

THE KEY TO
SUCCESS IS TO
START BEFORE
YOU ARE
READY

— Marie Forleo

e - PANORAMA

ISSUE - 14

OCT. - NOV. '22

BDMA

**BHARUCH DISTRICT
MANAGEMENT ASSOCIATION**

AN ISO 9001 : 2015 CERTIFIED ORGANIZATION



The important thing in
life is to have a great
aim, and the
determination to attain it.

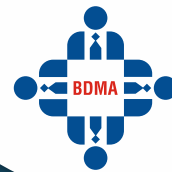
Johan Wolfgang von Goethe



www.bdma.in



“Good management consists in showing average people how to do the work of superior people.”
– John D.



ISSUE COVERS...

- President's Message
- Announcements Section - Best Improved LMA
- Events' Highlights - October & November 2022
- Articles

FROM THE DESK OF PRESIDENT... ..



Dear Friends,

Thanks once again for taking time out reading our 14th Issue of E- Panorama. This issue is interesting as started off by celebrating Gandhi Jayanti through Cleanliness Drive. We received good participation from the youth of Bharuch District. We successfully completed 2 Days Outbound Program on “Enhancing Leadership Effectiveness” where 14 individuals from various companies participated at Statue of Unity.

We also interacted with various Industry Leaders for getting inputs on women's policy for Gujarat, where Ms. Karuna Gopal Vartakavi, President, Foundation for Futuristic Cities, Independent Director, Engineer India Ltd., National In-charge, Policy & Research BJP Women Wing discussed in detail about the needs and aspirations of women in future Gujarat.

We also had students' participation for Airshow by Suryakiran Aerobatic Team, IAF at Vadodara. We also completed 6 years of HR Forum, where we had Mr. Ram Singh, GM (HR), Kanoria Chemicals enlighten HR Professionals and management students on Topic “Performance Management System – a Balanced Scorecard Approach.”

This issue has been filled with activities as we conducted MDPs and active participation from various forums. We also have few articles on HR and Management which you will surely find interesting. We also have few articles on HR and Management which you will surely find interesting.

I also take this moment to thank new Corporate and Individual members for associating with BDMA. You will surely get good knowledge filled insights on various levels through CSR, HR, Finance, EHS, and Women's Forums.

Brace yourself for upcoming 9th National Management Convention on Theme “Together Towards Tomorrow: Addressing Global Issues” scheduled on 10-11 February 2023

Thanks a lot!
Thanks & Regards,

Harish Joshi
President, BDMA

EVENTS' HIGHLIGHTS

OCTOBER 2022

02nd
OCT

A GENERAL MEETING WAS ORGANIZED FOR ELECTING NEW MANAGING COMMITTEE

A general meeting was organized for Electing New Managing Committee in presence of Inspector at Asst



Glimpses of Election held at BDMA premises

A general meeting was organized for Electing New Managing Committee in presence of Inspector at Asst. Charity Commissioner, Bharuch at BDMA premises on 2nd October 2022. As we are registered at the Charity Commissioner as a trust, Mr. Rahul Prajapati was the Inspector charity commissioner present at the election. Around 30 attendees attended the meeting and New committee was elected by the present members.

02nd
OCT

CSR CLEANLINESS DRIVE

Cleanliness drive at Shukla Tirth, Vad-Van on account of Gandhi Jayanti on 2nd October, 2022



Various dignitaries from Bharuch district came together for cleanliness drive at Shukla Tirth, Vad-Van on account of Gandhi Jayanti on 2nd October, 2022. The CSR Cleanliness drive was headed by Mr. Jayesh Trivedi, Chief Executive, BDMA. Various individuals and corporate member from BDMA and Rotaract Club of Narmada Nagari took part in the drive. We ensured that area in & around the cricket ground was cleaned properly which later be used for playing cricket. Around 30 attendees participated for the CSR drive.

OCTOBER 2022

07th
OCT

RESIDENTIAL TRAINING PROGRAM

Residential Training program for 2 days on topic "Enhancing Leadership Effectiveness"



Mr. Hiren Vakil addressing an MDP on topic "Enhancing Leadership Effectiveness"

In the history of BDMA, for the very first time we organized a Residential Training program for 2 days on topic "Enhancing Leadership Effectiveness" at Statue of Unity on 7th & 8th October, 2022. Mr. Hiren Vakil, Corporate Trainer and Management Consultant, from Mumbai was the esteemed facilitator. They discussed in detail on how to be an effective leader at workplace. During free time, participants witnessed 'Projection Mapping' and toured around at 'Glow Garden.' Next day, the participants cycled around the Tent City 2 by riding electric cycles. The program was well received by around 14 participants.

12th
OCT

IN HOUSE TRAINING

In House Training on "POSH at Workplace" @ JBCPL



Ms. Ashu Manchanda addressing the "POSH" training at JBCPL, Panoli

BDMA organized in house training on topic "POSH at Workplace" at JBCPL. Ms. Ashu Manchanda, Government Empanelled POSH Trainer, was the facilitator. She covered various topics like creating awareness on act, providing knowledge to the employee on how to deal with such situations, providing knowledge on employer obligations and liabilities, improving POSH compliance within the organization. The training was well received and attended by around participants.

EVENTS' HIGHLIGHTS

OCTOBER 2022

12th
OCT

IN HOUSE TRAINING

In House Training on "Team Management through Transactional Analysis"



Mr. Sunil Acharya addressing training on "Team Management through Transactional Analysis"

An in house training was organized by BDMA on topic "Team Management through Transactional Analysis" at CCPL (Piramal Pharma). Mr. Sunil Acharya was the facilitator. He highlighted various concepts that help you think, feel and behave in the present way. He also covered topics like communication, interpersonal relationship & Teamwork, reducing stress by creating awareness of psychological games. Around participants attended the workshop and it was well received by all.

14th
OCT

INTERACTIVE TALK

Interactive Talk with Industry Leaders and Consultation for Inputs for Women's Policy for Gujarat



Ms. Karuna Gopal Vartakavi addressing the Interactive session on Women policy

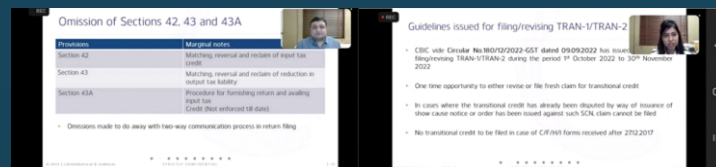
BDMA's Women's Forum and HR Forum organized an InteractiveTalk with Industry Leaders and Consultation for Inputs for women policy for Gujarat. Ms. Karuna Gopal Vartakavi, President, Foundation for Futuristic Cities, Independent Director, Engineer India Ltd., National In-charge, Policy & Research BJP Women Wingwas the esteemed Guest Speaker. Various participants across fields came together and discussed points that can help women to meet their aspirations and needs in Gujarat. Various topics like education, healthcare, business, basic services like water sanitation, subsidies, housing requirements, job creation, skilling & reskilling etc were covered during the session. The session was well received by all and attended by around 96 participants

OCTOBER 2022

18th
OCT

FINANCE & TAXATION FORUM MEET

Finance & Taxation Forum Meet on topic 'Recent developments in GST'



Some of the glimpses of finance & Taxation forum meet

BDMA organized Finance & Taxation Forum Meet on topic 'Recent developments in GST.' Adv. Jigar Shah, Adv. Priyanka Kalwani, Adv. Devanshi Sharma were the esteemed Guest Speakers from Lakshmikumaran & Sridharan Attorneys. Topics covered were withdrawal of exemption for outward ocean freight, discussion on order of Hon'ble Supreme Court on revision/ modification of TRAN-1 forms and circular CBIC on the subject and so on. The session was attended and well received by around 30 participants.

20th
OCT

WOMEN'S FORUM MEET

Women's Forum Meet on "Management Lessons from Ramayana & Mahabharat"



Ms. Ami Ganatra during Women's Forum Meet

BDMA's Women's Forum Meet along with Bhartiya Vichar Manch organized interactive talk on topic "Management Lessons from Ramayana & Mahabharat." Ms. Ami Ganatra, an IIM Ahmedabad Alumnus & Author was esteemed speaker. She narrated various stories from Ramayana & Mahabharat and lesser known facts of Ramayana & Mahabharat. The session was held virtually and on physical mode. It was attended by around 15 participants virtually and 10 participants physically. The session was well appreciated overall.

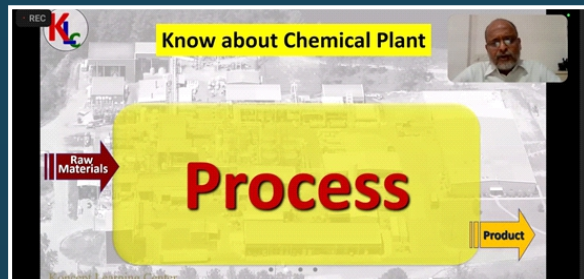
EVENTS' HIGHLIGHTS

OCTOBER 2022

21st
OCT

70th HR FORUM MEET

70th HR Forum Meet on topic "Chemical Plant Orientation for HR"



Mr. Pankaj Khandelwal during 70th HR Forum Meet

BDMA organized its consecutive 70th HR Forum Meet on topic "Chemical Plant Orientation for HR." Mr. Pankaj Khandelwal, Corporate Trainer & Chemical Engineer with 35 years of experience was the guest speaker. He focused on synchronizing technical & non-technical employees. Various topics like orientation and functioning of Chemical Plants, awareness of chemicals used, plant hardware, various plant sections and processing steps involved were discussed during the HR Forum Meet. The training was attended by around 10 participants.

29th
OCT

24th CSR FORUM MEET

24th CSR Forum Meet on "Round Table Discussion on Good practices in CSR"



Various dignitaries at CSR Forum Meet

BDMA organized its 24th CSR Forum Meet on "Round Table Discussion on Good practices in CSR – Sneha Milan for Diwali and New Year." Various dignitaries across Bharuch District came together to discuss about the good practices in CSR, how increase the sale of Vagra Taluka report covering need assessment and baseline study of 66 villages. Also, they discussed about quarterly report of all CSR & CER done by various companies across the district which can be added in 'Prayatna' – The CSR News Bulletin. The forum meet was attended by 15 participants and received good response from all.

NOVEMBER 2022

05th
NOV

STUDENTS' FORUM ACTIVITY

Students' Forum Activity - Nominated students for Airshow by Surya Kiran Aerobatic Team, IAF at Vadodara



Glimpses of Airshow by Surya Kiran Aerobatic Vadodara, Parade Ground Team (SKAT)

An aerobatic demonstration was held by Surya Kiran Aerobatic Team (SKAT) of Indian Air Force (IAF) at Vadodara, Parade Ground, Air Force Station - Vadodara (Darjipura) between 03:00 pm to 04:30 pm on 5th November 2022 as part of the celebrations of 'Azadi ka Amrit Mahotsav.' The Surya Kiran Aerobatic Team was formed in 1996 and has since performed numerous demonstrations usually with nine aircraft in India and various other countries. Hawk Mk-132 is the aircraft of Surya Kiran Team. The aim of the aerobatic display is to showcase the professionalism and skill of the Indian Air Force pilots as well as instill a sense of patriotism in the youth of the country. BDMA played an important role in this whereby nearly 20 Boys and Girls from Children Home, Bharuch and 33 Boys and Girls from Narmada Nagar Community Science Centre, Bharuch along with our Chief Executive, Mr. Jayesh Trivedi were nominated for this event and BDMA achieved a milestone through this, by attending it at Vadodara, Gujarat.

05th
NOV

ANNUAL GENERAL MEETING

Annual General Meeting 2021-22 on 5th November 2022 at Swaminarayan Temple.



Annual General Meeting 2021-22 held at Swaminarayan Temple, Bharuch

BDMA organised its Annual General Meeting 2021-22 on 5th November 2022 at Swaminarayan Temple. Dr. Mahesh Vashi, Hon Secretary General, BDMA shared the Secretarial Report giving the glimpses of various events from September '21 to October '22. BDMA achieved a total of 114 programs - Offline and Online including all Forum Meetings also which was well applauded by everyone! CA Arpita Talati, Treasurer BDMA had put the Final Accounts for the year 2021-22 during her speech to all Members for approval which was approved by all. We also felicitated our new corporate members by distributing mementos.

EVENTS' HIGHLIGHTS

NOVEMBER 2022

19th
NOV

A FULL DAY TRAINING PROGRAM

MDP on "Finance for Non Finance"



Dr. Chetna Makwana from NCM addressing MDP on "Finance for Non Finance"

A full day training on "Finance for Non Finance" was held by Dr. Chetna Makwana, MBA (Finance), FDP (IIMA), PH.D (Management) from Narmada College of Management at BDMA Conference Hall on 19th November 2022. The training was held to help participants from Non Finance background understand various terminologies related to Finance. Participants from various companies from Bharuch District attended this training from HR, Finance and other technical departments. Around 21 attendees participated for the training.

23rd
NOV

EHS FORUM MEET

EHS Forum Meet was organized on topic "Case studies on Occupational Health Issues and it's solutions"



EHS Forum Meet addressed by Dr. Tejas Prajapati

EHS Forum Meet was organized on topic "Case studies on Occupational Health Issues and it's solutions" by Dr. Tejas Prajapati, MBBS, MD, Diploma in Clinical Toxicology (Australia), Consultant Toxicologist on 23rd November, 2022. Occupational health services to advise employers on improving working conditions and monitoring the health of workers cover mostly big companies. The program was well received by around 24 participants.

NOVEMBER 2022

24th
NOV

71st HR FORUM MEET

71st HR Forum Meet on "Performance Management System – a Balanced Scorecard approach"



Mr. R P Singh addressing the HR Forum Meet

BDMA organized 71st HR Forum Meet on topic "Performance Management System – a Balanced Scorecard approach" by Mr. R. P. Singh, GM (HR) Chemical Business, Kanoria Chemicals, & Industries." BDMA completed 6 six years of HR Forum. Dr. Sunil Bhatt, Chairman - HR Forum introduced the Guest Speaker, Mr. Ram Singh. He went on to discuss as to how Performance Management is the systematic process involving its employees in improving organizational effectiveness in the accomplishment of company's mission and goals. The forum meet was well received and attended by around 29 participants at BDMA premises.

25th
NOV

25th CSR FORUM MEET

25th CSR Forum Meet on topic "CSR Activities of Deepak Foundation."



Ms. Smita Maniar and Mr. Shardul Acharya addressing the 25th CSR Forum Meet

BDMA's organized it's 25th CSR Forum Meet on 25th November, 2022 on topic "CSR Activities of Deepak Foundation." Ms. Smita Maniar, Team Leader and Mr. Shardul Acharya, MD PSM In Charge - Clinical Services, Deepak Foundation, Vadodra addressed the CSR Forum Meet. The session focused on CSR Activities of Deepak Foundation. Around 15 participants attended the CSR Forum and it was well received by all.

ARTICLE

4 Digital Advertising Predictions You Need to Keep Your Eyes On

Silicon Valley media leaders like Google, Meta, Twitter and TikTok run primarily off selling advertising space as a significant revenue stream. According to their Q2 earnings reports, not only are these giants slowing down and losing on their advertising sales, their advertising clients are in a state of strategic restructure as effects of the recession have started to impact their annual spending budgets and return on investment negatively. Over the last two months, we have seen this trend spread from large corporations to organizations of every size — with July having the worst dip in advertising spending in two years.

In an already oversaturated market, traditional digital advertising has become increasingly expensive as a means of customer conversion. With access to the same ocean of information, targeting has never been more effective in making a match. But, in a free market, the competition is ultimately driven by who can spend the most. The more spent, the more often you'll have your product seen.

However, with economic pressures now facing consumers and inflation-cost projections increasing, purchasing trends are changing at a challenging rate for ecommerce analytics to keep up with. Advertiser's revenue is hurting. The shifting online consumer spending marketplace is trending from a growth economy to a more conservative one.

The digital advertising market is relatively young and still has room for growth as tech evolves. This marks the first time its market may see significant stress testing. It will tell how quickly advertising agencies and marketing departments must adapt. Here are some predictions of what we may see from the digital advertising space over the next year.

Video advertising will reign

Content-connected video advertising has proved effective marketing, with digital video viewers retaining 95% of the messages compared to the same message conveyed by text. With current viewers spending more than 100 minutes a day watching digital videos and 92.6% of worldwide internet users watching some form of digital video every week, the digital video market has never been hotter.

Brands will invest heavily in developing influencers

Topping digital video consumption is music videos, comedy specials and social commentary. All three share the common theme that their content comes from influencers. Influencer marketing is already standard and growing brands are investing in the development of an influencer. By signing exclusives with the influencer — or creating the influencer with the help of the extensive influencer market research available — and promoting the influencer's visibility, brands can construct entire lifestyles embodied by their influencers.

In these scenarios, advertisers partner with influencers to create content that innocuously incorporates their product within the video. It takes less work and time to encourage commerce by seeing ourselves in a personality we admire than proving a product's merits. With a strategically manufactured consumer audience who engages the content, brands generate competitive sales funnels based on transforming wants into needs.

Streaming services will emerge as the most-invested platforms

Over the past two years, the streaming market has grown and is projected to continue to grow into the next decade. With more variety in content options than ever before and what seems to be an innumerable slate of new programs being sent into development, there is truly something for everyone.

Streaming services operate on as many personal devices with digital capabilities as technology will allow. We are engaging with them constantly. In 2021, 78% of US consumers used a subscription streaming service.

Between its fast growth, affordability and array of collected data, streaming's ability to pair a brand with content primed for its target market is uniquely competitive. Due to streaming advertising's specific lock onto programming that acutely matches a brand, this infinitely populated market cannot see oversaturation, as each program reflects a micro market, which can be dominated by slowing infiltrating and widening marketplace with similar programs.

Personal messaging will increase as data hygiene improves

It has grown increasingly reasonable to sort and format data in ways that better connect a brand to its customers because of access to utilizing habit-tracking tech, sharing cookies and the ability to buy into consumer-related data. Integrating AI into customer success will help piece together digital consumer profiles by comparing, collecting and analyzing the data.

Understanding the digital profiles would take departments of research teams to implement just one sales-driven AI program. An informed AI can help create digital sales narratives that have some degree of customization for their target buyer. AI's are already developing narratives, and while there is still much room for improvement, setting specific parameters can help create concise and personalized storytelling. The digital profile's relationship could then be managed, followed and updated by the AI and documented on a rolling basis for relationship continuity and improvement purposes.

ARTICLE

Why You Need to Look at HR Data the Way You Look at Your Finances

Few departments command the kind of reverence that's reserved for finance. Shared company-wide, financial reports drive nearly every decision (with a focus on customer and profit), and everyone treats them as gospel, not least technology analysts and planners. Profit and loss statements, for example, are issued at regular intervals and distributed business-wide. Within those pages, all key players — from the C-suite to people managers — can find clarity concerning the next cost or revenue decision.

This stands in marked contrast to human resources data. Although people costs are typically an organization's biggest capital expense, associated data is often neglected. Noisy, siloed and sometimes inscrutable, it's more likely to be greeted with indifference than reverence.

But it doesn't have to be this way, and shouldn't be. In fact, a chief human resources officer is uniquely poised to make an enormous impact on overall results. But first, the CHRO must shake off the limitations of traditional HR paradigms and start treating data like a CFO would.

The HR Data Dilemma: Too Much Noise, Not Enough Signal

The pathway for CFO success is precisely the route where the CHRO has likely gone astray: the process of ensuring that associated data is both mission critical and communicated effectively. By taking a page from the finance playbook, HR can work with company leadership to provide more meaningful insights to more people.

Making this shift is more important than ever. We live in a noisy world, and this is especially true of human resources. From headcount and absenteeism to turnover and cost per staff member, there's no absence of information; the problem is that it has traditionally been more about record keeping than generating insights. And the pandemic has only further complicated things — augmenting systems with productivity and remote work tracking, which makes it even harder for people leaders to distinguish signal from noise.

Against the backdrop of a wave of resignations, an economic downturn and labor scarcity, it's even more critical to deliver useful HR data into the hands of those who need it most. People leaders need to know who is contributing most to their teams, who is at risk of leaving and what steps actually improve performance. In short, they need the insight to make better decisions.

Right now, HR data is falling woefully short. Here's how to change that dynamic.

People Data is Business Data

From learning to recruiting to compensation, HR has a wealth of information at its disposal, but historically, departments have not done a good job of linking it to bottom-line results. As CHROs, it's incumbent on us to find ways to present data like a CFO does: as a North Star for making decisions that impact actual business outcomes.

Whereas older HR paradigms focused on books and records, this new phase must focus on systems of insight. In other words, instead of getting bogged down in tracking things like benefits and satisfaction, the focus needs to be on capturing data that can help inform decisions.

For instance, even traditional HR releases like organizational charts can yield a variety of useful insights. In the past, these charts were static, typically just detailing hierarchies. Now, with data revealing patterns of behavior (from emails, Slack messages and meetings, among other sources), HR has the power to capture a more accurate picture of how people within a company are truly connected. With this rich overlay of information, the department can objectively see who's making the greatest impact, and where knowledge is held to ensure they're promoting the right people and not making damaging cuts.

Look deeper into all this information, and it's easy to discover trends worth broadcasting to an organization... data that can support more strategic choices, including whether diversity goals are being reflected in company decisions.

For example, people managers have access to a host of statistics (including salesforce data, quotas and customer satisfaction stats), which can provide rich insights regarding productivity and outcomes. Once they layer HR data (including compensation and training) on top of those insights, they can calculate the true ROI of those investments.

The right people data can also inspire collaborative career development plans that empower managers and employees to make meaningful changes. Ultimately, it can create a better work experience and help achieve business goals, and this transformation starts with taking a page from the CFO's playbook by distributing this data — regularly and readably — instead of siloing it.

Particularly now, when so many enterprises and organizations face economic hardship, having people connected to company goals has never been more critical. Rather than reducing it to information points, people data can optimize the human parts of work, allowing employees and managers to build better relationships and drive better results.



6 Alternative Marketing Tactics Your Brand Can Use to Pull Ahead of the Competition

The digital landscape is defined by constant change — what worked yesterday may not work tomorrow. For instance, keyword stuffing was an effective SEO tactic in the early 2000s, but now it will get your website penalized. Buying backlinks, too, was once an easy way to game the system, but now it can result in your site being blacklisted. Even paid ads have shifted in recent years, as consumers have turned to ad blockers in droves.

With change comes opportunity, though. As the landscape evolves, new marketing tactics emerge. The key to marketing success is finding these "blue oceans" of opportunity — places where there is little to no competition. In contrast, techniques like link-building and pay-per-click are now "red oceans" full of sharks fighting for a limited number of customers. So, what are some alternative marketing tactics to consider? Here are six possibilities:

1. Machine learning-powered marketing

Even old-school marketers rely on data to make decisions. For instance, a TV advertiser might track how many viewers saw their ad and then use that data to improve the next round of ads, or a newspaper might track which stories are most popular with readers and adjust their content strategy accordingly.

But this sort of ad hoc data collection and analysis is no longer enough. To stay ahead of the competition, you need to be using AI-powered marketing tools. These tools can help you track and analyze customer behaviors in real-time, identify trends before they happen and personalize messages for maximum impact.

2. Voice search optimization

It's estimated that over 40% of all Americans use voice search features. That's a huge number, and businesses need to start optimizing their websites for voice search if they want to be found.

Voice search is different from traditional text search because people use different keywords when speaking than when typing. For instance, someone might say, "What's the best Italian restaurant in town?" when doing a voice search, but they would type "Italian restaurants" into a text search engine.

To optimize for voice search, businesses need to focus on long-tail keywords — highly specific phrases that are more likely to be used in conversation. They also need to make sure their website content is easy to understand and digestible, as people will likely be searching while they're on the go.

4. Conversational marketing

In the old days of marketing, businesses would blast out one-way messages to a large audience in the hopes that a few people would take notice. This strategy is no longer effective, as consumers are now inundated with marketing messages and have learned to tune them out.

Conversational marketing is a more personal and effective approach. Instead of speaking at people, businesses now need to listen and engage in two-way conversations. This can be done through chatbots, social media and even over the phone.

The goal is to build relationships with potential customers and create a dialogue that leads to a sale. This type of marketing requires more effort than traditional methods, but it's worth it — consumers are more likely to do business with companies they feel they know and trust.

What once took extensive technical knowledge and a team of developers can now be done with a few clicks using platforms like Drift, Intercom, and HubSpot. These platforms make it easy to create chatbots and manage conversations.

5. User-generated content

One of the best ways to build trust with potential customers is to let them hear from other customers. User-generated content (UGC) is any type of content — text, images, videos, etc. — that has been created by users and not by the business.

This type of content carries a lot of weight because it's seen as more genuine and trustworthy than traditional marketing messages. And it's easy to see why: When someone hears about a great experience from a friend or family member, they're more likely to believe it than if they saw the same thing in an ad.

There are a number of ways businesses can encourage UGC. Social media contests, for instance, are a great way to get users to create and share content. Another tactic is to offer incentives, like discounts or free products, in exchange for UGC.

This can tie into interactive content, too. For instance, a business could create a quiz about its product and offer a discount to users who share it on social media. There are endless possibilities — the key is to be creative and think outside the box.

6. New ad channels

The likes of Facebook, Google, and Instagram have become the go-to places for paid advertising. But as more businesses jump on the bandwagon, the competition gets fierce, and costs start to rise.

To stay ahead of the curve, businesses need to be on the lookout for new ad channels. This could mean advertising on newer social media platforms, like TikTok and Quora, or exploring options outside of social media altogether.

Traditional channels like television and radio are still effective, but they can be expensive. Alternative options include podcasts, streaming services and even billboards. The key is to think outside the box and consider all the possibilities.

WE WELCOME

THE NEW MEMBERS TO THE BDMA FAMILY

Individual Members (Annual)

Ms. Purvi Shah
Mr. Nirmalsinh Yadav
Mr. Vipul Rana
Mr. Ajaysinh Dodiya
Mr. Vikramsinh Mahida

Corporate Member companies

Orchid Hospital
KLJ Petroplast
Gujarat Fluorochemicals Ltd.
Bharat Rasayan Limited

10 Years Members - Individual

Mr. Alkesh Rana
Mr. Hitesh B Patel
Mr. K G Vadivel
Dr. Sunil Bhatt

“



”

“

"IT'S FINE TO CELEBRATE SUCCESS
BUT IT IS MORE IMPORTANT TO HEED
THE LESSONS OF FAILURE."

- BILL GATES

Please share your valuable Feedback/Suggestions for e-PANORAMA
or

Contact us for publishing your article (max. 350 words) @
bdmainfo13@gmail.com

Contact us
(02642) 226619 / +91 76240 04031

Visit us @ www.bdma.in



EDITED BY

Ms. Jayesh Trivedi

Chief Executive, BDMA

Ms. Urmi N Vyas

Asst. Executive, BDMA

Under the Guidance of

Mr. Harish Joshi

President, BDMA