

**WORLD
AIDS DAY**
1 DECEMBER



e - PANORAMA

ISSUE - 08

OCT. - NOV. '21

BDMA

**BHARUCH DISTRICT
MANAGEMENT ASSOCIATION**

AN ISO 9001 : 2015 CERTIFIED ORGANIZATION



www.bdma.in

**National Pollution
Prevention Day**





Start by doing what's necessary, then do what's possible; and suddenly you are doing the impossible

—Saint Francis of Assisi



ISSUE COVERS...

- President's Message
- Achievement
- Events' Highlights - October & November 2021
- Article on Taking Risks Doesn't Always Reap Rewards
- Celebrating Special Days of Our Members

FROM THE DESK OF PRESIDENT... ..



Dear Members,

Warm greetings to each one of you !

I feel grateful to bring to you 8th issue of our News Bulletin 'e-Panorama.' The month of October-November was filled with numerous activities.

The 2nd Human Resource Conclave on core theme 'Re-Imagining HR' on 22nd October 2021 was one of most successful event we organised in this year. We had over 175 participants who graced the event. For the first time we have closed registration before two days of conclave due to limitation of space. I would like to congratulate HR Forum Chair Sunil Bhatt, Co-Chair Manthan, Conclave Chairman Subodh Gautam and entire team for making this Conclave grand success. Relevant topics and speakers added value to this conclave. we focused on topics like 'Diversity and Inclusion,' Round Table Discussion on "Coaching," Emotional Intelligence v/s Artificial Intelligence in HR, Session on New Labour Code.

Mr. Ravi Kapoor, MD from Heubach Colour Pvt Ltd was our Chief Guest. While Mr. Mikael Gedin, EVP - People & Care, Perstorp Group was the Keynote Speaker who connected online from Sweden. Speakers like Dr. P. K. Padhi, Professor from XLRI, Jamshedpur; Mr. Nisheeth Mehta, CEO, Microsign Products; Mr. Kannan Hariharan, Chief Strategist, Culture & Belongingness, Avtar Group; Mr. Gopal Iyer, Vice President, IIM Ahmedabad and Ms. Vidhya Srinivas, Head - Corporate Relations, IMT, Nagpur, Mr. Vinay Trivedi, Global CHRO have graced this event with their knowledge enlightening sessions.

The 3rd Women's Conclave on 26th November 2021 was organised virtually on 'Zoom' on core theme 'Lifestyle and Wellness.' It was another milestone by BDMA's Women forum. More than 240 participants joined online in the event. It touched upon all aspects of Wellness like Physical Wellness, Spiritual, Social and Emotional Wellness as well as Psychological Wellness. Mr. R Shiva Prasad, Director - Corporate Programs, The Art of Living Foundation was the key note speaker. The Inaugural address was made by renowned playback singer, Padma Shri awardee Dr Anuradha Paudwal.

Dr. Annie Kuruvilla, Professor from M S University; Dr. Vinay Vora, Ayurvedic Doctor from Ambrosia Ayurvedic; Ms. Priyanka Shah, Founder from iKheti; Ms. Manisha Dialani from Manisha's Food Products; Dr. Dipti Joshi, Psychologist, Team CBT Trainer; Dr. Subhash Yadav, Educationalist from Narmada College of Management; Ms. Rashmi Anand, Founder from Lakshyam - NGO; Mr. Nisheeth Mehta, CEO from Microsign Products; Ms. Aarti Patel, Actress, Producer, Writer, RJ; Mr Gaurang Raval, Founder - Sauhard; Ms Vispy Kharadi, an expert in Marshal Arts and a 7 times Guinness World record holder were the honorary speakers. Over 200 attendees participated in the online conclave.

The newly started 'Arts and Culture Forum' organised its 1st and 2nd meet. They organised the book launch of 'Rimi - The first drop of Rain' by Author Ms. Darshana Vyas in English and Gujarati in the month of October 21' and Saptshrungi Mehfil in the month of November 21' where the forum invited 6 poets from various walks of lives to present their poetries on BDMA platform.

The IT, MSME, SHE , CSR , Finance & Taxation forum also organised forum meets during this period. The momentum has started for Physical meet and I appeal all the members to actively participate and encourage others to become an individual and corporate member of BDMA to get updated with latest trends in respective areas.

We have a plans to organise state level CSR Conclave meet in February - March 2022 and for that Forum Chair Mr. Nirmalsinh Yadav and Co-Chair Mr. Alkesh Rana are in action mode to ensure the success of the same.

The calendar year 2021 was full of activity and we could able to create a strong branding of BDMA during the year due to active participation from all of you. In advance, I convey all of you a very Happy New Year.

To conclude, I would like to bring light to a very important thought, "Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could."

Thanks & Regards,

Harish Joshi

PROUD MOMENT FOR BDMA



Chairman and MD Vartika Shukla welcomed Mr Harish Joshi at EIL

The cabinet committee of appointment headed by Hon'ble Prime Minister approved name of Harish Joshi with four others for the appointment as an Independent Director in prestigious Nav Ratna PSU - Engineers India Limited. He was inducted recently at EIL House, New Delhi. Chairman & Managing Director Vartika Shukla welcomed him. Shri Harish M Joshi, 55 years is B. Sc and PGDMCJ (Post Graduate Diploma in Mass Communication and Journalism). A self-made successful business entrepreneur is a key promoter and a director in Pigment dispersion and formulation unit Sumangalam Formulations Pvt Ltd his other directorship includes in media and entertainment and management consultancy service companies. He is playing an important role in raising various infrastructure needs in PCPIR (Petro Chemicals and Petroleum Investment Region), Dahej in Gujarat. He is having a rich and varied exposure of more than 30 years of managing businesses and as an Advisor / Consultant for various Corporates. He took a keen interest in social activities for the betterment of society on the environment & education front. He is the President of the Bharuch District Management Association (2020-2022) and Hon. Secretary of Vilayat GIDC Industries Association. He is a member of IQAC (Internal Quality Assurance Cell) of Veer Narmada South Gujarat University. He is also President of an Intellectual movement – Bhartiya Vichar Manch, Bharuch Region. He has a passion to write as a freelancer on socio-economic issues.

EVENTS' HIGHLIGHTS

OCTOBER 2021

02nd
OCT

WEBINAR ON FINANCE & TAXATION FORUM

'Analysis of Supreme Court Judgement on 'Refund of Tax in Input Services.'



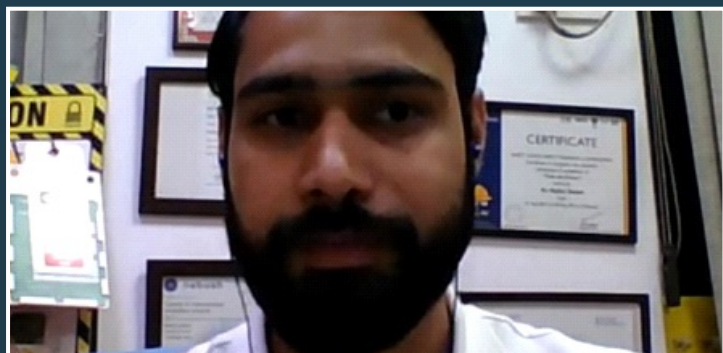
[Adv. Jigar Shah seen addressing Finance & Taxation Forum]

BDMA's Finance & Taxation Forum organized a webinar on 'Analysis of Supreme Court Judgement on 'Refund of Tax in Input Services.' Adv. Jigar Shah, Partner, L&S Attorneys was the Guest Speaker. He discussed in detail about the judgment of Supreme Court in regards to Refund of Tax in Input Services. The session was appreciated by all the attendees. Around 45 industry leaders participated in the conversation.

07th
OCT

WEBINAR ON 'LOCK OUT TAG OUT (LOTO)'

'Lock Out Tag Out (LOTO) - a key to Prevent Industrial Accidents.'



[Mr. Akshit Kachroo seen addressing the session on LOTO]

EHS Forum organized a webinar on 7th of October, 2021 on topic 'Lock Out Tag Out (LOTO) - a key to Prevent Industrial Accidents.' The esteemed guest speaker Mr. Akshit Kachroo addressed the session and discussed about how important LOTO is to prevent accidents in Industries. He discussed about how Lock out, tag out is a safety procedure used in industry and research settings to ensure that dangerous machines are properly shut off and not able to be started up again prior to the completion of maintenance or repair work. The session was well received and appreciated by all. Around 45 participants from various industries participated.

OCTOBER 2021

16th
OCT

MDP: FIRST AID TRAINING

It was organised for ERT Team of Yash Speciality Chemical LLP, Dahej.



[A Full Day Training program on "First Aid"]

A Management Development Program was organized on "First Aid" on 16th October 2021. It was organised for ERT Team of Yash Speciality Chemical LLP, Dahej. The aid was to provide the skills to overcome a potentially threatening situation long enough for medically trained individuals to arrive on scene. An expert doctor from Red Cross Society, Vadodara trained the participants. The feedback was positive for the trainer.

26th
OCT

7th SESSION OF 'COURAGE UNLIMITED' SERIES

'Courage Unlimited'



[Ms. Maitri Patel, Youngest Pilot seen addressing at 7th session of courage unlimited series]

The Women's Forum organized a webinar 7th session of 'Courage Unlimited' series on 26th Oct. 2021. Ms. Maitri Patel addressed the session as esteemed guest speaker. She discussed journey as to how she got inspired by her dad to become the 'Youngest Pilot in India.' She interacted with the students of Vapi Public School and advised all the aspiring participants as to how they chase their dreams to become the pilot in India. The session was well received by everyone and nearly 130 participants attended the webinar.

OCTOBER 2021

22nd
OCT2nd HR CONCLAVE

'Analysis of Supreme Court Judgement on 'Refund of Tax in Input Services.'

The 2nd HR Conclave was organized on 22nd October 2021 by BDMA at Hotel RE:GEN:TA. Many companies across Dahej, Ankleshwar, Panoli, Jhagadia, Kosamba participated this conclave. We achieved the participation of around 175 participants par excellence. Speakers across the nation graced the event. It was appreciated in media by prominent newspapers like Sandesh. Also, it was appreciated on YouTube by various media channels. The session was quite enriching. The 2nd HR Conclave was attended by over 175

Mr. Ravi Kapoor, MD from Heubach Colour Pvt Ltd was the Chief Guest. The Program was organized on theme, "Re-Imagining HR." **Mr. Mikael Gedin**, EVP - People & Care, Perstorp Group was the Keynote Speaker. Dr. P. K. Padhi, Professor from XLRI, Jamshedpur was Guest of Honour.

Mr. Nisheeth Mehta, CEO, Microsign Products who manufactures products made by differently-abled people and **Mr. Kannan Hariharan**, Chief Strategist, Culture & Belongingness, Avtar Group spoke on topic "Diversity & Inclusion"

Mr. Gopal Iyer, Vice President, IIM Ahmedabad and **Ms. Vidhya Srinivas**, Head - Corporate Relations, IMT, Nagpur had "Round Table Discussion on Coaching"

Mr. Vinay Trivedi, Global CHRO, TerraPay discussed in detail about "Emotional Intelligence v/s Artificial Intelligence in HR"

In the end, **Dr. P. K. Padhi**, one of the eminent speaker from XLRI, threw some light on topic "Labour Code" and made everyone play a "Kahoot" game which had audience hooked to the Q & A quiz. Top three winners were presented with the gifts. The session was quite enriching.



SANDESH

ભરૂચ-તર્મદા

SUNDAY,

ભરૂચ ખાતે હ્યુમન રિસોર્સ કોન્ફરન્સમાં નિષ્ણાતોએ પોતાના વિચારો વ્યક્ત કર્યા

(ભરૂચ)

ભરૂચ ડિસ્ટ્રીક્ટ મેનેજમેન્ટ એસોસિએશનના ઉપક્રમે ભરૂચ ખાતે બીજા એવર કોનક્લેવ ૨૦૨૧ નું આયોજન કરવામાં આવ્યું હતું. આ કોનક્લેવનું ઉદ્ઘાટન આંતરરાષ્ટ્રીય કંપની હ્યુમન રિસોર્સ મેનેજિંગ ડિરેક્ટર રવિ કપૂરે કરતા જણાવ્યું કે, કોનક્લેવ નો લીમ - 'રી ઇમેજિંગ એચ.આર.' એ વર્તમાન સમયમાં એક મહત્વનો વિષય છે. તમામ વૈશ્વિક સ્તરની કંપનીઓની આ દિશામાં અંબીરતાથી વિચારી રહી છે તેમણે ઉમેર્યું કે જે કંપની પોતાના માણસોને ગુણવત્તા સાથે એપ્રેન્ટિસશિપ માટે નું વાતાવરણ ઉભું કરી શકે તે કંપનીઓનું બિઝનેસ લાંબા ગાળાનું હોય છે.

આ પ્રસંગે અનિલિ વિશેષ તરીકે જમશેદપુર એક્સ.એચ.આર. આઈ

ના ડાયરેક્ટર પ્રદીપકુમાર પાણીએ જણાવ્યું કે હ્યુમન રિસોર્સિસ વિભાગ સાથે સંકળાયેલા તમામ લોકો કંપનીમાં વિકસમાં મહત્વની ભૂમિકા ભજવે છે અને તેથી નવી બદલાઈ રહેલી વૈશ્વિક પરિસ્થિતિઓના સંદર્ભમાં "રી ઇમેજિંગ એચ.આર." એ મહત્વનું બની જાય છે આ પ્રસંગે સ્વીડન થી જાણીતી પર્સ્ટોર્પ ગ્રુપના ગ્રુપરેક્ટરે માર્કેડ ગેલીને જણાવ્યું કે, આખરે ટેકનોલોજી એ માનવ દ્વારા સંચાલિત હોય છે અને તેથી તેથી હ્યુમન રિસોર્સ નું મહત્વ અનેક ગણું છે. કંપનીઓએ એક ગુણવત્તા ની તાલીમ થકી એક કમ્પાઈલીઓ ઉભા કરવા જોઈએ તેમને પ્રગટિની તક આપવી જોઈએ અને સ્વૈચ્છિક નિર્ણય લઈ શકે તે માટે નેચર કરવા જોઈએ. બી.ટી.એમ.એના પ્રમુખ હરીશ જોષી એ જણાવ્યું કે ઉપોચ

જનના પોસ્ટેનલને સતત ઉર્જવાન રાખી, દેશ વિદેશના અનેક અનેક વિદ્વાનોને બોલાવી તેમના જ્ઞાન નો લાભ અહીંના લોકો સુધી પહોંચે તેવો પ્રયત્ન બી.ટી.એમ.એને છેલ્લા ૩૪ વર્ષ થી કરી રહી છે. આ અંતર્ગત ૧૨ જેટલા વિવિધ ક્ષેત્રમ ખૂબ સક્રિય ભૂમિકા ભજવી રહ્યા છે.

ભરૂચ જિલ્લો ઉદ્યોગિક રીતે અગ્રેસર છે અને તેમાં તેમાં આ કોનક્લેવ માં પસંદ કરવામાં આવેલા વિષયો ખૂબ એક માનદર્શન આપશે. એચ.આર. ક્ષેત્રમ સતત પડતી ધીટ કરી રહી છે. જે એક મોટી સિદ્ધિ છે કારણકે રીક્રીટ રામ ટેબલ કોલિંગ અને લેબર કોર્ટ જેવા મહત્વના વિષયો ઉપર ભારતના વિવિધ વિસ્તારમાંથી વિસ્તારમાંથી એક વક્તાઓએ વિસ્તૃત છાવાટ કરી હતી.



કામદારો સ્વૈચ્છિક નિર્ણયો લઈ શકે એ માટે કંપનીએ તાલીમ આપવી જોઈએ: માઈકલ ગેલી

ભરૂચ ખાતે રાષ્ટ્રીય હ્યુમન રિસોર્સ કોન્ફરન્સમાં રિ-ઇમેજિંગ એચ.આર. વિષય ઉપર દેશના વિવિધ નિષ્ણાતોએ માહિતી આપી

ભરૂચ: ભરૂચ ખાતે રાષ્ટ્રીય હ્યુમન રિસોર્સ કોન્ફરન્સનું આયોજન શુક્રવારના રોજ કરાયું હતું. આ કોન્ફરન્સનું ઉદ્ઘાટન જાણીતી આંતરરાષ્ટ્રીય કંપની હયોએક્સ કરનારા મેનેજિંગ ડિરેક્ટર રવિ કપૂરે કર્યું હતું. તેમણે જણાવ્યું કે, કોન્ફરન્સનો હિમ 'રિ-ઇમેજિંગ એચ.આર.' એ વર્તમાન સમયમાં એક મહત્વનો વિષય છે. તમામ વૈશ્વિક સ્તરની કંપનીઓ આ દિશામાં અંબીરતાથી વિચારી રહી છે.

આ પ્રસંગે અનિલિ વિશેષ તરીકે જમશેદપુર એક્સ.એચ.આર.આઈ.ના ડાયરેક્ટર પ્રદીપકુમાર પાણીએ જણાવ્યું કે, હ્યુમન રિસોર્સિસ વિભાગ સાથે સંકળાયેલા તમામ લોકો કંપનીમાં

વિકસમાં મહત્વની ભૂમિકા ભજવે છે. આથી નવી બદલાઈ રહેલી વૈશ્વિક પરિસ્થિતિઓના સંદર્ભમાં 'રિ-ઇમેજિંગ એચ.આર.' એ મહત્વનું બની જાય છે. સ્વીડન થી જાણીતી પર્સ્ટોર્પ ગ્રુપના ગ્રુપરેક્ટરે માર્કેડ ગેલીને જણાવ્યું કે, ટેકનોલોજીએ માનવ દ્વારા સંચાલિત હોય છે અને તેથી હ્યુમન રિસોર્સનું મહત્વ અનેકગણું છે. કંપનીઓએ એક ગુણવત્તાની તાલીમ થકી એક કમ્પાઈલીઓ ઉભા કરવા જોઈએ. તેમને પ્રગટિની તક આપવી જોઈએ અને સ્વૈચ્છિક નિર્ણય લઈ શકે એ માટે નેચર કરવા જોઈએ.

બી.ટી.એમ.એ પ્રમુખ હરીશ જોષીએ જણાવ્યું કે, ઉદ્યોગ વગરના પ્રોફેશનલને સતત ઉર્જવાન રાખી, દેશ-વિદેશના અનેક વિદ્વાનોને બોલાવી તેમના જ્ઞાનનો લાભ અહીંના લોકો સુધી પહોંચે તેવો પ્રયત્ન બી.ટી.એમ.એને છેલ્લાં ૩૪ વર્ષથી કરી રહી છે. આ અંતર્ગત ૧૨ જેટલા વિવિધ ક્ષેત્રમ ખૂબ સક્રિય ભૂમિકા ભજવી રહ્યા છે. એચ.આર. ક્ષેત્રમાં લેબર કોર્ટ જેવા મહત્વના વિષયો ઉપર ભારતના વિવિધ વિસ્તારમાંથી વિસ્તૃત છાવાટ કરી હતી.

વિદ્યોગિક રીતે મોનરે છે અને તેમાં આ કોનક્લેવમાં પસંદ કરવામાં આવેલા વિષયો ખૂબ એક માનદર્શન આપશે.

કોન્ફરન્સ ચેરમેન અને આસીના વાઇસ પ્રેસિડેન્ટ સુનોદ ગીતાએ જણાવ્યું કે, કોન્ફરન્સમાં પસંદ કરવામાં આવેલા વિષયો કારણકે રીક્રીટ રામ ટેબલ કોલિંગ અને લેબર કોર્ટ જેવા મહત્વના વિષયો ઉપર ભારતના વિવિધ વિસ્તારમાંથી એક વક્તાઓ જેવા કે, એક્સ.એચ.આર.આઈ. જમશેદપુરના પ્રોફેસર પી.કે.પાઠી, માઇક્રોસાઇનના સીઇઓ નિરિશ મહેતા, સવાતાર ગ્રુપ ઈન્ફ્રાસ્ટ્રક્ચર ચીફ સ્ટ્રેટિજિક કાનલ હરિદેસન, આઈ.આઈ.એમ. સમાવાદના વાઇસ પ્રેસિડેન્ટ ગોપાલ એચ.આઈ. એમ.ટી નાગપુરના ડેડ કોર્પોરેટ રિલેશનસ ધિયા શ્રીનિવાસ, ટેરાપે, ઈન્ફ્રાસ્ટ્રક્ચર ઝોનલ ચીફ હ્યુમન રિસોર્સ મેનેજર ટ્રિવેદી વગેરેએ વર્તમાન સમયની માંગ અને પરિવર્તનોને અનુસર વિષયોની વિસ્તૃત છાવાટ કરી હતી.

EVENTS' HIGHLIGHTS

OCTOBER 2021

29th OCT ROUND TABLE DISCUSSION ON CSR ACTIVITIES

'General Meeting on CSR'



Mr. Nirmalsinh Yadav along with other participants seen discussing about CSR activities.

BDMA's CSR Forum organized 'General Meeting on CSR' and discussed in detail about recent CSR activities in Grasim and Aarti Industries. Also, further discussions were done to organize CSR Conclave

30th OCT ARTS AND CULTURE FORUM MEET

'Rimi, The first drop of rain'



Author of the book, Ms. Darshana Vyas seen at the book launch

BDMA's newly commenced 'Arts and Culture Forum' started its journey with a book launch - 'Rimi, The first drop of rain' by Ms Darshana Vyas on 30th October 2021. The event was held physically at BDMA premises. Dr. Ushaben Upadhyay was the Guest speaker. Padma Shree Dr. Vishnu Pandya, President, Gujarat Sahitya Academy and Shri Pravinchandra Dave, Ex-Principal, Govt. High School, Diu were the Hon. Chief Guests. The session was followed by Ghazal Utsav at the end of evening. It was well applauded by everyone. The session was attended by over 80 attendees.

NOVEMBER 2021

18th NOV 59th HR FORUM MEET

'Similarity between Ramayana and Mahabharata (Management Point of View).'



Mr. Ashish Desai seen addressing HR Forum

BDMA's HR Forum organized it's 59th Meet on 'Similarity between Ramayana and Mahabharata (Management Point of View).' Mr. Ashish Desai, Chief Manager-People Strategy, Indofil Industries Ltd was the esteemed Guest Speaker. He discussed about similarities between Ramayana and Mahabharata. First similarity being '7th avatar of the god Vishnu and 8th avatar of the God Vishnu appear in both hindu mythologies. Second similarity being fulfilling one's Duty i.e Dharma; in Ramayana, Rama went on exile in order to fulfill his dharma as son and in Mahabharata, Arjuna has to fulfill his duty as a warrior and proceed with the war even if he does not want to. The session which was held both physically and virtually was appreciated by all the attendees. Around 25 participants participated in the session virtually and around 12 participants were there to witness the session physically.

20th NOV FINANCE & TAXATION FORUM MEET

'Courage Unlimited'



Mr. Manish Khandelwal seen addressing the session on 'Science of Retirement Planning'

Finance & Taxation Forum organized a webinar on 20th of November, 2021 on topic 'Science of Retirement Planning.' The esteemed guest speaker Mr. Manish Khandelwal, CA, Cost Accountant & Company secretary with 24+ years of experience addressed the session and discussed about how important is to plan for retirement and discussed how to invest one's money in diverse pool of financial assets like equity, bond, mutual funds etc. The session was well received and appreciated by all. Around 67 participants from various backgrounds participated.

EVENTS' HIGHLIGHTS

NOVEMBER 2021

20th
NOV

3rd MSME FORUM MEET

'Cost Savings for MSMEs' – Sharing real life experiences and ideas.



Dr. Yakoob Ali seen presenting the 3rd MSME Forum Meet

MSME Forum on 20th November 2021 organized a webinar on a significant topic 'Cost Savings for MSMEs' – Sharing real life experiences and ideas. Dr. Yakoob Ali, Founder - Y Chem consulting & Ex. COO - Shantha Biotech was the Expert Speaker. He discussed in detail about how MSMEs can reduce the business costs and become more profitable in various ways like opting for better infrastructure by collecting data, conducting required trainings, conducting quality checks and then identifying possible improvements. The webinar was well received by around 30 participants.

7th
NOV

EHS FORUM MEET

'Environment, Social and Governance (ESG) - a must for Business Sustainability'



Mr. Paresh Sheth seen addressing at EHS Forum Meet

An EHS Forum was held on topic 'Environment, Social and Governance (ESG) - a must for Business Sustainability' on 24th November 2021. Mr. Paresh Sheth, CEO & Member of the Board - CASI New York was the Guest Speaker. He discussed as how important role ESG plays while fulfilling needs of a business in today's times. He highlighted how CASI New York identifies needs of business by conducting research and trainings in the field of ESG. The webinar was well received by everyone. Around 55 attendees participated in the session.

NOVEMBER 2021

25th
NOV

FIRST AID TRAINING

It was organised for ERT Team of Yash Speciality Chemical LLP, Dahej.



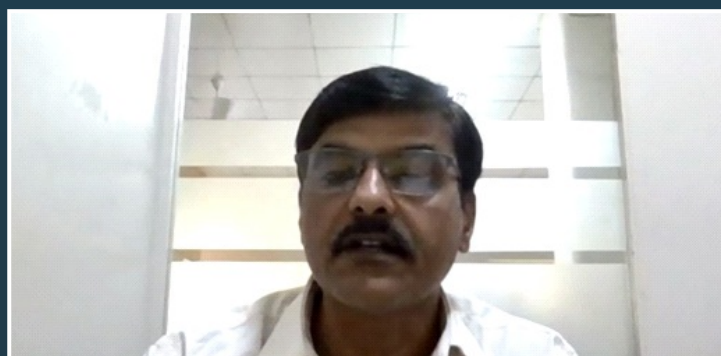
It was arranged for nearly 25 employees of Brakes India Pvt Ltd

A First Aid Training was organized by BDMA for a full day on 25th November 2021. It was arranged for nearly 25 employees of Brakes India Pvt Ltd at their premises by the well qualified trainer; Dr. Vishal Pawar holding BHMS degree with 22 years of experience in medicine and 6 years experience in First Aid training. He gave the information and the skills one needs to help the adults during many emergency situations. The MDP was well praised by all the attendees.

25th
NOV

13th CSR FORUM MEET

'CSR Initiatives by UPL'



Mr. Natha Dodia seen highlighting 'CSR Initiatives by UPL'

The 13th CSR Forum Meet was organized on 25th November 2021 on topic 'CSR Initiatives by UPL'. Mr. Natha Dodia, Manager – CSR, UPL Ltd was the Guest speaker. He discussed in details various CSR Initiatives conducted by UPL in the interiors of Bharuch Districts for upliftment of needy farmers. For example, UPL worked on improving agricultural productivity by generating Rs 13,6500 equity for 4026 farmers, facilitating 3 vans (FreshVeg2U) for facilitating vegetables in market benefiting 75 farmers, training 18,142 farmers for agriculture excellence in Vapi. Around 25 attendees attended the webinar. It was well appreciated by all participants.

EVENTS' HIGHLIGHTS

NOVEMBER 2021

26th
NOV

3rd WOMEN'S CONCLAVE - VIRTUAL

" LIFESTYLE AND WELLNESS "



The Women's Forum of Bharuch District Management Association organized it's 3rd Annual Conclave on 26th November 2021, in the form of a Panel Discussion. The Theme of this Annual Conclave was " LIFESTYLE AND WELLNESS ". Its touched upon all aspects of Wellness : Physical, Mental, Spiritual, Emotional, Social as well as Environmental. After the Inaugural address, we had in series, three sets of Panel discussions on all aspects of wellness namely i) Physical Wellness, ii) Spiritual, social and emotional wellness as well as iii) Psychological wellness.

The welcome address was done by Mr. Harish Joshi, President, BDMA, the Vice President of BDMA Mr. Pravindan Gadhvi introduced the activities conducted by Women's Forum. This was followed by Ms Punam Sheth, Chair, Women's Forum, talking about the relevance of organizing a conclave on the given theme.

The Key note address was given by the Guest of Honour, Sh R Shiva Prasad, Director - Corporate Programs, The Art of Living Foundation. The Inaugural address was made by renowned playback singer, Padma Shri awardee Dr Anuradha Paudwal.

In the first panel, Dr Annie Kuruvilla, Professor , Foods and Nutrition, M S University, guided on nutritional value of the variety of foods that we consume and how they contribute to wellness. Dr Vinay Vora, a world renowned ayurvedic doctor, shared how important it is to co-relate what we consume and how much we consume with what time of the day we consume food. Ms Priyanka Amar Shah, founder of ikheti, emphasized that co-existing with nature/ environment is the key to a sustainable lifestyle/living. Ms Manisha Dialani , Founder, Manisha's Food Products, emphasizing on an optimal input of nutritious diet clubbed with proper exercises to be made as a way of life.

The second panel discussion had speakers like Dr Subhash Yadav, Associate Proessor, Narmada College of Management, discussed about the 9 Rasas describing 9 emotions we experience in our state of living and how the 9th Rasa – Shanta Rasa- is our core self which stays untouched by the surroundings. This was followed by an address by Ms Rashi Anand, Founder of Lakshyam, who emphasized on the need to co-exist with the people and environment around us. Then the address was followed by Mr Nisheeth Mehta, CEO, Microsign Products. He emphasized on the need for a learning attitude, a need for appreciating what others can do.

The last panel discussion focused more on psychological wellness which comes from following one's passion and enabling others to discover their strengths and passion as well. The discussion started with Ms Arti Patel, Actress, Producer and Writer. She very lucidly put forth the importance of prioritizing, having honest and open communication as well as disciplining oneself. This was followed by a very sensitive touch by Mr Gaurang Raval, founder - Sauhard, to what can lead the youth to essentially discover their true passion and live it through to get a feeling of wellness. The last session on this panel was by Ms Vispy Kharadi, an expert in Marshal Arts and a 7 times Guinness World record holder. He emphasized that there can be no short cut to knowing one's strengths and passion. It has to be learnt through self exploration and expert guidance.

These Panel discussions were very effectively moderated by Ms Chaitali Thakore, Co-Chair, Women's Forum and Mr Manthan – Head HR, Perstorp. The MOC of the event was Ms Yesha Sheth. The event concluded with a Valedictory Address by Dr Trupti Samir, Chair, 3rd Women's Conclave organized by the Women's Forum of Bharuch District Management Association. Around 213 participants graced the event.

EVENTS' HIGHLIGHTS

NOVEMBER 2021

27th
NOV

4th MSME FORUM MEET

'Different Ideas and technologies for Environment Management for MSMEs.'



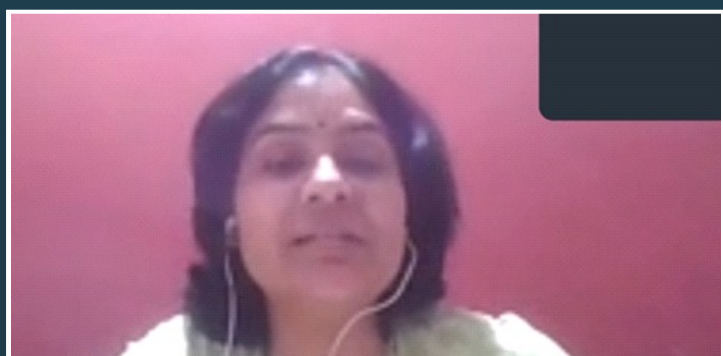
Mr. Shankar Karhale seen presenting 4th MSME Forum

BDMA's MSME organized its 4th Forum Meet on topic 'Different Ideas and technologies for Environment Management for MSMEs.' Mr. Shankar Karhale, Head – Corporate Environment, Aarti Industries Ltd was the Guest Speaker. He highlighted various points on conservation of natural resources, protection of habitats and controlling of hazards at MSMEs. The session was attended by 36 participants and well appreciated by all

27th
NOV

IT FORUM MEET

'Cyber Terrorism



Ms. Lakshmi M Gadikar seen addressing on topic 'Cyber Terrorism'

BDMA's IT Forum conducted a webinar on 27th November 2021 on a very important topic 'Cyber Terrorism. Ms Lakshmi M Gadikar, Associate Professor, IT Department, Fr. CRIT was the Guest Speaker. She discussed various ways in which cyber hacks are done by viruses and malware. And how important privacy is and how to keep protected from such cyber hacks. Around 25 attendees participated in the session. It was well praised by everyone.

NOVEMBER 2021

25th
NOV

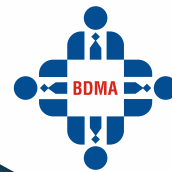
ARTS AND CULTURE FORUM MEET

Eminent Poets came together by presenting their poems and thoughts on various topics.



BDMA's Arts and Culture Forum organized a 'Saptshrungi Mehfil'on 27th November 2021. Eminent Poets came together by presenting their poems and thoughts on various topics. Mr. Ramnik Agrawat, Mr. Hemang Joshi, Ms. Mayurika Leuva Banker, Mr. Mubarak Ghodiwala, Mr. Brij Pathak, Mr. Rajendra Mehra. Mr. Jignesh Bhimraj were the poets who graced the Mehfil with their words of art. Mr. Jignesh Bhimraj moderated the session. Around 50 attendees witnessed the beautiful literary evening.





Why chasing whims can often get in the way of consistent success

Entrepreneurs are known for being streaky. Most A-list leaders encountered major obstacles along the way, shifting from massive failures to massive success on hard work alone. We applaud this tendency to shoot high and fall hard, and it's an admirable thing: A 2017 Harvard Business School study found that risk takers are more likely to have the courage to pursue entrepreneurial ventures. Risk aversion stifles many good intentions when it comes to business.

But what happens when that hot-and-cold attitude extends beyond being attracted to shiny objects? Entrepreneurs who are quick to drop a flopping product or adopt a new strategy can also be prone to shifting their leadership approach on a dime, and that's when the trouble starts.

The Value of Consistency

While most entrepreneurs are comfortable wading into the unknown and weighing risks against rewards, they have to recognize that their employees probably won't be. The steady, hard-working people they hire to run the business day in and day out are less likely to be enamored by shiny distractions. They want security, a guaranteed paycheck and a good place to call home.

An inconsistent leadership approach can throw all of that into question. Entrepreneurs, like any leader, are responsible for setting expectations and, by extension, the tone for their company's culture. When they let their ability to shift focus bleed over into their interactions with staff, employees may get differing (and confusing) messages.

Earlier this year, the American Management Association compiled the top reasons people leave employers. Poor management and weak communication made up two of the top three. Consisting of everything from favoritism to bungled messages between departments, both areas suffer mightily from inconsistency. Double standards -- or a lack of standards at all -- leave people wondering what to expect. Standards and interactions that remain consistent boost clarity and morale and increase productivity.

Avoiding Consistency Landmines

While discussing this with other entrepreneurs at a conference, one told me, "If I suffer through anxiety-producing uncertainty on a daily basis, so can they." This is a reckless perspective. As an entrepreneur, he presumably wants to make money and succeed. With stressed, distracted employees in charge of daily operations, that's unlikely to happen. Worse, it belies a real entrepreneurial failing. Entrepreneurs thrive on change and improvements. Being content with the status quo or the "way we've always done things" doesn't bode well.

But even entrepreneurs with the best intentions can send conflicting messages to team members without realizing it. Here are a few of the most common ways they do it.

1. Changing standards without communicating them.

Leaders often get new information that changes their perspective on their current situation. Whether it's a set of recently passed regulations or feedback that a process isn't working, there are good reasons to change the way things are done. Entrepreneurs who forget to communicate the "why" will often have trouble getting people to shift the "how." One marketing agency owner I know struggled to get his team excited about moving from one type of marketing to another. When he asked a senior staffer for feedback, he was told that the team had picked up on the shift, but it had never been directly explained to them and they weren't trained to handle the new tasks. Resentment brewed.

2. Applying rules differently to different teammates.

There are legitimate reasons for treating employees differently. Management is definitely a system built on rewards and trust. Giving more leeway to a longtime employee who always hits deadlines makes sense. Unless it's explicitly spelled out in your policies, however, it may confuse a new hire who wants equal flexibility.

Treating employees fairly doesn't mean treating them equally. For example, if you have an employee who needs ADA accommodations, you wouldn't extend them to someone who doesn't. If an employee requests bereavement leave for a parent's death, the important thing is that the same option is available to everyone when applicable, not that everyone else gets a day off as well. The point is to communicate the circumstances that result in specific consequences or privileges.

3. Letting one incident affect other interactions.

Entrepreneurs have a special knack for taking bad news. Lost funding? No problem. An employee departing for a more established competitor? OK. Negative feedback on a new product from a consumer panel? Shucks. But sometimes, what's happening below the surface bubbles its way up at inopportune times.

Once, I shifted from a less-than-great meeting with a partner to a one-on-one with one of my strongest employees. Still stewing about the conflict from earlier, I started questioning each project we discussed. As my employee's face took on a searching, confused look, I realized I'd let my first conversation bleed into my second, even though they had nothing to do with each other.

4. Comparing and competing.

Perhaps the least obvious way entrepreneurs let hot-and-cold perspectives take over, competing can also be the most pernicious. Competitive by their very nature, it's hard for business owners to ignore the innovative or headline-making things competitors are doing. Their immediate thought: Should I copy this move before it becomes mainstream or go against it?

But comparing and competing can lead to inconsistencies galore, particularly when you're examining the moves of a wide variety of companies. If a neighboring company puts up a sign listing its environmentally friendly acts, convening your team for a highway clean-up may be confusing if you've never seemed interested in the environment. If you have pledged to stop using diesel trucks for deliveries and then order a new fleet to keep up with the competition's delivery speeds, expect questions.

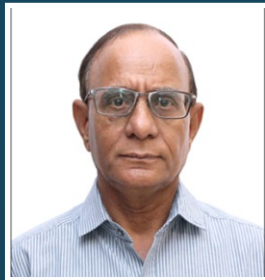
A tendency to change gears can be a great asset for entrepreneurs, but for those who aren't careful, that same nimbleness can come across as flighty, confusing and inconsistent to employees. Create enough double standards, and you won't just lose productivity -- you'll also lose the very people you created the standards for.

BIRTHDAY

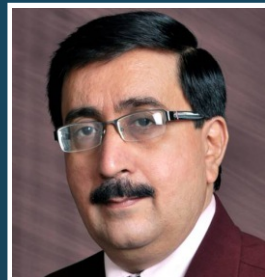
A birthday is like a new year and our best wish for you, is a great year full of happiness and sunshine!



Mr. Jayesh Trivedi
21st October



Mr. N K Valecha
27th October



Mr. Devang Thakore
31st October



Mr. Snehal Lokhandwala
1st November



Ms. Arpita Shah
7th November



Mr. Vital Patel
7th November



Ms. Nikki Mehta
9th November



Mr. Manoj Anandpura
11th November



Mr. Jayesh Trivedi
15th November



Ms. Chaitali Thakore
19th November



Mr. Nirmalsinh Yadav
22nd November

Weeding anniversary



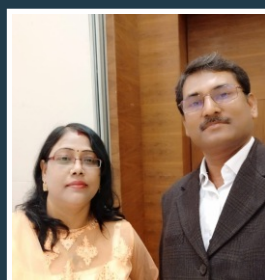
Mr. A. K. Sahni
22nd November



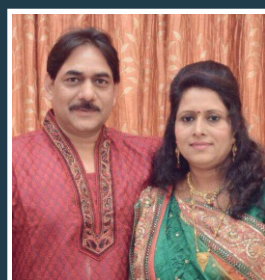
Mr. Rajesh Makwana
24th November



Mr. Chetan Mairh
24th November



Mr. Sanjeev Verma
30th November



Mr. Rajesh Patel
30th November

“
**Good business leaders create a vision,
articulate the vision, passionately own
the vision, and relentlessly drive
it to completion**

– Jack Welch

Please share your valuable Feedback/Suggestions for e-PANORAMA

or

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