

YLC News

MONTHLY NEWS LETTER

From the Chairman

Just as a fresh breath of positivity has begun to infuse businesses and life, we are also happy to announce launch of Young Leaders Council 2.0 from 1 September 2021.

After a very satisfying three years a YLC's National Chairman, the time has now come for me to step down and make way for fresher insight and new leadership to steer this ship forward. It has been an eventful and memorable journey as we built this fledgling organization into one with a far-reaching scope and national presence. I thank you all for your support in making this dream a reality. I am always available for any guidance or insights to help the new team achieve their mission and vision.

The new council will be ably led by Karthik Sharma and Bindu Subramaniam and many more promising young leaders who are making their debut to the YLC Executive Board. The 2.0 version of the YLC will have increased focus on areas such as



Vineet Agarwal

National Chairman YLC, AIMA

Empowerment and diversity, strengthening our membership base and improve our brand image amongst many other changes. After much deliberation, our vision and mission have also been modified to include social impact, diversity & inclusion in our membership base. With a strong lineup of thought leadership, YLC will see enhanced outreach and will continue to act as catalyst to bring transformational changes in improving society at large. Please do continue to extend your invaluable support to the new team.

On behalf of the new Council, I invite you all to join the AIMA YLC 2.0 Launch Events planned in September to kick off this new beginning.

On updates from the month; the latest sessions on 'Women in Leadership – Challenges and Navigation' received an overwhelming response from audience. We plan to take the theme forward in our next session as well, which will be held on 'Diversity Inclusion and Equity' with speakers Vasanthi Srinivasan, Professor, IIM Bangalore; Aruna Newton, Head, Diversity & Inclusion Infosys and Sandhya Ramesh, Lead, Diversity, Equity & Inclusion practice at Great Place to Work Institute.

We have also received some encouraging videos sharing YLC collaboration and success stories from members and request you to also share your stories to for the benefit of fellow members.

I hope to remain in touch and wish the new Council the very best in all their future endeavours!

YLC Office Bearers

Vineet Agarwal

National Chairman YLC, AIMA

Pranav Pai

National Vice Chairman

Ajay Nahar

National Forum Chair

Kartik Sharma

National Events Chair

Santosh Kumar Gopala

National Membership Chair

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AIMA Young Leaders Council,
 Management House, 14 Institutional Area,
 Lodhi Road, New Delhi-110003
 Tel : 01124645100, Fax : 01124626689
 E-mail : ryadav@aima.in
 Website : <http://ylc.aima.in>

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AIMA YOUNG LEADERS COUNCIL 2.0



Vision

To strengthen AIMA's mandate to be a leader in Management Development Movement across the country, by creating an ecosystem to engage with young and upcoming leaders across business, art and culture and help them realize their potential in their professional and Public lives



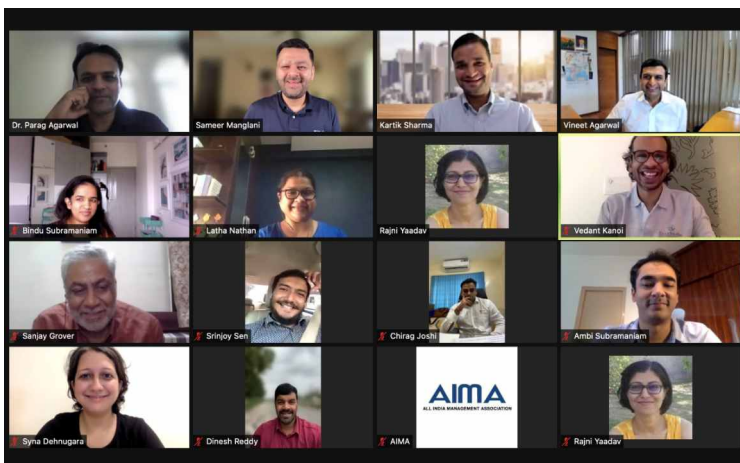
Mission

The Council aims to be a platform for young leaders to connect and collaborate for best practice sharing, dispersion of knowledge and innovative thinking, enabling and empowering the young leaders of tomorrow to build and shape the nation's future. The Council aims to achieve this mission by focusing on three key pillars viz. Learning, Mentorship, Experience/Resource Sharing

YLC EXECUTIVE BOARD

Immediate Past Chairman Mr Vineet Agrawal	National Chairman Mr Kartik Sharma				
Vice Chairperson- International & Finance Ms Bindu Subramaniam	National Empowerment Chair Mr Sameer Manglani	National Events Co-Chair Mr Anmol Garg	National Events Co-Chair Mr Saurabh Jain	National Membership Co-Chair Mr Santosh Kumar	National Membership Co-Chair Mr Dinesh Reddy
National Brand Communication Co-Chair Mr Vedant Kanoi	National Brand Communication Co-Chair Ms Syna Dehugara	National Mentorship Program Chair Mr Abhishek Nath	National Mentors Ambassador Mr Ajay Nahar	National Partnerships & Alliance Chair Mr Santosh Kumar	

AIMA YLC 2.0 first Council Meeting was held on 28th August 2021, over zoom meeting with 24 members from Executive board, Chapter Chairs and SIG co- Chairs included Mr Vineet Agrawal, Immediate Past Chairman; Mr Kartik Sharma, National Chairman; Mr Dinesh Reddy Musukula - National Membership Co-Chair; Ms Bindu Subramaniam, Vice Chairperson -International & Finance; Ms Latha Nathan, Chennai Chapter Chair; Mr Srinjoy Sen, Eastern Region Chapter Chair; Mr Santosh Kumar, National Partnerships & Alliance Chair and National Membership Co-Chair; Mr Sameer Manglani, National Empowerment Chair; Dr Parag Agrawal, SIG Co-Chair, Social Business; Mr Saurabh Jain, National Events CO-Chair; Mr Anmol Garg, National Events Co-Chair; Mr Chirag Joshi, Gujarat Chapter Chair; Mr Narayana Subramaniam, Bengaluru Chapter Chair; Mr Ambi Subramaniam, SIG Co-Chair – Art & Culture; Ms Syna Dehugara, National Brand Communication Co-Chair and SIG Co-Chair, Tech StartUp; Mr Vedant Kanoi, National Brand Communication Co-Chair; Mr Ajay Nahar, National Mentors Ambassador; Ms Varija Bajaj, Delhi Chapter Chair; Mr Chakkaravarthi Rajamani, Hyderabad Chapter Chair and Ms Sakshi Kapahi, Mumbai Chapter Chair



YLC ONLINE SESSIONS

Session on the theme: "Future of Women Leadership – Challenges & Navigation", 13th August 2021

YLC organized an interesting session on theme "Future of Women Leadership – Challenges & Navigation" on 13th August 2021 with Speakers - **Ms. Lavanya Nalli** - Vice Chairman, Nalli Silk Sarees Pvt. Ltd and **Ms. Suman Mishra** - CEO, Mahindra Electric. Session Moderator: **Mr. Kartik Sharma** - Director Agnitio, Co-Founder Dcode AI & YLC Events Chair. Speakers concurred on the idea of women developing their support system while on maternity sabbatical and coming back energized to take up more challenging assignments. Given the challenges Indian women face in growing up the ladder speakers suggested a overhaul from all stakeholders society, organizations and leaders who could inspire the entire system to improve the environment to empower women at workplace.



Member's Column

CALM IN CHAOS

Contributed By: Dr Divya Jaitly - YLC Mentor.

A glance at the news headlines and a scroll on your social media feed...It doesn't take much to be reminded of the pandemic chaos that resides in our fallen world today. Beyond what you see, there's despair that everyone is experiencing personally.

However it manifests in our lives, dealing with adversity can create an emotional storm of mental and physical anguish that seems to never end. As you're tossed back and forth between crashing Covid waves of doubt and discouragement, chaos has won!

What we are seeing worldwide - from Afghanistan to China...an uprising is happening. Albeit, instead of coming together for one cause against the Pandemic, we are fighting among ourselves

over territory control in a physical and virtual environment.

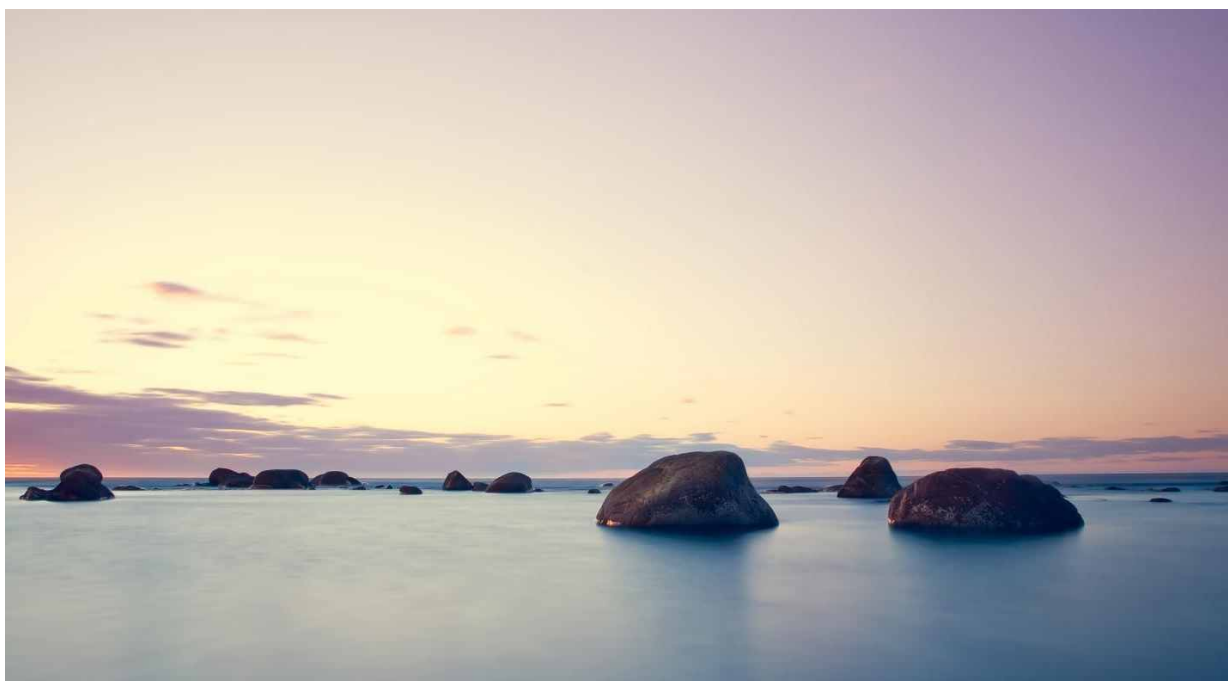
While the situation all around us is pretty grim, I somehow think that chaos precedes creation. Creation of the new cannot come about without chaos, Nature has reflected this too in its own unique ways...It always takes a massive earthquake or a volcano eruption to create a new landmass on Earth. Hence, if the world is in chaos right now and everything seems out of control, this might be a part of a bigger process of change.

Nothing changes until it needs to and we have to remember - it is the pressure from inside that forces transformation. If it were up to us, we would keep things more still, more peaceful and more calm thereby ignoring the fact that excitement and fear walk the same line.

SAVE

Let's agree that chaos is not something that is a forever thing! Nature is testimony to that - leaves fall only in the Autumn season and is succeeded by fresh leaves and beautiful weather. Change is inevitable, whether it aligns with our worldview or not. "When you transform the wasted energy of defensiveness into an inner shifting of openness,





you will discover wellness, balance and success in all you do.” ~ Kari Hohne.

When life is in the middle of chaos, we always try to hold on to anything that keeps us in our comfort zone. Even if the known is old and obsolete, our insecurities drive us to do what it takes to feel safe again. During those times, we need to remind ourselves that when challenges arrive at our door, It is an invitation to write a better story. We can't create order when there is disorder, but we can certainly take time out from over thinking and over analysing.

We may not be able to control the chaos, but we can change how we perceive it. Instead of seeing it as a doomsday scenario, we can try to view it as a part of the natural unfolding of life – even if the ego says otherwise. This gives us our power back, whereas trying to control the uncontrollable leaves us feeling powerless.

SAVE

Remember that you can't predict the future and the emotion of Anxiety was inbuilt into us to help us escape from life threatening dangers. It's significant to ask ourselves, What can we do 'now' to improve our life? What can we do 'now' to experience greater peace? What is wrong with herenow? Try to be in the “now” rather than “what if ” which invariably perpetuates and intensifies fear.

As humans, we often evolve during times of

chaos. This is not to say that you will always choose this way, but if adversity is happening – consider it time to grow. Change is not comfortable, it never is...Embracing chaos drops us into life's natural flow, by going with the tide instead of against it. So, the next time you look at your life or the world and think ' this is crazy, what's going to happen in the near future?' Instead think.

'This is all a part of the grand plan, things will work out and make sense eventually...but for now, I appreciate what I have here now...I will keep calm in chaos



Contributed by:

Dr Divya Jaitly

She is a TEDx Speaker, Integrated Communication Specialist, Leadership Mentor, Public Speaking Coach, Image Consultant & Renowned TV Anchor in India

Disclaimer:

The article was originally published in First India, Jaipur on Tuesday, 3rd August 2021.

Management Article

A lighthouse in a storm

Leaders can guide the team to safety during a crisis. All they have to do is assure, empathise, build trust, and communicate.

GIRISH MAINRAI, BANK OF INDIA

The importance of leadership cannot be undermined in any situation or organisation. The objectives of an organisation may differ depending upon the broad mission but its accomplishment requires effective leadership. Leadership plays an important role in unifying the personal aspirations of the employees with organisational objectives, for which, leaders need to play different roles—mentor, guide, crisis manager, change agent, etc. The Covid-19 pandemic has brought leadership in times of crisis to the fore. When things are not in order due to such turbulence, the role of the leader becomes even more important.

Unprecedented conditions demand extraordinary qualities from the leader to tide away from such crisis. Followers not only seek guidance, but also gauge the severity of the conditions through the behaviour of the leaders. Leaders' stance at such times is crucial in allaying the confusion and anxiety of the followers.

The pandemic has challenged traditional wisdom concerning business as well as leadership qualities. Researchers have proposed different qualities for effective leadership. Covid-19 brought with it, a peculiar kind of situation—restriction in terms of mobility, presence, interaction, forced leaders to

rethink and behave in a nascent manner. Management literature is filled with theories and traits of an effective leader but none speak about the adversity of such magnitude. I shall highlight few qualities which I consider necessary to be possessed by the leaders during such testing times.

Self-Assurance

In times of crisis, followers look for verbal and non-verbal cues from the leader and assess them while judging the severity of the crisis. Thus, we can say that the followers's minds resonate with the feelings of the leader. Panicky behaviour exhibited by the leader will lead to fear and anxiety. So, the biggest virtue a leader should possess is self-assurance. This will allow the leader to focus and understand the magnitude of the crisis with more clarity. This quality is equally important during the execution phase too. Executing a strategy with conviction see the team participate wholeheartedly. Thus, self-assurance assumes greater significance when handling crises and implementing a road map for recovery.

Empathy

In a crisis where employees face challenges both on personal and professional fronts, it is essential



for leaders to exhibit empathy. Empathy is not about being sympathetic but understanding another person's perspective. A leader can understand the unique needs of an employee by stepping in his/her shoes. Decisions taken empathetically result in greater acceptance and appreciation. This also helps build trust.

Trust

Speaking of trust, it acts as a glue between the leader and his/her team, and thereby forms a bond. Rapid decision making and its execution is imperative for remedial action during a crisis. This





can be achieved only when there is trust between the leader and the team. As employees have been working from remote locations on a greater scale than ever before trust has assumed great significance. It has played a dominant role in establishing rapport and building camaraderie in the team.

Communication

The role of communication in leadership is well known but its significance increases even more during times of crisis. A crisis is characterized by a phase of uncertainty where rumours spread like wildfire. This leads to anxiety. In such a case, effective communication can dispel these rumors and the clear confusion. It also helps in clarifying the rationale for undertaking corrective action. Strategies evolved through mutual communication aid in effective implementation and lead to greater acceptance by the followers.

As bad as it is, a crisis can be an opportunity for leaders to show their mettle. The essence of the

role of leader can be summed in the words of Martin Luther King Junior, who said "A genuine leader is not a searcher for consensus but a molder of consensus."



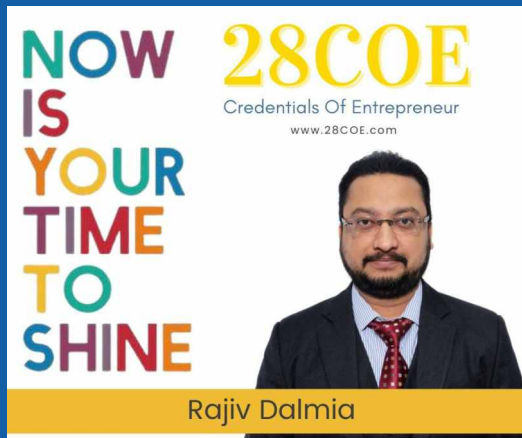
About the Author:

Girish Mainrai is Chief Manager and Area Manager, Bank of India.

Disclaimer:

The article was originally published in Indian Management (Issue 6 Vol 60) an AIMA and Spenta Multimedia Pvt Ltd publication.

YLC WALL OF FAME



YLC Mentor **Mr Rajiv Kumar Dalmia**, Partner Capco was featured in "28COE", "The 28 credentials of an entrepreneur", "90 DAY SUCCESS THERAPY", the "Signature Book" and the famed collection will gradually go onto "Malaysian Book of Records".



YLC Mentor **Mr Nikhil Paul** – CIO, 6D Technologies received the CXO Excellence Award 2021 powered by Veeam Software and Snowflake at the #cxotexhsummit & awards presented by IBM, to recognize and celebrate technology achievements, innovations and initiatives of Technology Leaders and for joining the League of Outstanding Technology Leaders.

Invite Contribution to 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.

Meet YLC New Members

Mr. Soumiran Banerjee

Deputy General Manager, Analytics
Firstsource Solutions Limited
Mumbai

Mr. Nischay C

Director
Keptico Global Holdings
Bengaluru

Ms. Sruthi Kannan

Business Leader
Cisco
Bengaluru

Mr. Vijay Venkatesh

CEO
Empert Consultants Private Limited
Bengaluru

Mr. Ankur Nehra

Associate Director
CRISIL Limited
Bengaluru

Mr. Samarth Mathur

Head of Sales Education India
Mercer Mettl
Bengaluru

Mr. Rajanish Saxena

Head Engineering Operations
SUN Mobility Pvt Ltd
Chennai

To see all members

[CLICK HERE](#)

Above list is as updated on 20 August, 2021



Dear Members,

Request you all to join YLC LinkedIn Group on <https://www.linkedin.com/groups/10488166/>

We have sent you a request kindly accept to join the group, in case you have missed that, please send in a request on link above to join.

Upcoming Events

01. YLC Session on the theme: “Diversity, Inclusion & Equity”

Date: **Friday, 3rd September 2021**

Time: **6pm -7 pm**

Speakers:

Ms Vasanthi Srinivasan, Professor, IIM Bangalore

Ms Aruna Newton, Head - Diversity & Inclusion, Infosys

Ms Sandhya Ramesh - Lead - Diversity, Equity & Inclusion practice at Great Place to Work Institute.

Session Moderator: **MsTanya Singh**, YLC member

ZOOM link will be shared on receiving your confirmation.

Please confirm your participation at ylc@ima.in

YLC Membership

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:

Rajni Yadav, Assistant Director
AIMA Young Leaders Council

14 Institutional Area, Lodhi Road
New Delhi -110003

Tel. 011-43128100, Ext: 157

Email. ryadav@aima.in

Visit Us @ <https://ylc.aima.in>

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