaptability of Businesses to Technology

More and more, success in business hinges on our ability to adapt to technology. Those who are unable to evolve suffer from stagnant growth and fall behind, unable to keep up. Simply because a business has a website doesn't make it safe from peril either. The speed and fluidity with which technology advances requires that business owners do much more, says the speaker at 30th International IMA Conclave 2023. Keeping up with technology, and implementing the software and hardware that are right for your needs, is an efficient, highly effective way to grow and sustain your business.

Sunil Rohokale

CEO & MD, Ask Investment
Manager Ltd.

He has set the vision, spearheads the strategy, expansion & culture of the ASK Group. He is a passionate business leader with a deep understanding of banking & financial services industry encompassing a range of financial products & services in asset, wealth management & lending. His business insights were very awakening at 30th IMA conclave 2023.



World is changing

The theme "Reinvent, Evolve & Lead" is very powerful theme of the conclave as per him because we are in a world where everybody needs to be changed, including global countries. World needs sustainable businesses where new definition of sustainability is geo-carbon-focused and data security within the country.

Changing Real Estate Sector

Sunil Rohokale talked about changing Real Estate sector which has been most notorious sector because of huge capital & complexities involved in it. He mentioned, Warehousing being the biggest area in the real estate sector for income generation. The structure of this sector has gone through huge change. Just for instance, wherein Celebrities used to own 245,000 homes, but now they own 300,000 homes, indicating a significant inclination towards real estate sector. Even the proportion, objective & pattern of having leverage in this sector has flipped & gone wide in terms of quantum & structure. "Change is the new normal"



Dr. Himanshu Rai

Director of IIM Indore

Dr. Himanshu Rai being a person of Quality and Communication system delivered key features on the current scenario on management and why is it important to Reinvent, Evolve and Lead.



Along with the world, India has suffered through the horrific times of COVID, where nobody knew what is happening today and what will happen tomorrow a stage of uncertainty.

In this period three phases have been observed and been addressed:

- a. Fear – Centric to economy and money, changes with management, industry individuals. Taught oneself not to be afraid on things revolving around money as this is merely an instrument to achieve the kind of universe you want to build.
- b. Stress - Inflicted stress which lead to negativity unfortunately has left an impact on the society collectively. Difficult times teach you to fight the stress and when the courage was shown to address the same silver lining in the clouds was seen and India has contributed being one of the largest producers for Covid Vaccines.
- c. Fear of Failure – Fear of unknown developed, what if I fail, but one should never forget if you do not try you will never be able to do anything new although you may not fail but cannot bag an achievement as well. Don't forget hardwork is important but not sufficient alone need to have a zeal to pursue the grit to never stop trying and this is when you reinvent.

Intercept minimalism – Understand the difference between necessity and desire.

Once you work on the difference between Amrit and Vish you will learn to discriminate. Your mind would stop wandering and you will have complete control not only on yourself but would also contribute in a better tomorrow.

Discover yourself with universe, build a relation as relationship teaches responsibility be it universe company management employer or employee. This is a process of reinvent.

Evolve yourself. Don't be afraid of AI/ML they can never take over your jobs but yes be part of technology as people who are friends with them would definitely take over. There are people who work behind AI and ML. A beautiful example was quoted – AI & ML can manufacture GUNS and MEDICINES but a Human decision is required for usage.

To lead you need to be Emotionally Intelligent, not only a great listener but a reflective listener (one who listens and try to absorb). One should learn to understand silence enjoy their own company and you will see how the world changes.

You need to know who you are as designations come and go but the real you is what can never be taken away and this is what reflects and helps you become who you are. Be humble and help the under privileged make a difference in their life to build a better universe.

Dr. Satya Gupta

Founder & CEO, EPIC Foundation;
President VLSI

Dr. Satya Gupta emphasized the importance of semiconductors in India. He noted that unlike in the past, more people now understand the crucial role semiconductors play in modern technology. However, he also highlighted that Indian consumption of electronics remains low, despite the fact that most conversations revolve around new-age technologies such as 3G and 4G.



Dr. Gupta pointed out that the largest electronic item, mobile phones, has low Indian consumption. He asked the audience about the kind of phone they use and emphasized the need for India to be self-reliant in manufacturing. He suggested that India needs to focus on manufacturing to create a good economic base and to improve the Indian electronics industry to meet the needs of the market.

The decline in Indian product manufacturing is a cause for concern. Dr. Gupta stressed that one-third of the brands consumed in India should be from the Indian industry. He noted that we consume \$180 billion worth of electronics in India today, but 92% are global brands. While India has the market, manpower, and manufacturing capabilities, it does

not have enough products of its own. In 2015, 14% of Indian mobile brands were locally produced, but this year that number has fallen to just 1%. Chinese brands now account for 74% of the Indian market.

Dr. Gupta suggested that India should aim to produce one-third of the electronics consumed in the country. He urged the audience to work together to make India an "Electronics and Semiconductor Product" Nation. He focussed on the importance of semiconductors and technology, and Dr. Gupta's speech highlighted the need for India to become more self-sufficient in the production of electronics to compete in the global market.



Simerjeet Singh

Motivational & Keynote Speaker

Simerjeet Singh delivered an informative speech on leadership, innovation, and the significance of human connection in the era of technology. He emphasized the need for a change in mindset and energy before any significant transformation can occur.



He began with the quote, "Nazar ka operation ho sakta hai, Nazariye ka nahin," which translates to "an eye operation is possible, but a change in perspective is not." He also emphasized the need to shift from "Apna Time Aega" to "Apna Time Aagya," indicating that now is the time for action and execution.

According to Mr. Singh, human beings need stories and crave inspiration, which cannot be provided by machines. While technology can solve some human problems, it cannot solve them all. Therefore, it is important to develop a hunter's mindset and always be willing to learn new skills. He also stressed the importance of commitment to one's craft and the need for leaders who are lifters rather than just learners.

Mr. Singh believes that every leader should be a problem solver and that the demand for them will never diminish. He urged his audience to go beyond their job descriptions and to develop a vision for

their lives. He also emphasized the importance of prioritizing health and keeping one's tank full to chase excellence.

Finally, Mr. Singh reminded the audience that under stress, we tend to engage in self-sabotage, limiting our potential. He encouraged everyone to develop an eagle's mindset, focusing on the hunt rather than the noise, and to discover ordinary heroes in daily life.

In conclusion, Mr. Singh's insights on leadership, innovation, and the importance of human connection are valuable for anyone looking to succeed in today's fast-paced, technology-driven world. Developing a hunter's mindset, committing to one's craft, and prioritizing health and excellence can help individuals stand out and become problem solvers and leaders.

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