



Bombay Management Association

UPDATE
AUGUST 2009

2nd September, 2009

President's Message



Dear fellow members,

We are pleased to present another issue of BMA update. The month that is gone by was full of patriotic and festival fervor with Independence Day and Ganapati celebrations all over. We all dedicate ourselves to the ideals of freedom and work towards improving the lot of disadvantaged. May the Vighna Harta, the lord of "Remover of Obsatacles" help us go forward towards the faster progress of our great country.

Thankfully, the global economy is improving and so is Indian economy. It is being said that The Indian economy will come out of the downturn faster than most other countries and will infact help the world economy come out of recession / downturn. Growth in GDP and Index of Industrial Production (IIP) and better than corporate results in the first quarter of FY 2009-10 are giving welcome positive indication. The Purchase Manager's Confidence Index and the possibility of better recruitment are positive indication of the reviving economy and better long term prospects.

Hopefully the scare of H1 N1 flu is behind us and so is the monsoon jitters. Revival of monsoon in the later part of August and beginning of September has reduced the threat of water and power shortage and a severe drought.

BMA has conducted a lot of activities, which are listed elsewhere in the Update. The planned activities are also listed. We solicit your cooperation and participation in these activities.

We also solicit your cooperation in enrolling new members for BMA. A form along with category of memberships and the fee for each category is attached to this update. The form can be downloaded and sent along with membership fee. You may also pass on your contacts, who may be interested in or are good targets for membership to the secretariat for follow up.

Wishing you the very best for the festive season.

With best wishes to you and your family,

Prof. (Dr.) Suresh Ghai
President

The month of August always brings about a patriotic fervor in the hearts of all Indians as we celebrate Independence Day. This year too on our 62nd Independence Day the celebrations were there at all levels – in schools, colleges, housing societies, states, defense forces, etc. The Prime Minister, Dr. Manmohan Singh addressed the nation from the Red Fort, extolling India's achievements and also presenting the challenges that lie before us as we move towards being a global leader in the future. All in all a spirited Independence Day.

Yet many ask – are we really a free nation? Free from poverty, corruption, ill health, poor living standards, class and caste divide, illiteracy, suicide deaths and the list can go on and on. While we are a nation looked upon by the world there is much we still need to do to becoming a progressive and prosperous nation. Drought stares in our face due to acute shortfall of rains. Crops will die, farmers will be further in debts and food shortages will be felt all around. In spite of all these adversities we need to march ahead with the hope that things will get better and do our best to make things happen.

The month of August has been a low month for BMA as well. Not too many activities nor too a large participation. We give below the activities of the month.

Visit to Hospitals:

We began the month by a visit to two hospitals conducted by the Membership Services and Development Committee led by the Chairman Mr. Bhaskar Joshi. In the words of one of the participants (Mr. Vijay Menon) and we quote

“BMA has every reason to be pleased with the Study Tour organised on Saturday, 1st August, to the Kokilaben Dhirubhai Ambani Hospital and the Asian Heart Institute. It provided members with firsthand knowledge and useful insights on modern hospital management and administration.

At the Kokilaben Dhirubhai Ambani Hospital and Medical Research Institute we were warmly welcomed by Ms Swati, Relationship Manager, and our guide for the tour. We were also joined by Dr. Mohammad Faisal, who was both knowledgeable in describing the equipment and facilities behind the hospital's claim to be 'India's newest, most advanced tertiary care facility' and patient in answering queries. At the end of the two-hour tour we were led to the food court where we were joined by the GM-Business Development, Mr. Ashok Kumar, who provided further information and, in turn, received free advice from the management experts on how to promote the hospital!

Our next stop was the Asian Heart Institute at the Bandra-Kurla Complex. Here we were received by Dr. Devangi Shukla, Senior Officer-Marketing and her colleague, Mr. Deepak Patil, Dy. Manager-Business Development. The tour started with a brief welcome address and a healthy vegetarian lunch. The AHI is the fulfilment of the dream of a team of eminent cardiac specialists who desired to provide world-class cardiac care in India at reasonable cost. It has adopted a holistic approach to heart care and takes pride in its patient-centric design which minimises the risk of infection and lays stress on the safety and comfort of patients. Dr. Ramakant Panda, the renowned cardiac surgeon, who had planned to meet the BMA Group at the end of the visit was unable to do so due to a medical emergency. But we were joined by Mr. Anoop Verma, who was serving his first day as Head-Sales & Marketing.

It was a slightly tired but satisfied group which left AHI, happy in the knowledge that the day had been well spent and with terms like ICCU, IMRI and PET-CT rolling off their tongues with new found ease.

Ms. Jennifer from BMA needs to be complimented on her efficient management of the group”

Conceptual Forum:

The Conceptual Forum of BMA under the Chairmanship of Past President Mr.Vijay Jalan organized a presentation by Tata Motors on the Nano in association with World Zarathushti Chamber of Commerce – India, Mumbai Chapter led by Mr.P P Kharas as Chairman and also a member of the Conceptual Forum on 7th August 2009.

In his opening remarks Mr.Kharas stated that the Men at Tata Motors have proven themselves adept at transforming not just a need but the hopes and aspirations of their customers, by delivering;

- First, the “Indica” which was followed by several other models.
- Then a low cost half-tonne, “pick-up” – called Ace – which has become extremely popular.
- And now the Nano, which provides the comfort and safety of a car within reach of thousands of families looking for an affordable, presentable transportation solution.

For Tata Motors the Nano means much more than a car: it will be a platform for building other high-end models such as the “Hybrid car”, the “electric car” and the “air car”.

He further quoted the remarks of the Chairman Mr.Ratan Tata which appeared in the Tata Motors 2008-09 Annual Report which says “the spirit, commitment and dedication of the whole Tata Motors Team at all its locations and across all levels is truly phenomenal and this continues to be the Company’s greatest asset”. Speaking about a few from among the many outstanding achievements of Mr.Ratan Tata, Mr.Kharas shared that

“Forbes magazine called him ‘Asia’s businessmen of the Year in 2005.

Our Prime Minister invited him to head a three member investment commission for the purpose of developing a strategy to attract USD 150 billion for India’s infrastructure projects.

The British Government invited him to be a part of an elite body of global corporate leaders, to advise the British Industry on how to remain competitive.

The South African government invited him to be on a panel of international CEO’s to advise the government on business.

It is obvious that his achievements in industry have given Mr.Ratan Tata recognition beyond our shores. The combination of his business acumen, impeccable ethics and the diversity of the businesses he manages so successfully has made him an icon and a role model.”

Before concluding his opening remarks Mr.Kharas brought to the attention of the august gathering some of the better known Tata group’s acquisitions which propelled the turnover of the group from Rs.96,700 crores to Rs.216,000 crores were:

- The Anglo Dutch, Corus Steel for USD 12 billion (Rs.54,000 crores) making TATA Steel the fifth largest steel maker in the world.
- The USD 430 million purchase of Tetley the famous tea brand in 2000.
- The management control of the government’s overseas routing telephone monopoly VSNL.
- The most recent one was the Jaguar Land Rover acquisition, from Ford Motor Company, for USE 2.3 billion by Tata Motors.

Not only Tata Motors but the entire Tata Group has played a critical and important role in the life of this nation.

Mr. Vijay Jalan before inviting Mr. Abhay Deshpande, Dy. General Manager (Development) and Mr. Priyadarshan Kshirsagar, Asst. General Manager (Planning) to make their presentation shared with the large gathering about BMA and all that it stood for. Thereafter the Guest Speakers made an absorbing presentation and unfolded the making of the Nano. Questions and answers followed which culminated with cocktails and dinner. It indeed was an inspiring evening and the icing on the cake was the Nano displayed at the West End Hotel for members to touch and feel.

Executive Committee Meeting:

The second Executive Committee meeting was held on 12th August 2009. We list below some of the highlights.

- A detailed review of the internal audit report was done.
- BMA H.R. Convention dates announced 14th-15th January 2020. Await details.
- Offers made by other organizations wanting to partner with BMA was discussed. It was decided to come out with a policy framework.
- New MDP Chairman Dr. K K Saxena and Committee to come up with Management Development Programmes.
- The following members were welcomed into the BMA family.

Individual

Ms. Shruti Agarwal
Mr. Krishna Kumar Mohta
Dr. Sunil Kapur
Mr. Amitabha Sen
Mr. Vinod Vithoba Bamne
Mr. Ajay Ramprasad Ruia
Lt. Col. P K Kamalan
Mr. Vinit Khimji Gindra

Life

Dr. Mrs. Shobha Samir Dedhia

We look forward to their active participation and involvement in the activities of the Association.

Management Development Programme:

On 28th August, a one day programme on "Fine Tuning Teams for Peak Performance" was organized at the West End Hotel. The faculty was Mr. Gopal Kamat who engaged the participants in interactive sessions right through the day. They certainly went home with some important learnings.

Renovation of Podar House:

Members are aware that Podar House where the Secretariat is located was going through renovations. The renovations are coming to an end. We too were forced to carry out renovations in our Conference hall. We hope to have a well equipped conference hall with necessary facilities so that we could hold many in-house programmes and thus save on inexorbitant costs. Any member/organization willing to sponsor the BMA Learning Centre as a donor is welcome to get in

touch with the Secretariat. For the moment we are working on installing new air conditioners for the comfort of our members.

Email ids:

We urge our members to keep us posted when they change their email ids. As we send out several email blasts we desire that it reaches you well in time. Do send us your email ids so that we stay connected.

BMA Website:

This is another tool which is available to our members to know all that is happening at BMA. Do visit our website and send in your feedback.

BMA Update:

We regularly send the BMA Update to our members by way of an email blast and also post it on our website. Wonder how many see it as we get very little feedback. Could we hear from you a little more often.

BMA E-Review:

We are pleased to inform you that the August 09 issue of the E-Review titled **Acumen** is posted on the website carrying the following speeches presented at the BMA Awards Ceremony on 29th May 2009

Women Achiever: Ethics & Governance – A Perspective by Ms.Ranjana Kumar, Vigilance Commissioner, Central Vigilance Commission.

Entrepreneurship – My Experience and Learnings by Mr.Rashesh Shah, Chairman & CEO, Edelweiss Capital Ltd

We encourage members to read the speeches which indeed are thought provoking. Do send in your feedback so that we remain connected.

AIMA – 36th National Management Convention:

The AIMA – 36th National Management Convention is being held on 18th-19th September 2009 at Hotel Taj Coromandel, Chennai. The theme of the Convention is “Creating Lasting Value”. Some of the speakers who will address the gathering are Dennis Sun, A Sivasailam, Kapil Sibal, Sanjiv Goenka, Dr.Ram Tarneja, Jon Williams, John C Camillus, Sudhir Jalan, Nitin Paranjpe, Vinita Bali, S K Roongta, R Seshasayee, Puneet Dalmia, Dr.Pritam Singh, Swami Mitranand, Dr.J J Irani, D Shivakumar, Chanchalpathi Dasa, Shivnath Thukral, Sajjan Jindal, Deepender Hooda, K Srikanth, Jayshree Venkatraman. AIMA is expecting a large turnout. Registration forms are available at the Secretariat. You can visit the AIMA website www.aima-ind.org and also get in touch with Ms.Vandana Puri, Asst. Director – CMD, All India Management Association, Management House, 14 Institutional Area, Lodi Road, New Delhi 110 003, Tel 24642374. Email vpuri@aima-ind.org

Future Events:

Members are encouraged to register for the following programmes. Hence do rush in your registrations at the earliest. Block these dates.

Day	Date	Topic	Faculty	Venue
Thursday	24 th September	Strategic Leadership: Excellence in Execution using Balanced Scorecards	Mr.Ram Mantravadi Mr.Aditya Pikle Mr.Ravi Ande Mr.Shiv Kumar	Taj Lands End, Bandra
Friday-Saturday	25 th -26 th September 09	Business Presentation Skills	Mr.Pramod Palekar	Hotel Atithi
Saturday	26 th September 09	½ day Marketing Workshop	Mr.Bhaskar Joshi – Coordinator	M C Ghai Hall
Friday-Saturday	9 th -10 th October 2009	Interpersonal Communication Skills	Mr.Pramod Palekar	Hotel Atithi

Do mark these dates in your diary and participate in these events. It will certainly empower you and enhance your skills.

Kudos:

We are pleased to inform our members that Dr.Aneeta Madhok, a life member of BMA has been elected Chairperson of the International Council of Management Consulting Institutes (ICMCI) for the term 2009-2011. Our heartiest congratulations to Dr.Madhok.

Till next time.

Gladwyn A Pinto
Executive Director

Something to ponder about

Vote You Must – Wisely. Maharashtra soon to go in Assembly Elections.

India's problems are complex. And unfortunately these are compounded by vote-bank politics. Instead of uniting the different sections of society, many politicians divide it to keep their vote banks intact. If people are united, politicians won't be able to get votes through divisive politics. In such a situation, the only way for them to win votes would be through good performance.

We must encourage broad-minded politicians and leaders to come forward and take charge, and to educate and uplift the society - spiritually, morally and socially. We need leaders who are satya-darshi (truthful), sam-darshi (equanimous), priya-darshi (pleasant), paar-darshi (transparent) and door-darshi (visionary). So, before we elect our leaders, we should examine their qualifications.

We must elect leaders who will do away with policies based on caste, creed, religion and region; who will ensure that every child gets a multi-cultural, multi-dimensional education. We need leadership with a mission and a vision, leadership with a spirit of sacrifice, compassion and commitment. We must choose leaders who have a long-term vision and short-term plans to achieve it. They should have great personal integrity, and place the country before themselves.

Unfortunately, most of our politicians lack a sense of sacrifice and inclusiveness. Irrespective of the party they belong to, people perceive politicians as insincere. Today, people are fed up of them. This is when apathy sets in among people. They dismiss politics as a whole and withdraw from their basic duty of voting.

Our votes are an important tool to bring about a change in the system; they give us an opportunity to raise our voice against injustice. But many of us have developed a 'chalta hai' attitude, because we fail to see the power of our votes. This attitude is dangerous for the country. By not voting we are encouraging the status quo.

Each one of us must not only vote but also encourage others around us to vote. When good, intelligent and well-educated people don't vote, they play into the hands of politicians, who use money and vote bank politics to seize power. People should not lose hope. Good politicians exist. And they must be given a chance to do the best they can for the country, for its people.

We have seen the shortcomings of capitalism, communism and socialism. Now is the time for humanism and spiritualism. Politics without humanism and spiritualism is bound to be dirty. Many people believe that spiritualism is not for this world, that it is not a practical tool to bring about societal transformation. But that's a misconception. Mahatma Gandhi was spiritual. He conducted prayer meetings every day and played an important role in bringing freedom for our country.

That is why today we need leaders who have a spirit of sacrifice, and who are spiritual in their outlook, to enter politics.

(Source : A Well Wisher)

Ancient Politics – New Approach

Sometimes when we think about our nation there are some surprises we come across. As a nation we are among the oldest of civilizations. Over 5000 years old the Indian culture is still alive and vibrating. Unlike, other cultures like the Romans and Greeks, where the success story can only be found in the museums.

This success of India of over thousands of years is now being researched by many non-Indian scholars across the globe. The Paris-based OECD said India was the, largest economy on Earth for 1500 of the last 2000 years, including the, 2nd largest only 200 years ago. The credit of the origin of PI and the law of gravity being discovered by western scientist are being challenged.

Al Basham in his book “The wonder that was India” brings an interesting read about our History. He points out various factors of human civilization where India was successful including economy, social life, family culture, arts, science and every other field we can think of.

Today India stands at a very critical point in history when it will come back again as a super power and a developed economy. Our present generation will not only talk about a glorious future but actually be a part of that future. We will live in a developed India.

However, when we think of the field of political science and governance we have a different challenge. Post independence from 1947 onwards we have studied and adapted various existing governance and political systems of the world and tried to bring out our own constitution. Hats off to our visionary leaders for bringing into existence one of the most successful democracies of the world.

But problems still remain. Is our democracy the perfect democracy? Can we say it is error free? No, it requires more refinement and needs to be upgraded to the next level. But how is the challenge. Instead of looking outside our nation for some “perfect country model” let us go back to study our own history and culture. Let us not forget that a nation’s experience of 5000 plus years is not a small thing to be taken casually.

It is filled with wisdom, learning and advice to the forthcoming generations. As we put many exchange programs with other countries for study of systems of governance let us also spend time to do research in ancient Indian systems.

Kautilya’s Arthashastra is one such Indian book. It is considered to be among the oldest book available to the world on the science of politics and governance. It contains over 6000 sutras on the management of a nation. Ideas in this book are time tested and very simple to understand.

But the challenge is not just doing research on the book but being able to adapt it to the present conditions. Instead of dry theory let us make action plans. Let’s implement the ideas that have succeeded in the past with a new approach.

Some tips:

1. The government should tie up with Indology research scholars, universities and conduct projects based on our Indian historical success.
2. Sanskrit scholars are a good resource who will help us decode the meanings of various scriptures.
3. Involve young professionals from management background to apply the ancient Indian management in present situations
4. Make sure everyone is accountable and results should be the focus.

5. Once a project has been conducted successfully make sure you share it with others and replicate it in other places.

This is how we will revive our political system based on our ancient knowledge with a new approach.

(Source : Mr.Radhakrishnan Chanakya Pillai)

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Prepare Yourself for Success

In 1940, Winston Churchill was asked to lead Great Britain in its defense against Germany. Few could argue that Churchill was the right person for the job.

He later wrote, “I felt as if I were walking with destiny, and that all my past life had been but a preparation for this hour and for this trial.” The new Prime Minister became one of the greatest statesmen in world history. He helped England successfully resist and (with the help of the U.S.) eventually defeat the Nazi war machine in Second World War. He was prepared for leadership.

“By being in the right place at the right time, you can dramatically increase your chances for success in any endeavor. Just like in a race or game of chess, you must position yourself to make the right move.”

We don't have control over what happens to us. But we do have control over how we prepare ourselves and position ourselves for reaching our goals.

There may be times in our lives when the path ahead is unclear or when we are not quite sure of which direction we should choose. If this is the case, we can always prepare for that time when it will be clear what exactly we want to do. This will be a valuable time of preparation. And it will pay big dividends. Often, merely the process of preparation – the activity itself – will provide clarity and certainty to our plans.

Following are some points to enhance your preparedness:

1. **Health and Vitality:** You can't have get-up-and-go if you don't have a reserve of energy and good health. We must take care of ourselves in order to have the drive and strength to go after our dreams. You know what to do – Eat right, get adequate rest, and take good care of your body.
2. **Education and Skills:** What you know and what you can do in terms of skills is a big part of your positioning. What skills do you need to work on? What do you need to learn? Take some classes or do some research or read good stuff. Make a commitment to a life-long search for knowledge and upgrading your skills. It will not only increase your preparation quotient, but will also keep you feeling stimulated – even young.
3. **Contacts:** The people you know and the relationships you've developed over the years can be a virtual gold mine to you. It's imperative you cultivate and build your associations in order to obtain help and round up talent for your projects.
4. **Self-Image and Self-Esteem:** How you feel about yourself comes across to others. It can't be fake. Increase your self-esteem by doing the right thing always. Improve your confidence by doing what you say you'll do – whether you say it to yourself or to others. Every time we lie, we chip away at our self-image.

There is no status quo. We either build or tear down our self-esteem. Integrity is the essence of everything successful.

5. **Finances and Credit:** Most opportunities involve an investment of money as well as time and energy. Having money in the bank can go a long way in your favour. Pay off those debts and create some savings.

6. **Attitude:** People with good attitudes not only attract opportunity but also the people who can help them. Improve your attitude and along with it, your success. Read good books. Stay around positive people and study people you think have good attitudes and emulate that part of them.

It's not easy, but remember, as Coach Bear Bryant said, "It's not the will to win, but the will to prepare to win that makes the difference."

(Source : Breakthrough for Managers – Vol. IX Issue 7 July 2009)

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Good Philosophy – You are today where your thoughts have brought you

(Good or Bad...But Sure Thought Provoking & Can Be used For Self Realization & Corrective Methods of Thyself)

1. EVERY ONE KNOWS ABOUT ALEXANDER GRAHAM BELL WHO INVENTED PHONES, BUT HE NEVER MADE A CALL TO HIS FAMILY. BECAUSE HIS WIFE AND DAUGHTER WERE DEAF. THAT'S LIFE - "LIVE FOR OTHERS" .
2. THE WORST IN LIFE IS "ATTACHMENT " IT HURTS WHEN YOU LOSE IT. THE BEST THING IN LIFE IS " LONELINESS " BECAUSE IT TEACHES YOU EVERYTHING AND WHEN YOU LOSE IT YOU GET EVERYTHING.
3. LIFE IS NOT ABOUT THE PEOPLE WHO ACT TRUE TO YOUR FACE ITS ABOUT THE PEOPLE WHO REMAIN TRUE BEHIND YOUR BACK
4. EGG BROKEN FROM OUTSIDE FORCE.....A LIFE ENDS. IF AN EGG BREAKS FROM WITHIN.....LIFE BEGINS. GREAT THINGS ALWAYS BEGAN FROM WITHIN .
5. ITS BETTER TO LOSE YOUR EGO TO THE ONE YOU LOVE THAN TO LOSE THE ONE YOU LOVE BECAUSE OF EGO .
6. A RELATIONSHIP DOESN'T SHINE BY JUST SHAKING HANDS IN GOOD TIMES. BUT IT BLOSSOMS BY HOLDING FIRMLY IN CRITICAL SITUATIONS.
7. HEATED GOLD BECOMES ORNAMENTS. BEATEN COPPER BECOMES WIRES. DEPLETED STONE BECOMES STATUE.. SO MORE PAIN, MORE GAIN (VALUABLE).
8. WHEN YOU TRUST SOMEONE TRUST HIM COMPLETELY WITHOUT ANY DOUBT..... AT THE END YOU WOULD GET ONE OF THE TWO : EITHER A LESSON FOR YOUR LIFE OR A VERY GOOD PERSON .
9. WHY WE HAVE SO MANY TEMPLES , IF GOD IS EVERYWHERE ? A WISE MAN SAID : AIR IS EVERYWHERE, BUT WE STILL NEED A FAN TO FEEL IT .
10. "EXPECTING THE WORLD TO TREAT YOU FAIRLY BECAUSE YOU ARE A GOOD PERSON IS A LITTLE LIKE EXPECTING THE BULL NOT TO ATTACK YOU BECAUSE YOU ARE A VEGETARIAN"

Without GOD , our week would be:

Sinday, Mournday, Tearsday, Wasteday,

Thirstday, Fightday & Shatterday.

Remember seven days WITHOUT GOD makes one WEAK!!

(Source : A Well Wisher)