

# YLC News

MONTHLY NEWS LETTER

## From the Chairman

For over 60 years now, All India Management Association (AIMA) has been building management capability in the nation through its multifaceted offerings and services for aspiring and practicing management professionals. As we look forward to the next 60 years with optimism, we are also aware of our responsibility to empower the new generation of India. A nation's future depends on its youth since they will be the future decision makers and stakeholders of the developmental process.

Keeping this view in mind, AIMA launched the AIMA Young Leaders Council (YLC) - a learning, networking and thought sharing platform comprised of



**Vineet Agarwal**

*National Chairman YLC, AIMA*

and steered by young leaders and exceptional achievers from a wide variety of backgrounds. Our mission is to create a forum for young Indian leaders to build a network, learn from each other and turn into 'Champions of Change'!

It gives me great pleasure to present the first issue of AIMA YLC's monthly newsletter which will bring you updates from the forum and also share some interesting articles and thoughts on current practices and trends.

The YLC currently has six chapters based out of the major metros – Delhi, Mumbai, Kolkatta, Bengaluru, Hyderabad and Pune. The members from these chapters have been working closely to organise events and programmes of topical interest. An interactive session with Mr Avijit Dutt – an Actor, Director & Film Maker was held recently in Delhi, and similar programmes are planned in the coming months in Mumbai, Hyderabad and Bengaluru.

Young leaders learn best by interacting with one another and working together. The YLC is one such forum that allows members to engage with peers as well as industry veterans and enables idea and information sharing; while simultaneously providing them a platform to act as catalysts of change in the rapidly transforming Indian business and cultural landscape.

If you are one of those young leaders who looks beyond the present laurels, and constantly seeks to evolve and develop, then come join the YLC to find like-minded peers and achievers. We are looking for motivated young professionals and achievers such as you to be a part of the YLC – and join the other 'Champions of Change' as they write the script of tomorrow's India.

## YLC Office Bearers

### Pranav Pai

National Vice Chairman

### Radha Kapoor Khanna

Forum Chair

### Suraj Dhingra

Chairman – Events

### Nakul Saxena

Chairman - Membership

### Published by

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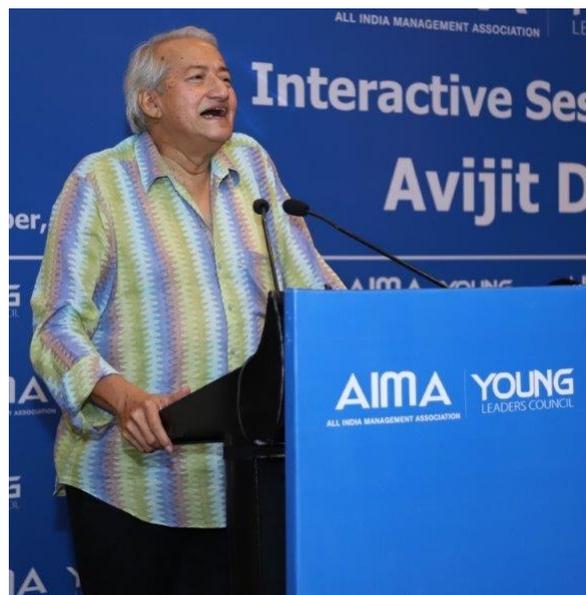
## Young Leaders Council Networking Events

### Interactive Session

AIMA recently established the Young Leaders Council ( YLC ) – a selected group of young and dynamic leaders from different walks of life. The council has been set up with aim of bringing in fresh thought and new insights in all areas of management ushered in by young agents of change.

The first YLC event, interactive session with Mr Avijit Dutt – an Actor, Director & Film Maker was held on 26 September 2018 evening along with AIMA flagship event, National Management Convention NMC at New Delhi.

Mr Avijit Dutt shared his story, success and failures bringing out message for the young audience



Avijit Dutt, Actor, Director & Film Maker addressing

giving them perspective on their respective fields.

The event was Chaired by Mr Vineet Agarwal, Chairman YLC, Managing Director Transport Corporation of India Ltd and concluded with thanks giving by Vice Chairman Mr Pranav Pai, Founding Partner and Chief Investment Officer 3one4 Capital. The event was well received by 50 participants.



(L-R) Vineet Agarwal, Chairman, AIMA Young Leaders Council and Managing Director, Transport Corporation of India Ltd; Avijit Dutt, Actor, Director & Film Maker and Pranav Pai, Founding Partner and Chief Investment Officer, 3one4 Capital at AIMA Young Leaders Council's meeting

## AIMA National Management Convention – Panel Discussion

YLC executive board and members participated in a Panel Discussion at AIMA's 45th National Management Convention 2018 discussing India's demographic dividend with ET NOW. Mr Vineet Agarwal, Managing Director, Transport Corporation of India Ltd; Mr Pranav Pai, Founding Partner and Chief Investment Officer, 3one4

Capital; Mr Ayaan Ali Bangash, Sarod Master & Composer; Mr Jayant Prasad Paleti, Co-Founder, Darwinbox; Mr Roshan Shankar, Advisor to the Government of NCT of Delhi and Member, Aam Aadmi Party and Supriya Shrinate, Executive Editor-News & ET NOW.

Millennials and panelists also shared their experiences and thought on how India can benefit from demographic dividend and steps that would prevent it from becoming a dividend disaster.



(L-R) Jayant Prasad Paleti, Co-Founder, Darwinbox; Pranav Pai, Founding Partner and Chief Investment Officer, 3one4 Capital; Supriya Shrinate, Executive Editor-News, ET NOW; Vineet Agarwal, Managing Director, Transport Corporation of India Ltd; Ayaan Ali Bangash, Sarod Master & Composer and Roshan Shankar, Advisor to the Government of NCT of Delhi and Member, Aam Aadmi Party

## Upcoming Events

### Leadership @ 26000 feet



Mumbai Chapter is organising an Interactive Session with Capt. Raghu Raman distinguished Fellow at the Observer Research Foundation, a frequent guest faculty in business schools, keynote speaker and columnist on National Security Strategy and Leadership in leading publications.

Capt Raghu Raman has possibly one of the most unique career profiles spanning over 25 years. He spent eleven years as an officer in the Indian Armed Forces , followed by another eleven years in the corporate sector before joining the Government as CEO of the National Intelligence Grid.

This inspiring and flagship session is designed to share a perspective on Leadership that is different from how it is seen from corporate board rooms and offices. The session is based on the combat leadership skills demonstrated by the leaders of the Indian Armed Forces as they lead troops into some of the most difficult military operations, under daunting circumstances. During the session, the participants are taken on a journey through the eyes of a combat leader.

For more information, please write us at [ryadav@aima.in](mailto:ryadav@aima.in) / [ylcmumbai@aima.in](mailto:ylcmumbai@aima.in)

## Management Article

### Enable, empower, grow

**Do not manage people at startups and SMEs, enable them.**



does not need a string of [academic] degrees to introduce a product or service. Today, there are not many barriers to enter a market and be an entrepreneur.

Startup-SMEs are growing at a fast pace in India; in 2002 there were around 15 million SMEs and now there are more than 55 million. These companies contribute enormously to the socio-economic development of the country. These firms are employment generators and the government too has introduced specifically designed loan schemes for SMEs.

In startup-SMEs, the entrepreneur is responsible for major decisions such as employee recruitment and business operations. And usage of technology will help him/her handle the business better. Most entrepreneurs evaluate investments in terms of revenues generated. For instance, technology tools are evaluated on the basis of the total benefits beyond the cost of purchase. Development of cutting-edge technology (Cloud) has paved the way for many startup entrepreneurs to set up their

#### **Startup-SMEs are entrepreneur setups.**

An entrepreneur is a person who prefers a life of boundless uncertainty to that of predictability and chooses to compete before anyone else. To become a successful entrepreneur, one



business and think beyond their boundaries. Technology and capital aside, the other key factor that plays an important role in an SMEs success, is its human resources. And it is essential to enable and empower them - and culture is key.

### Culture of freedom

Previously, employers had limited resources and strategies to motivate internal stakeholders. Now, technology offers them the freedom to push boundaries. This culture of freedom provides a new scope for employees to present their ideas and thoughts and implement those competently. The onus is on the entrepreneur to create an ambience, where employees are motivated to take ownership and come up with ideas to take on competition. They should also give employees the freedom to innovate and implement their ideas by providing sufficient resources.

One important aspect to be considered here is: while it is good to create a culture of freedom, is it prudent for it to be provided to all individuals.

While every individual will bring his or her own set of abilities to a project, any implementation will be successful only if the firm's processes complement the employees' skills set. Allocation of projects should be done keeping in mind the employee's ability, skills, experience, support, resources available and other factors.

While the success or failure of a project will ultimately reflect on the entrepreneur's abilities and the firm, trust and motivation can go a long way in encouraging employees to put in their best and take the organisation forward.

### CEO/founder as mentors

CEOs should go beyond just encouraging people to come up with ideas; they should help employees understand their abilities and help them hone their skills. SMEs mostly have small, close-knit teams and hence CEOs need to be familiar with their skills, abilities, and experience. This will help CEOs guide them better during implementation.

## Allow cross-team learnings

Cross-team learnings offer opportunities to learn, explore, and execute projects with ease. It reduces the chance of miscommunication and prevents breach of trust among team members. Cross-team learnings help teams revamp their skills - imbibing best practices from another department or team - and throw up more opportunities.

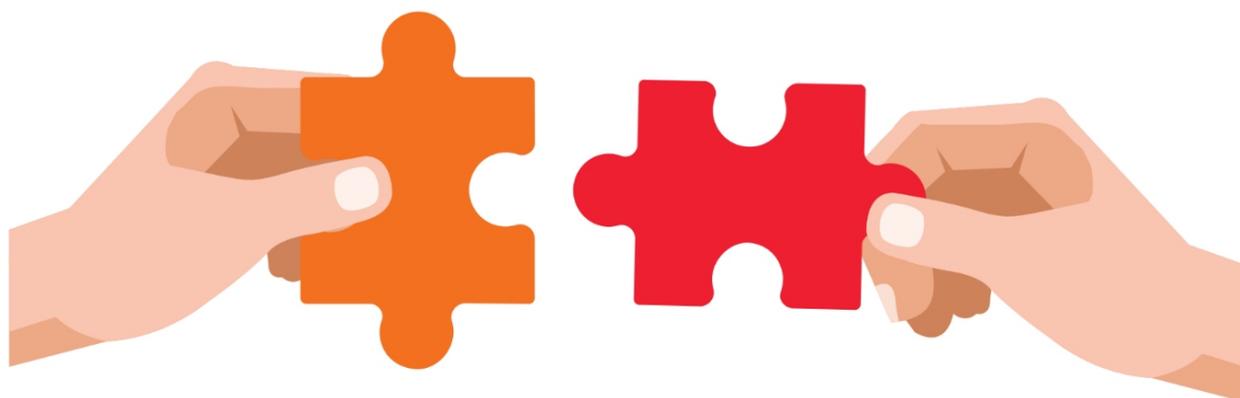
It opens the door to collaboratively making use of the tools available to different departments, learn different technologies, and create a network of knowledge sharing within the organisation's boundaries. This in turn will foster innovation and traditional boundaries cease to exist. The freedom and culture provided by entrepreneurs to collaborate matter a lot to enable the individual and the organisation.

Another advantage of team learning is employees are more engaged within and outside the team and become loyal, trustworthy, and responsible towards their job. They relate themselves to the goals of the organisation, align their individual goals to that of the firm, and this improves productivity.

## Connect, connect, and connect

Employees should be encouraged to connect more and know the strengths and weaknesses of individual team members. This will help have open, transparent, and honest conversations. It will also offer them an opportunity to work on their weakness and improve performance.

An organisation where the employees are engaged is more productive. If the employer does not create such a culture, they will actually lose out on growth avenues. Engaged employees relate individual goals with the organisational goals; they take ownership and in tough situations will stretch to contribute to the organisation's wellbeing. Engaged employees become a company's ambassador - they will not only promote the organisation but will also actively strategise to take the organisation to the next level of growth.



### ABOUT THE AUTHOR

G R Reddy is founder, Husys Consulting Services.

*Disclaimer:*

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# Management Capability Development Index India 2018 report

The AIMA-KPMG Management Capability Development Index (MCDI) survey focusses on 10 dimensions of management capability to measure perspectives from CEOs, CXOs and senior leadership. Participants of survey reflect on how advanced their organisations are with respect to the specific dimensions or how much of catching up they need to do. The survey captures both the relative weightage and urgency of these dimensions. In addition, each of these 10

dimensions has sub-elements for participants to reflect on. In the concluding section, the survey also captures participants' comfort with the internal and external training ecosystems available to foster improvement in management capabilities.

## Survey findings – summary of responses

- Leading organisations (revenue INR14000 crore to INR60000 crore) rated their capabilities highest followed by rising (INR4000 crore to INR14000 crore) and budding (INR100 crore to INR4000 crore).
- In budding and leading organisations - CXOs and CEO/MDs were more confident of management capabilities compared to other senior management members. In rising organisations - CXOs and other senior management capabilities have higher expertise as opposed to CEO/MDs.
- Public listed organisation respondents were most confident of their management capabilities followed by privately held and government/PSU respondents
- CXOs rated the perceived management capabilities higher in both publicly listed and privately held companies in comparison to government/PSU entities.



To read executive summary

[CLICK HERE](#)

To read full report

[CLICK HERE](#)

## Meet Members of Young Leaders Council

### **Vineet Agarwal**

National Chairman, YLC MD, Transport Corporation Of India Limited, New Delhi

### **Pranav Mohan Pai**

Vice Chairman, YLC Managing Partner, 3one4 Capital Advisors LLP, Bengaluru

### **Yameer Adhar**

Partner Adhar Universal Inns & Apartments, New Delhi

### **Ayan Agarwal**

Assistant Vice President Transcorp International Limited, New Delhi

### **Hitesh Aggarwal**

Head COEs and Business Partner Lava International Ltd, Noida

### **Varija Bajaj**

Director, Varija Lifestyles Private Limited, Noida

### **Madhavika Bajoria**

DSM Nutritional Products Ltd, Delhi

### **Ayaan Ali Bangash**

Sarod Master & Composer, Delhi

### **Suraj Dhingra**

Executive Producer Teamwork Arts, New Delhi

### **Jasrita Dhir**

Head Brand Marketing and CSR Fortis Healthcare, Delhi

### **Shashwat Goenka**

Sector Head Spencer's Retails Ltd, Kolkata

### **Gangadhar Gude**

CoFounder INVECAS, Hyderabad

### **Devansh Jain**

Director, Inox Wind Ltd, New Delhi

### **Chirag Dineshkumar Joshi**

Director, Beacon Diagnostics Pvt Ltd, Gujrat

### **Nidhi Chirag Joshi**

Operational Head Vector Biotek Pvt Ltd, Gujrat

### **Vedant Kanoi**

Founder and CEO, FoodCloud, New Delhi

### **Sheetal Gautam Karajgi**

Chief Executive Officer at Maharogi Sewa Samiti Warora

### **Radha Kapoor Khanna**

Founder and Executive Director, DO IT Creations India Pvt Ltd, Mumbai

### **Rama Kirloskar**

Managing Director, Kirloskar Ebara Pumps Ltd, Pune

### **Kiran Kumar Komaravolu**

Senior Lead Finance Operations Royal Dutch Shell, Chennai

### **Rajan Kumar**

Director, Lifewall Greentech Pvt. Ltd, Lucknow

### **Alok Kumar**

Director, Azeus Convene Pvt. Ltd, Delhi

### **Ramesh Kumar**

Assistant General Manager, Ambuja Neotia Group Kolkata

### **Charu Smita Malhotra**

TAP DCC Chief Executive Officer & Co-Founder, Faridabad

### **Varun Menon**

Associate General Counsel HMD Mobile India Pvt Ltd, New Delhi

**Greg Moran**

Founder & CEO, ZoomCar, Bangalore

**Vamshi Mohan**

GM – HR Bajaj Auto Ltd, Pune

**Akshay Munjal**

President, BML Munjal University, New Delhi

**Dinesh Reddy Musukula**

Associate Director, Dr Reddy's Laboratories Ltd, Hyderabad

**Kushal Nagaraj**

India Sourcing Procurement and Travel Head, JC Penney Services India Pvt Ltd, Bangalore

**Ajay Nahar**

Director, GDS Research & Insights Leader, Ernst & Young, Gurgaon

**Abhishek Nath**

Managing Director and CEO, Ixora Corporate Services Pvt. Ltd, Hyderabad

**Anubhav Nath**

Director, Ojas Art, New Delhi

**Parthiv Neotia**

Director, Ambuja Neotia, Delhi

**Siddarth Mohan Pai**

Managing Partner, 3one4 Capital Advisors LLP, Bengaluru

**Jayant Paleti**

CoFounder, Darwinbox, New Delhi

**Dhimant Parekh**

Founder & CEO, The Better India, Bangalore

**Siddharth Dileep Patel**

Chief of Staff to Executive Director, Reliance Industries, Mumbai

**Kirti Poonia**

Head, Okha Okhai, Mumbai

**Vidyadhar Anand Prabhudesai**

Co founder and Board Member Lead Cap Ventures, Thane

**Nishant Saini**

Senior Principal BSR & Co. LLP, New Delhi

**Roshan Shankar**

Advisor, Government of NCT of Delhi, New Delhi

**Shiroi Lily Shaiza**

Corporate Manager and MD, Social Ventures Entrepreneurs Associates Group of Social Ventures, Nagaland

**Shradha Sharma**

Founder & CEO, Yourstory, Bangalore

**Nakul Saxena**

Director, Public Policy, iSPIRT, New Delhi

**Raghav Sridhar**

Co-Founder Fracktal Works Bangalore, Bangalore

**Ambi Subramaniam**

Co Founder, SaPa in Schools, Bengaluru

**Bindu Subramaniam**

Co Founder, SaPa in Schools, Bengaluru

**Divyanshu Varshney M**

Founder, Spiro Studios, Delhi

**Sanjay Vijayakumar**

Chairman, Startup Village, Bangalore

## YLC Member's Column

We Invite YLC members to contribute to the Newsletter by sending in articles stories on Business Management.

Also share valuable experiences, reports from Management field and any recognition that you have received in various endeavors.

We welcome your insightful inputs that can add to growing base of Management transformation across country through various new initiative incorporated in systems, processes, teams and organisation.

## YLC Membership

### How to Become a Member

For online member registration

[CLICK HERE](#)

The membership of Young Leaders Council (YLC) of the AIMA shall comprise of young people, with maximum cut off age limit of 40 years. The members could be Young Promoters, Founders of Startups, Young Professionals, Leaders in Art & Culture/Music, NGOs, Politicians. Bureaucrats, Diplomats.

The membership will be at National level (Mandatory) and at Chapter level (currently there are six chapters).

### For More Information Contact:

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