

# e - PANORAMA

ISSUE - 07

AUG. - SEPT. '21

# BDMA

**BHARUCH DISTRICT  
MANAGEMENT ASSOCIATION**

AN ISO 9001 : 2015 CERTIFIED ORGANIZATION



[www.bdma.in](http://www.bdma.in)



“Knowledge has to be improved, challenged, and increased constantly, or it vanishes”.  
- Peter Drucker



## ISSUE COVERS...

- President's Message
- Events' Highlights - August & September 2021
- Article on 7 Ways to Successfully Manage Managers
- Celebrating Special Days of Our Members

## FROM THE DESK OF PRESIDENT... ..



Dear Members,

Warm greetings to each one of you !

I would like to take this opportunity to thank all our readers for supporting BDMA in our endeavours to bring out something new every time. This time, we would like to present to you 7th issue of our news Bulletin 'e-Panorama.' The events in the month of August-September 21' was filled with various activities. This time after COVID pandemic, we restarted with conducting training programs at JBCPL and also conducted various knowledge enriching webinars.

We conducted our first physical event at BDMA premises for 56th HR forum meet, we had a musical mehfil evening to inspire and motivate everyone and refresh their minds from routine work stress especially after COVID pandemic. The singers Devesh Dave and Manisha Dave from Anmol Group refreshed the whole evening with melodious music.

This time, SRF foundation conducted webinar on CSR initiatives in the areas of COVID relief, education, employability and livelihood enhancement. We also joined hands with Mr. Rajesh Shah from Vikas CFD to conduct 'Baseline survey and need assessment of Vagra district for effective Implementation of CSR and CER'

We also had our 'Annual General Meeting 2020-21' organised on 24th September 2021. Mr. Shailesh Thaker, who lists among '30 most globally renowned speakers' was our key note speaker. He enlightened the evening with great stories to share from his book gifted especially to BDMA. The evening ended with Shaam-E-Ghazal by Mr. Devesh Dave from Anmol group.

We have some exciting events geared up in upcoming days, to start with we will have 2nd HR Conclave on 22nd October 2021 along with EHS conclave planned in the month of December.

Also, I would like to request everyone to take membership of BDMA. We have made revision to individual membership, that would be for one year and 10 years from now on. Also, I appeal all the corporates to take advantage of our membership as much as possible.

To conclude with, I would like to share a quote by Martin Luther King, "If you can't fly, then run. If you can't run, then walk. If you can't walk, then crawl. But whatever you do you have to keep moving forward."

Thank you ! My wishes & prayers for the best of the health of all!

**Harish Joshi**

## EVENTS' HIGHLIGHTS

### AUGUST 2021

12<sup>th</sup>  
AUG

#### WEBINAR ON 'DISTRICT AS EXPORT HUB'

**'District as Export Hub' – An Initiative by Government of India to promote Export of local goods and services**



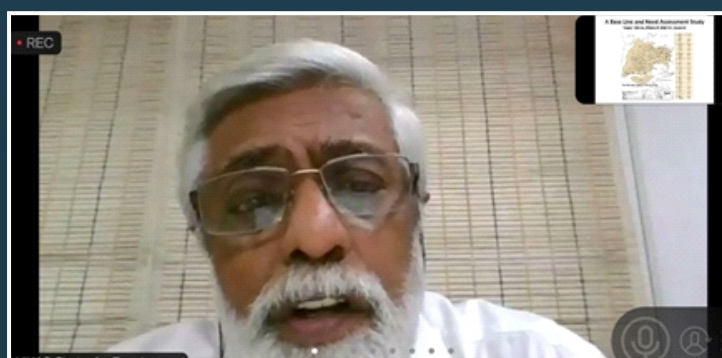
[ Dr. Rahul Singh addressing the webinar on 'District as Export Hub' ]

BDMA organizes a useful webinar on 12th of August, 2021 on topic 'District as Export Hub' – An Initiative by Government of India to promote Export of local goods and services. The esteemed guest speaker Dr. Rahul Singh, ITS (Dy. DGFT – Vadodara) addressed the session on target export promotion, manufacturing and employment generation at grass root level and has made States and Districts accountable for the export growth from the Districts. The session was appreciated by all the attendees. Around 25 industry leaders participated in the conversation.

17<sup>th</sup>  
AUG

#### 10<sup>th</sup> CSR FORUM MEET

**'Baseline Survey of Vagra Taluka'**



[ Mr. Rajesh Shah seen addressing the 10th CSR Forum Meet ]

10th CSR Forum Meet was organized on 17th August 2021 to discuss Proposal on 'Baseline Survey of Vagra Taluka' which is a new initiative undertaken by BDMA to facilitate industries for effective implementation of CSR & CER keeping in mind the all-round & multi-faceted growth of the region avoiding duplication. Mr. Rajesh Shah (Founder & Managing Trustee, VIKAS Centre for Development) was the esteemed Guest Speaker and highlighted various points on 'CSR Initiatives by VIKAS Centre for Development' and discussed his plan to conduct 'Baseline Survey of Vagra Taluka.' The session was attended by nearly 20 professionals received appreciation for the initiative!

### AUGUST 2021

21<sup>st</sup>  
AUG

#### FINANCE AND TAXATION FORUM

**'Road ahead for 'RoDTEP' : Eligibility & Exclusions'**



[ Adv. Manish Jain addressing the session on 'Finance and Taxation Forum' Meet ]

The Finance and Taxation Forum of BDMA organized a webinar on topic 'Road ahead for 'RoDTEP' : Eligibility & Exclusions' on 21st August 2021. Adv. Manish Jain (Joint Partner, Lakshmikumaran & Sridharan Attorneys) was the guest speaker of event. He discussed about duties and taxes on exported products; duty free import of machineries; MOOWR; etc. The event received good response and was attended by around 50 participants.

23<sup>rd</sup>  
AUG

#### EHS FORUM

**'Building Right Safety Culture in Industries'**



[ Mr. Himanshu Nautiyal addressing the EHS Forum Meet ]

The EHS Forum organized a webinar on topic 'Building Right Safety Culture in Industries' on 23rd Aug. 2021. Mr. Himanshu Nautiyal, a BBS Expert & Business Coach with 40 years of Leadership Experience graced the event as esteemed guest speaker. He highlighted important points on safety measures to be taken in various industries. The session was well received by everyone and nearly 60 participants attended the event.



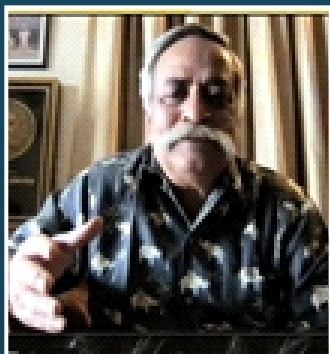
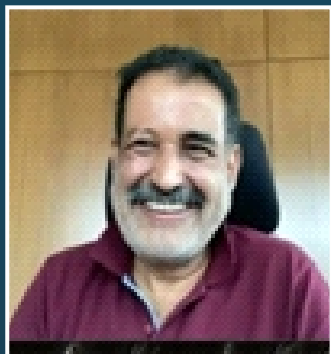
## EVENTS' HIGHLIGHTS

### AUGUST 2021

25<sup>th</sup>  
AUG

#### PARTICIPATION IN VIRTUAL SYMP

##### 'Shaping Young Minds Programme' (SYMP)



The speakers seen discussing at the virtual SYMP seminar

The Apex Body of Management Development Movement in India, the All India Management Association (AIMA) organized virtual version of its flagship youth event, 'Shaping Young Minds Programme' (SYMP) on Aug. 25, 2021. BDMA was fortunate enough to join hand with AIMA for such event where esteemed speakers like Mr Sunil Kant Munjal, Mr Piyush Pandey, Mr T V Mohandas Pai and Ustad Amjad Ali Khan addressed & encouraged the youth. Around 75 students participated from BDMA side to the event.

27<sup>th</sup>  
AUG

#### WOMEN'S FORUM

##### 6th Session of 'COURAGE UNLIMITED'



Dr. Sarika Mehta seen addressing 6th 'Courage Unlimited' session

Women's Forum of BDMA organized 6th Session of 'COURAGE UNLIMITED' - Stories that Inspire on 27th Aug. '21. Dr. Sarika Mehta (Founder, 'Biking Queens') was the esteemed guest speaker. She discussed about "her fascinating journey of 'Biking', creating the group 'Biking Queens' and biking journey to cities like Singapore and UK". She also discussed her unique project on 'following traffic rules and psychology behind biking' in association with Traffic Police of the city. The session was followed by Q&A round and was well applauded by everyone. The session was attended by 25 attendees.

### AUGUST 2021

28<sup>th</sup>  
AUG

#### 1<sup>ST</sup> SUPPLY CHAIN MANAGEMENT FORUM MEET

##### 'Influence of Supply Chain on overall Organization's Performance'



Mr. Amit Upadhyay seen addressing the Supply Chain Management Forum

The Supply Chain Management Forum, on 28rd August 2021 organized its 1st session on very important topic 'Influence of Supply Chain on overall Organization's Performance'. The expert speaker at the meet was Mr. Amit Upadhyay (Head – Commercial, SUD Chemie). He shared his knowledge & rich experience on how the supply chain influences overall organization's performance. The session was attended by around 30 participants and received excellent feedback from all attendees.

28<sup>th</sup>  
AUG

#### 56<sup>th</sup> HR FORUM

##### 'HR Muscial Mehfi'



Artists presenting musical melodies at 'HR Musical Mehfil'

The HR Forum of BDMA, organized its 56th Meet – 'HR Muscial Mehfi' on 28th August 2021. The purpose of organizing such 'mehfil' was to refresh all professionals from routine work stress especially after COVID pandemic. Dr. Sunil Bhatt (Chairman - HR Forum, BDMA) hosted the meet and singers Devesh & Manisha Dave from Anmol Group accompanied with melodious music that refreshed whole evening. The evening was well appraised by everyone present at BDMA premises as well as virtually. The session was attended by around 40 professionals in total

## EVENTS' HIGHLIGHTS

### SEPTEMBER 2021

01<sup>st</sup>  
SEPT

#### TRAIN THE TRAINERS

An In-house training program was arranged by BDMA at JBCPL



Dr. Nirav Majmudar with Train The Trainer participants

An In-house training program was arranged by BDMA at JBCPL on dates 31st August 2021, 1st September 2021 and 4th September 2021 respectively at Panoli and Daman. Around 25 employees in 3 batches participated in the program. Dr. Nirav Majmudar was the faculty for the program. He conducted various interactive activities with the participants from JBCPL and also highlighted as how important motivation is when comes from conducting trainings at corporates.

16<sup>th</sup>  
SEPT

#### WEBINAR ON 'CSR INITIATIVES BY SRF FOUNDATION'

'CSR Initiatives by SRF Foundation.'



Dr. Y Suresh Reddy addressing the webinar on 'CSR Initiatives by SRF Foundation'

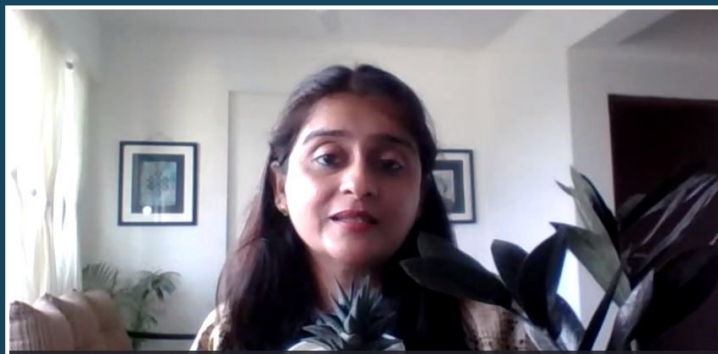
BDMA organized a useful webinar on 16th of September, 2021 on topic 'CSR Initiatives by SRF Foundation.' The esteemed guest speaker Dr. Y Suresh Reddy, Director - SRF Foundation, SRF Limited addressed the session and discussed about various initiatives conducted by SRF Limited in terms of CSR in the areas of COVID relief, Education, Employability and Livelihood Enhancement. The session was appreciated by all the attendees. Around 45 industry leaders participated in the conversation.

### SEPTEMBER 2021

22<sup>nd</sup>  
SEPT

#### WOMEN'S FORUM MEET

6th session of 'Talent Unlimited' series by Women's Forum



Ms. Hetal Shah addressing the session on 6th session of 'Talent Unlimited' series

Women's Forum of BDMA organized a 6th session of 'Talent Unlimited' series on 22nd September 2021. Ms. Hetal Shah was the guest speaker of session. She is a Theme Gardener & Painting Artist, and Founder of Creosora. She showcased various plants that can be used for decorating houses and corporates. The event received good response and was attended by over 50 participants.

24<sup>th</sup>  
SEPT

#### ANNUAL GENERAL MEETING 2020-21

Annual General Meeting 2020-21



Hon. President, Mr. Harish Joshi with various dignitaries seen addressing the Annual General Meeting

An Annual General Meeting was organized on 24th September 2021 by BDMA at Hotel Lords – Rang Inn in the evening. Various dignitaries of BDMA i.e. office bearers, executive committee members, past presidents, corporate and individual members were invited for the meeting. It started off by welcome address by the Hon. President, Mr. Harish Joshi, followed by secretarial report and glimpses of the year 2020-21 by Hon. Secretary General, Dr. Mahesh Vashi, announcement of financial accounts of year and its approval in the AGM by the Hon. Treasurer, Ms. Arpita Shah, Speech by President & Declaration of Team 2021-22, Key Note Speech by esteemed guest speaker Mr. Shailesh Thaker, Speech by Chief Guest, Mr. N. K. Valecha, followed by National Anthem and a Musical program, Shaam - E - Ghazal by Mr. Devesh Dave and Anmol Group. The evening ended on good note with a dinner. The AGM was attended by around 80 participants



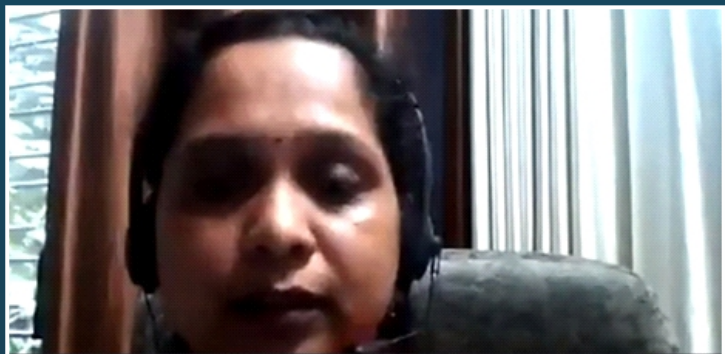
## EVENTS' HIGHLIGHTS

### SEPTEMBER 2021

28<sup>th</sup>  
SEPT

#### IT FORUM MEET

**'Internet of Things - a World of change'**



Dr. Pradnya A Vikhar addressing the IT Forum Meet

The IT Forum organized a webinar on topic 'Internet of Things - a World of change' on 28th Sept. 2021. Dr. Pradnya A Vikhar, Ph.D., Dean (Academics), KCE Society's College of Engineering addressed the event as esteemed guest speaker. He discussed important points as to how physical objects, that are embedded with sensors, processing ability, software, and other technologies, and that connect and exchange data with other devices and systems over the Internet or other communications networks. The session was well received by everyone and nearly 60 participants attended the event

28<sup>th</sup>  
SEPT

#### 57<sup>th</sup> HR FORUM MEET

**HR Forum of BDMA organized a webinar on the topic 'Creating HR Impact'**



Mr. Rajesh Vaidya addressing the dignitaries at HR Forum Meet

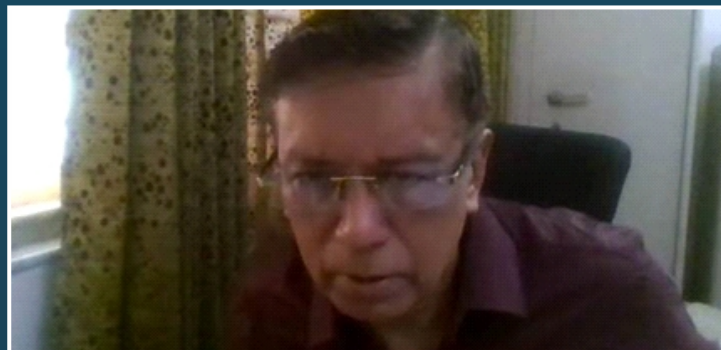
HR Forum of BDMA organized a webinar on the topic 'Creating HR Impact' on 28th Sept. 2021. The event was held virtually on zoom and physically at BDMA premises. Mr. Rajesh Vaidya, 'CHRO & Head Sustainability,' Transpek Silox Industry Pvt. Ltd, HR Leader and Coach was the esteemed guest speaker. He discussed as to what impact HR department plays in various organizations, motivating employees with rewards and designation, decision making at time of COVID crisis, reskilling and upskilling talent by creating a learning culture. The session was followed by Q&A round and was well applauded by everyone. The session was attended by 45 attendees.

### SEPTEMBER 2021

29<sup>th</sup>  
SEPT

#### MDP ON LABOUR CODE BILL AND IT'S IMPLICATIONS

**'Labour code bill and it's Implications.'**



Dr. R. Krishnamurthy seen addressing the MDP on Labour code

HR Forum organized an online Management Development Programme on 29th Sept. 2021 on the topic 'Labour code bill and it's Implications.' Dr. R. Krishnamurthy, Director, IRII with 3 decades of experience in HR & IR International fellowship in UNDP & International Industrial Relations Association was the esteemed guest speaker. He discussed about the Code on Wages, the Code on Social Security, the Industrial Relations Code and the Occupational, Safety, Health and Working Condition Code comprising 29 labour laws consolidated by the labour ministry. He also discussed as to how labour codes impact social security and take-home salary. The session was followed by Q&A round. It was well received by everyone. The session was attended by 87 attendees.

30<sup>th</sup>  
SEPT

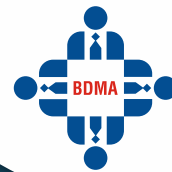
#### EHS FORUM

**'Strategic Training need Identification for EHS Excellence in Industries'**



Mr. Sanjeev Verma and Mr.D. K. Joshi seen addressing the Round Table discussion

The EHS Forum, on 30th September 2021 organized its Round Table discussion on very important topic 'Strategic Training need Identification for EHS Excellence in Industries'. The various dignitaries from EHS department got together to identify the training needs of various employees from EHS background to improve their performance at work. The session was attended by around 30 participants and received excellent feedback from all attendees.



## ARTICLE ON **7 Ways to Successfully Manage Managers**

*Managing a team is one thing, but managing managers is entirely different.*

Managing managers can be similar, in some ways, to managing a team — you need to align priorities, communicate goals, provide feedback and serve as a mentor. But the difference in managing managers is that you have to not only oversee their work, but make sure they're effectively supporting their teams too.

In addition to ensuring that managers are producing quality work, you're setting clear expectations for what a successful manager looks like, observing their leadership within a team and offering direct feedback on their management skills.

A successful manager is one who guides their team to perform well and develops them in their career path along the way. Managing managers to reach that success is no easy task, but it's one led by training, mentorship and empowerment.

### **1. Help them go from manager to leader.**

Many managers end up in their positions because they're good at what they do, not because they're intrinsically good leaders. In order to take them from manager to leader, your role as their manager is to coach them on what you've learned as a leader. This can mean coaching them on communication style or presence. It goes beyond training and one-on-one meetings — you need to lead as a role model because they'll be observing how you manage as well. Make sure you're acting as the manager you expect others to be.

### **2. Give managers a budget.**

Managing a team requires money for hiring and the operating expenses necessary to achieve the goals, objectives and purpose of their department or team. Give them a budget for this and allow them the ability to manage it and drive decisions however they see fit. Leave the door open for managers to propose additions to budgets as they grow their team and think creatively about how to develop them and drive performance.

### **3. Empower and encourage managers to take care of their top performers in terms of needs, pay and recognition.**

If there's talent at the organization that you don't want to lose, you need to make sure those employees are well taken care of and happy in their role. This can be in the form of benefits ranging from healthcare to food in the office, pay, remote work policies and/or recognition. For example, our philosophy is to pay above market for people that are doing a great job for us. We buy market data internationally to ensure that we know where different markets are in terms of compensation. As a result, we have many employees that have been with us for 15 to 20 years. And most of them stay, despite efforts by Google, Apple and Microsoft to recruit them.

### **4. Respect their position as manager and allow them to task their teams and set deliverables.**

This doesn't necessarily mean putting your blind faith in them. Before letting them manage, you must first align with them on their departments' goals, objectives, and larger company values. From there, you can step in to help them prioritize efforts and determine the best places to spend their time. Make sure they are putting the time and resources on high-value priorities, rather than on the easiest things to do or the squeakiest wheels.

### **5. Ensure they know how you want to be kept informed.**

Don't rely on managers to come up with their own approach to report to you if you already have a preferred way of getting information from them. At the same time, it is important to ensure that they communicate with their own team(s) on how they want to be informed. They should ask the same question of their direct reports to ensure they're successfully communicating with their team in the way that is best.

### **6. Create trust so managers can come to you for help when they need a sounding board.**

One major way to get managers to trust you is by demonstrating that you trust them through some of the tips I shared above. Their trust in you is crucial, considering that being a leader doesn't necessarily mean they have all the answers. You want to encourage them to seek your advice on any challenges they're having, rather than trying to figure out everything on their own. Knowing that they can come to you for help will expedite their growth and create better business outcomes as a result.

### **7. Make sure they can tell the difference between a people issue and simply being misaligned.**

First-time managers, in particular, can fall into the trap of misinterpreting their own weaknesses as a team member's weakness. Help them bridge the gap and communicate well so that they can distinguish between their own areas for improvement and legitimate people issues that need to be addressed. From there, ensure they're coaching their team, and when necessary, that they're making the tough decisions.

There's no one way to manage managers, but to be successful you need to be able to invest in them. This goes for more than just a budget, and includes spending time training and developing them as leaders. It's important to give managers the flexibility to find their own path, but it's also crucial that you're there to support them every step of the way.

ARTICLE by

**Dean Guida**

Entrepreneur Leadership Network Contributor



**BIRTHDAY**

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



Mr. Rajesh Patel  
01 August



Mr. Sanjeev Verma  
07 August



Mr. Bhavesh Rami  
10 August



Mr. Rajesh Makwana  
13 August



Mr. Parag Sheth  
21 August



Mr. Prabodh Patel  
08 September



Mr. Kamlesh Udani  
20 September



Mr. J K Shah  
21 September



Mr. B D Dalwadi  
27 September



Wishing you nine  
nights of devotion and  
happiness. May Maa  
Durga shower her  
blessings on you.

**HAPPY NAVRATRI TO  
YOU AND YOUR FAMILY**



Please share your valuable Feedback/Suggestions for e-PANORAMA  
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