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*The Internal
communique
for Bombay
Management
Association
members*

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BOMBAY MANAGEMENT ASSOCIATION

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BOMBAY MANAGEMENT ASSOCIATION

UPDATE

MAY 2009

1st June, 2009

President's Message



Dear Members of the BMA fraternity,

At an impressive annual awards function, Dr. Ashok Ganguly, an outstanding manager and recipient of the Padma Vibhushan, gave away the awards under various categories. In a departure from the normal format each of the recipients agreed to speak on a specific topic in his/her acceptance speech. The insights they shared were of immense value and those who were present at the function immensely appreciated it. For the benefit of the members the transcript of their speeches will be uploaded at our website. Kudos to Chairman of the Internal Awards Committee Mr. Ramakrishnan and his team, to Mr. KK Nohria and other members of the External Awards Committee and above all the BMA Secretariat for the grand manner in which the event was conducted.

My term as President of BMA comes to an end on 5th June 2009. The year turned out to be more challenging than I expected. First the global meltdown and then the unfortunate terrorist attack on Taj and Trident Hotel on 26th November 2008. These slowed down all our activities quite considerably. But the BMA team, both Executive Committee members and the Secretariat did not allow these to dampen their spirits and worked with commitment and dedication to bring out events of very good value for its members and the management fraternity. Each event has been covered by me in the earlier 'Updates', but I would like to take this opportunity to thank each and every member of the various committees and the members of the BMA Secretariat who made all this possible. During the year we have also made great strides in reviving our BMA portal, populating it with current information, switching over to electronic format for BMA Review and staying in touch with the members by bringing out this 'Update' regularly every month.

As I lay down the office, I feel satisfied that I am able to close my tenure with a reasonable surplus of income over expenditure, thus reversing the trend of the earlier years. I sincerely wish to thank each and everyone for their support in achieving this feat.

BMA is a great institution and has an important role of providing a neutral platform for discussion, debate and exchange of ideas to the management fraternity. With the enthusiastic support and participation of the members I am sure the Institution will scale great heights in the years to come.

As I bid adieu, I extend a warm welcome to the newly elected team under the leadership of the incoming President Prof. Suresh Ghai and convey my good wishes to them for a great year ahead.

So long.....



S. MOHAN

The month of May is normally associated with outings, vacations, family holidays. It is a month used to unwind, relax, do different things and feel renewed and refreshed. For us this month of May has indeed been very special for the following reasons:

- General elections were held peacefully all over the country and a strong and stable government was installed.
- BMA also simultaneously held elections and a new team will take office on 5th June under the leadership of Prof. Suresh Ghai, Director, K J Somaiya Institute of Management Studies and Research.
- The IPL Extravaganza kept cricket lovers glued to the “idiot” box, closing with a grand finale.
- The BMA Annual Awards function – the signature event of BMA took place in the month of May.

For all these reasons and more, the month of May brought a lot of cheer.

General Elections:

The results of the general elections turned the tables on all T.V. Channels who spoke of a hung parliament. Discussion, debates, analysis were the order of the day leading to the ultimate results which surprised everyone. Now that a strong and stable government has been installed, the hopes and aspirations of the nation and more particularly the common man has equally risen. Time only will tell, whether the Government will grab this golden opportunity given by the people, and prove their mettle. It is too good an opportunity to loose. We wish them well.

BMA Elections:

The BMA Elections had three candidates contesting for the Vice President’s position and twelve candidates for 4 positions as ordinary members. The fact that so many came forward to offer their services for the good of the Association is indeed a healthy sign and augurs well for the future of the Association.

Annual General Meeting:

On 5th June at our A.G.M being held at BMA Library Conference Room, from 4.00 pm onwards the new team will take over. We wish all of them the very best.

Annual Report:

We trust all our members would have received the impressive and artistically printed Annual Report along with the Auditor's Report, Balance Sheet and Income & Expenditure Account. This year the Annual Report had advertisements for the first time and we want to thank all those who supported this venture. We are indeed grateful.

The IPL Bonanza:

The IPL was truly a feast for the eyes. Besides for students of management there were key lessons to learn as each captain marshalled his team and applied strategies to come out a winner. Some matches were closely fought and kept everyone glued to their seats. Ultimately the team that imaginatively utilized its resources carried the coveted Champions Trophy.

BMA Annual Awards Ceremony:

The single most outstanding BMA Event was the Annual Awards function held on 29th May at the Y B Chavan Centre. Amidst an august gathering of over 200 members, invitees, guests, press and media, the BMA Awards in different categories were presented to distinguished individuals by the Chief Guest Dr. Ashok Ganguly, Chairman, Firstsource Solutions Ltd and a recent recipient of the Padma Vibushan conferred on him by the Government of India.

The worthy recipients of the different awards and the topic on which each of them spoke on are as under:





BMA Management Man of the Year Award	Mr. Ravi Kant CEO & Managing Director, Tata Motors Ltd.	Innovation - The TATA Motors Experience
BMA Management Woman Achiever of the Year Award	Ms. Ranjana Kumar Vigilance Commissioner Central Vigilance Commission	Ethics & Governance - A Perspective
BMA Entrepreneur of the Year Award	Mr. Rashesh Shah Chairman & CEO Edelweiss Capital Ltd.	Entrepreneurship - My experience and learnings
BMA Entrepreneur of the Decade Award	Mr. Kumar Mangalam Birla Chairman , Aditya Birla Group	Entrepreneurship - In the Changing Context
BMA Life Time Achievement Award for Social Entrepreneurship	Ms. Ela Bhatt Founder Self Employed Women's Association (SEWA)	Where Women are leaders - The SEWA Story
BMA Life Time Achievement Award	Dr. Faqir Chand Kohli Former Deputy Chairman Tata Consultancy Services	Education - Future Challenges for India

The other Award Winners were:

Tarneja Award for Best Article in BMA Review Journal - Prof. Harshada Mulay, Professor in HRM & Organisational Behaviour, Vivekanand Education Society's Institute of Management Studies & Research

Outstanding Student of Management - jointly presented to : Ms. Avipsha Banerjee of K.J. Somaiya Institute of Management Studies & Research & Mr.Gangasagar Amula of WeSchool – Welinkar Education

Outstanding Teacher of Management - Dr.Tohid T Kachwala, Professor, Operations Management & Decision Science, SVKM's NMIMS University

Outstanding Institute of Management - National Institute of Industrial Engineering' (NITIE)

Best Chairman of BMA Committees : Mr.M D Agrawal, Chairman, BMA-CSI IT Convention Committee, Mr.Niteen Bhagwat, Chairman, BMA Marketing Convention Committee and Mr.R Ramakrishnan, Chairman, BMA Internal Awards Committee

President's Appreciation Award : Mr.S Mahalingam, Executive Director & Chief Financial Officer, Tata Consultancy Services and Ms.Nirmala Mehendale, Hon.Secretary & Chairperson, e-Journal Board.

The Internal Awards Committee of BMA was chaired by Mr.R Ramakrishnan, Executive Committee member BMA and Executive Director, Bajaj Electricals Ltd. He was ably supported by Mr.Indrapal Singh, Mr.S P Agarwal and Mr.Anant Singhania all past presidents of BMA.

The External Awards Jury was chaired by Mr.K K Nohria former Managing Director of Crompton Greaves and had Ms.Shikha Sharma, Mr.S V Haribhakti, Dr.Ram Tarneja and Mr.S Hajara as members.

The Principal Partner to the event was Future Capital Holdings Ltd

The Entrepreneur of the Decade Award could not be received in person by Mr.Kumar Mangalam Birla due to unforeseen circumstances. However Mr.Birla sent in his speech which was played before the august gathering.

This year's awards functions had several highlights – starting from presentation of potted plants to the Chief Guest and Awardees to a power point presentation on each of the awardees with suitable music accompanying the announcement of each award. Each of the awardees spoke on a topic close to their heart. All the topics will soon be posted on our website www.bma-india.com shortly. Do make sure you visit the website.

The programme ended with a sumptuous high tea. For us at BMA it was a very satisfying and fulfilling moment which would be cherished for long.

Two Day Workshop:

A two day workshop on “High Performance Leadership Skills” was held on 25th-26th May at West End Hotel. The trainer was Mr.Vincent D'Silva who took the 18 participants through lectures, exercises, case studies and audio visual presentations on to various aspects of leadership skills. The participants went home with a lot of learnings.

Membership Renewal:

We have sent our first reminder to those who have not renewed their membership fees. We urge everyone to renew their fees so that we continue serving you.

BMA Committees:

We also encourage our members to offer their services to the various BMA Committees as a new team takes over. Do visit our website and learn all about the various Committees and the activities they undertake. Your joining these Committees with your talents, charisms and expertise will help us to offer new and better programmes to our members. So do come forward and send in your preferences to the Secretariat as to which Committee of BMA , who would like to work with.

Kudos:

We are pleased to inform our members that Mr.Ashish D Jaipuria, a life member of BMA has been appointed the Honorary Consul of Ecuador for the jurisdiction over the States of Maharashtra, Gujarat, Karnataka and Goa. Our heartiest congratulations to Mr.Jaipuria and wishing him all the very best in his new assignment.

Farewell:

As we come to the end of this “Update” we bid farewell to President Mr.S Mohan as he lays down office and hands over the baton to the next President Prof. Suresh Ghai. We thank him for leading the Association and wish him well in the years ahead.

Till next time.

Gladwyn A Pinto
Executive Director

Something to ponder about:

THE INDIAN ELECTIONS

NEW YORK TIMES

It is truly the greatest show on Earth, an ode to a diverse and democratic ethos, where 700 million + of humanity vote, providing their small part in directing their ancient civilization into the future. It is no less impressive when done in a neighborhood which includes de-stabilizing and violent Pakistan, China, and Burma.

Its challenges are immense, more so probably than anywhere else, particularly in development and fending off terrorism -- but considering these challenges and its neighbours, it is even more astounding that the most diverse nation on Earth, with hundreds of languages, all religions and cultures, is not only surviving, but thriving.

The nation where Hinduism, Buddhism, Jainism, and Sikhism were born, which is the second largest Muslim nation on Earth; where Christianity has existed for 2000 years; where the oldest Jewish synagogues and Jewish communities have resided since the Romans burnt their 2nd temple; where the Dalai Lama and the Tibetan government in exile reside; where the Zoroastrians from Persia have thrived since being thrown out of their ancient homeland; where Armenians and Syrians and many others have to come live; where the Paris-based OECD said was the largest economy on Earth 1500 of the last 2000 years, including the 2nd largest only 200 years ago; where 3 Muslim Presidents have been elected, where a Sikh is Prime Minister and the head of the ruling party a Catholic Italian woman, where the President is also a women, succeeding a Muslim President who as a rocket scientist was a hero in the nation; where a booming economy is lifting 40 million out of poverty each year and is expected to have the majority of its population in the middle class, already equal to the entire US population, by 2025; where its optimism and vibrancy is manifested in its movies, arts, economic growth, and voting, despite all the incredible challenges and hardships; where all the great powers are vying for influence, as it itself finds its place in the world.

Where all of this is happening, is India, and as greater than 1/10 of humanity gets ready to vote, it is an inspiration to all the World.

— **V Mitchell, New York, NY**

One of greatest victories you can gain over someone, is to beat them at politeness
-Josh Billings-

Develop a Positive Attitude

Uncertain times show us that we are moving into a new phase. Though, we all have difficult times in our lives, overall life was not designed to be struggled through. We have to learn to think about ourselves in healthy ways. We may not notice it but attitude is everything especially when it comes to the quality of life. We tend to bring into our life the things that we focus on the most.

Have you ever noticed a person with a terrible attitude? This could be someone who is extremely negative, not fun to be around and would always complain about how his/her life is horrible and everything seems to go wrong. These kinds of people drain our positive energy. Negative attitudes are contagious. They not only make us feel terrible but those around us will also feel the strain as well. No one wants to hang out with a negative person.

The good thing is that positive attitudes are contagious too. The difference is that people do like to hang out with positive people because it makes everyone feel good about themselves. If you want to be the kind of person that everyone wants to be with, here are few easy steps to help you achieve that:

Figure out what you love and do it. This includes activities you enjoy doing, hobbies, things you like to do in your free time and most importantly your job or career. If you start questioning yourself about how much joy and fulfillment you get from your job and realize that you no longer are happy then perhaps it's time to consider a new career. When you do things that make you happy, you feel better about yourself, have a positive outlook at life and you begin to project a positive attitude.

No matter what, expect the best. Although it seems easier to see the negative in every situation, turn around and look for the positive in everything. Make it a habit to expect the best out of every circumstance. Recite an affirmation, "Everything will work out great. Everything will fall into place. Today will be a happy day!" The more often you recite affirmations, the easier it will be for you to believe that positive things do happen.

Boost your self-esteem. Think positive thoughts and speak positive words to yourself everyday. I'm sure you have at one point of time talked down on yourself. Negative self-talk makes you feel hopeless, pessimistic and frustrated. Acknowledge your good qualities and stop focusing on the negative ones. You may not be perfect but you are at least trying to be perfect and on your way to greatness. Compliment others. Take a moment to encourage others. Try to compliment the people you meet each day – both strangers and the usual people you see. Emphasize on the positive in others and you will be more likeable. If you have likeminded people around you, then, you will like yourself more.

Be strong. Think about your strengths instead of focusing on your weakness. Thinking about your "failures" will only make you feel negative and pessimistic. Continue to affirm your strengths and talents everyday. This will help you empower yourself and you will soon feel in control of every situation around you. Being in control promotes a positive attitude.

(Source : Breakthrough for Managers : May 2009 Vol IX – Issue 5)

ON LAYOFFS

Vineet Nayar, CEO of HCL Technologies, said that an inclusive strategy will pay off better in the long run. “Firing employees is easy to do, but does long term damage to the organization. There is greater loyalty among employees in Indian Companies which gives us a competitive advantage. But if employees feel the company will hire and fire at will, that loyalty will go and take away the basic fabric of our competitive advantage,” he said. He added he was a great believer in leadership accountability. “If you are laying off, you must first lay yourself off, since you were responsible for bringing the organization to this situation.”

Action Speaks Louder than Words!!! (Greatness of J.R.D. TATA)

Those who wish to build institutions should insist that the rules of the institution apply to themselves too.

TATA administrative officers attending a programme at the TATA Management Training Centre in Pune in December 1965 learned this lesson from JRD Tata himself. It was the first programme at the Centre. JRD Tata had come to inaugurate it. He was stopped from entering the dining hall for lunch by Col.Cama, the Centre’s administrator. JRD was dressed in a safari suit as he always was. “I am sorry, Sir, your need to wear a tie in the dining hall – That is the rule, said Cama. “But I do not have one”, said JRD. “Then I will have lunch sent to you in your room, Sir” said Cama. The TAS Officers were aghast at the Colonel’s remarks. But JRD showed them what a great man he was, not by berating the colonel, but by turning around and going to his room, where he had lunch. **He spoke no words. His action spoke loud and clear.** He made the point that the rules of Institutions must apply equally to all if they are to be effective – and he allowed a junior officer to apply the rule even to the great JRD.

(Source : “Rules are for lesser people” – Arun Maira (Economic Times 18-5-09))

“Why BOSSES are different”

When you take a long time, you’re slow.

When your boss takes a long time, he’s thorough.

When you make a mistake, you’re an idiot.

When your boss makes a mistake, he’s only human.

When you’re out of the office, you’re wandering around.

When your boss is out of the office, he’s on business.

When you’re on a day off sick, you’re always sick.

When your boss is a day off sick, he must be very ill.

When you apply for leave, you must be going for an interview.

When your boss applies for leave, it’s because he’s overworked.

Thought for the day

“Don’t save what is left after spending. Spend what is left after saving.”

Warren Buffet

We are all familiar with the attitude of gratitude. But sometimes we tend to forget, and this is what happened to me the other day last week. I was getting late for work and I had a very important meeting in the office. I started the day off complaining about the traffic and the state of the roads. As if this wasn't enough, I then proceeded to get furious with the summer heat; it was so hot and dusty outside and I kept wishing that it was winter. When I reached the office I was told that my secretary had left a message that she would be an hour late. This meant that I would have to check the office email myself. I huffed and puffed. I turned on the computer and opened the email inbox, and here was this message from a work colleague of mine.

This is what the note said:

I am thankful:

For the wife
Who says it's pizza tonight,
Because she is home,
And not out with someone else.

For the husband
Who is on the sofa
Being a couch potato,
Because he is home
And not out at the bars.

For the teenager
Who is complaining about doing dishes
Because it means she is at home,
Not on the streets.

For the taxes I pay
Because it means I am employed.

For the mess to clean after a party
Because it means I have been surrounded by
friends.

For the clothes that fit a little too snug
Because it means I have enough to eat.

For my shadow that watches me work
Because it means I am out in the sunshine.

For a lawn that needs mowing,
Windows that need cleaning.

And gutters that need fixing
Because it means I have a home.

For all the complaining
I hear about the government
Because it means we have freedom of
speech.

For the parking spot
I find at the far end of the parking lot
Because it means I am capable of walking
And I have been blessed with transportation.

For my huge heating bill
Because it means I am warm.

For the lady behind me in church
Who sings off key
Because it means I can hear.

For the pile of Laundry and ironing
Because it means I have clothes to wear.

For weariness and aching muscles
At the end of the day
Because it means I have been capable of
working hard.

For the alarm that goes off
In the early morning hours
Because it means I am alive.

And I am thankful:
For the people I work with
Because they make work interesting and
fun!

I read this note again. I took a deep breath and thought, I'm thankful for traffic jams because it means I have a car, I'm thankful for the Sun because it lights up our day, I'm thankful that my secretary got late because it means I had to check my email and receive this message.

We all have some days, which start off as a struggle, and we find ourselves becoming irritable and angry. And all it takes is a little gentle reminder for us to realize just how fortunate we all are!

**(Source : The World Wisdom Review
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