

YLC News

MONTHLY NEWS LETTER

From the Chairman

It is my pleasure to present the January 2020 Edition of YLC newsletter.

During this month, YLC has crossed 300 members across India and have strengthened our activities in various chapters.

I request all chapters to actively take lead in organizing monthly sessions/meets built around various themes, from business to culture to sports and politics. Regular interactive sessions will help in achieving a more engaged and motivated team of Mentors and Members.



Vineet Agarwal

National Chairman YLC, AIMA

Coach & Consultant, Stand Up Comedian. Please do join us. A session is also planned in coming days in Navsari by the Gujarat Chapter.

I do hope you enjoy reading this edition of YLC newsletter and do share you feedback on the same.

YLC has launched series of "Leadership Talks" on youtube as a podcast channel. We have started with three podcasts - (link : <https://ylc.aima.in/ylc-podcast-video.php>) and will keep adding more videos from Senior and Young Leaders. Do share you feedback and thoughts on the same.

Bengaluru Chapter is organizing an event on 1st February with Mithun Sundar, CEO Lendingkart and Ex CRO CMO Myntra and Anmol Garg Founder, Sales5X | Sales Trainer,

YLC Office Bearers

Vineet Agarwal

National Chairman YLC, AIMA

Pranav Pai

National Vice Chairman

Radha Kapoor Khanna

Forum Chair

Suraj Dhingra

Chairman – Events

Santosh Kumar Gopala

National Membership Chair

Published by

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>

Inside

02 Member's Column

06 Wall of Fame

07 Management Article

12 Meet YLC New Members

13 Upcoming Events & YLC Membership

Member's Column

Fiction to Fact... in Five Years Flat...

Contributed by Chintan Oza, YLC Mentor

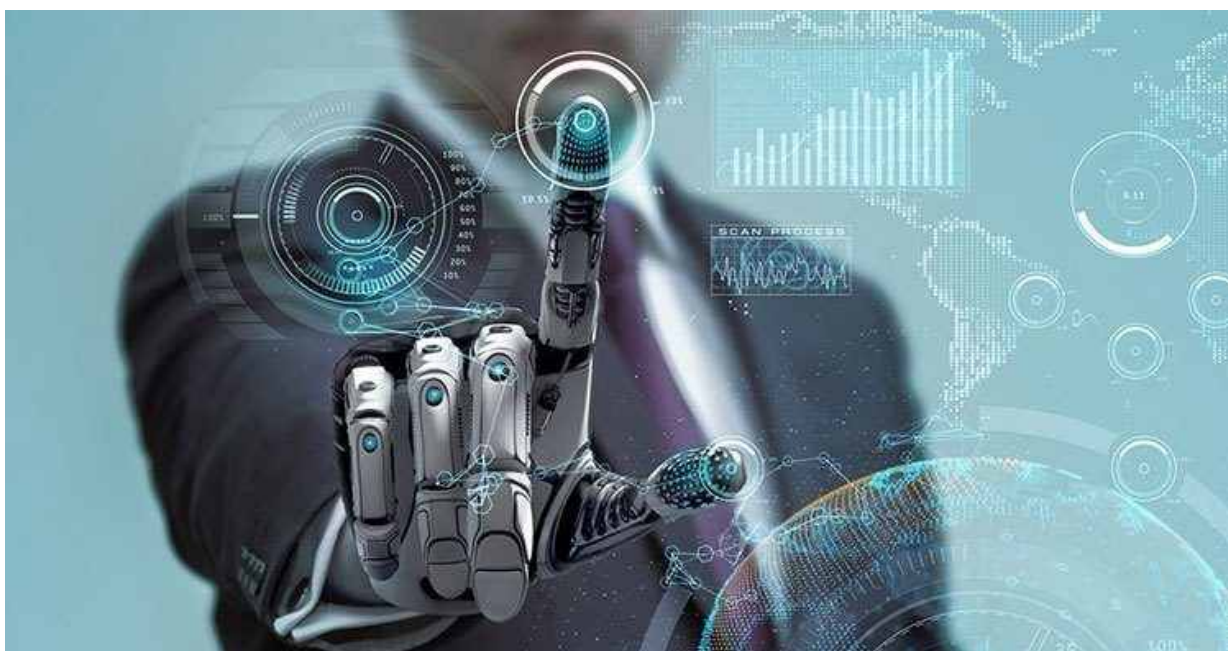
Today is 31st Dec and the year 2019 is about to end. The decade is about to end, and we are geared up to welcome the next decade of 2020. Got a message on my WhatsApp couple of days ago indicating how do we write date to avoid confusion in year 2020...responded with three options a) write with apostrophe i.e. '20 or b) don't complicate as no one has edited the date when we wrote date in current year...the chance of getting the date was equally high when we wrote 2-Oct-19 or c) use digital signatures!!!

We have come a long way; I still remember the day when we transited from year 1999 to 2000. There was a big noise about the millennium bug (aka Y2K bug). People were indeed scared and concerned about the technology in use and our dependence on technology at that point of time. Nothing major incident happened as enough preventive steps had been taken and we sailed into year 2000 smoothly.

First decade post year 2000, was an era of mobility wherein we saw rise of mobile networks. The next decade (2009-2019) was of smartphone and cloud compute and we all got hooked to it! Today mobile penetration has crossed 100% in most of the urban markets. Our mobile is more than supercomputer for an individual compared to old computers in 1970. Today, right from train ticket to air ticket to paying bills to paying to a local kirana wala most of our day to day transaction got executed using a smartphone.

In today's world we are surrounded by disruptive technologies be it Artificial Intelligence or Machine Learning or Blockchain or Virtual Reality or Drone or chat bot or Robotics or 3D Printing...now is the era when the confluence of multiple technologies would take shape and more and more new use





cases would evolve to our benefit. Many say that machines would rise and take over our jobs. While technology is eating away our jobs, technology is also creating new jobs. Future of work is an interesting topic and is being studied and discussed at length in universities & conferences. If decade of 2009 was known as decade of mobile networks and decade of 2019 was of mobile applications; the next decade would be known as decade of 5G, edge compute and quantum compute.

The solution to a problem which used to be a fiction few of years ago is being converted to reality at the supersonic pace. Thanks to technology and the entrepreneurs around. The amount of trust we have on technology today is much higher than it used to be a decade ago. This rise of technology and innovation is result of uniform availability of internet infrastructure, robust hardware & on demand compute.

Now let us have a look at the technology trends for the years to come. Top 10 technology trends which would drive disruption in 2020 are:

1. Artificial Intelligence & Machine Learning
2. Internet of Things
3. Robotic Process Automation
4. Blockchain
5. Edge Compute

6. Virtual Reality / Augmented Reality / Mixed Reality
7. Cyber security
8. 5G
9. Voice Compute / NLP
10. 3D Printing

These trends would lead us to confluence of technology and new / improved use cases such as:

1. Nextgen Commute i.e. Autonomous cars, drone taxi, Hyperloop
2. Supply of life saving drugs in remote areas using drones
3. Blockchain enabled electronic health records
4. Smart Speakers in homes and enterprise
5. Smart homes
6. Next level entertainment and sports enabled by Virtual Reality
7. Streaming platforms providing 4K & 8K video
8. Auto mitigation of Cyber Attack using Deception technologies
9. 3D printing in healthcare
10. Digital Transformation in Enterprise
11. Edge Compute in Smart Cities
12. 5G enabled autonomous factories

Still there a few challenges (including but not limited to) we need to focus and put more efforts upon:

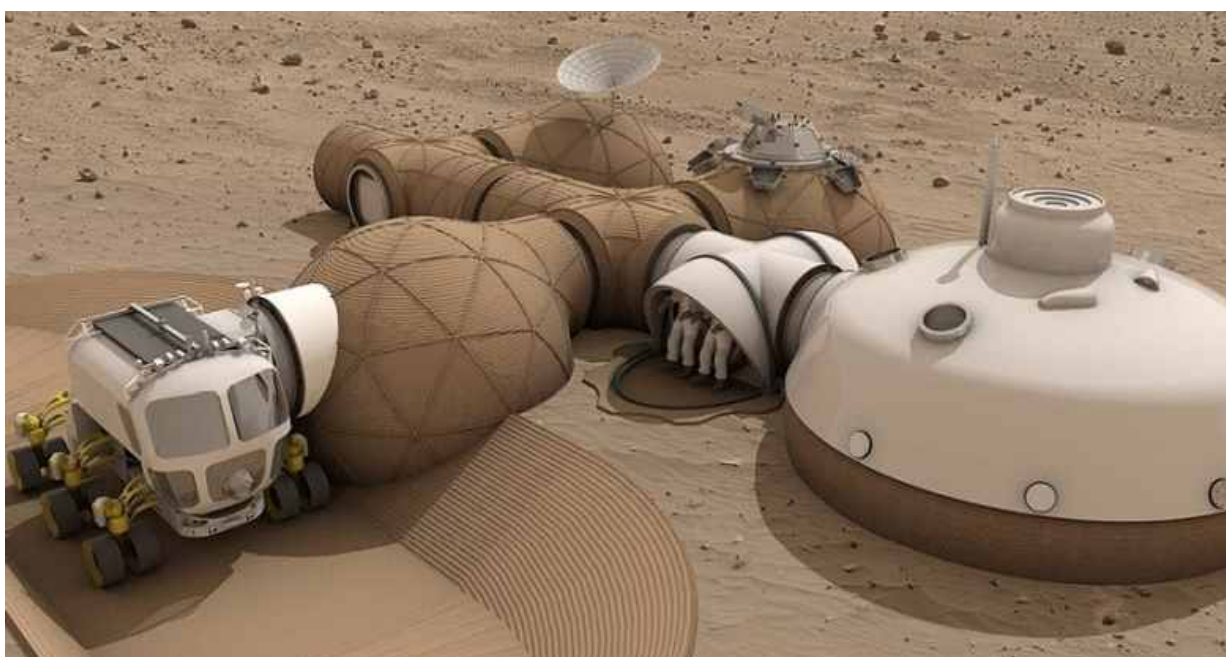
1. Clean potable water & air
2. Food for all
3. Containing wildfires
4. Global Warming
5. Reduction of fossil fuel
6. Efficient recycling waste and e-wast
7. Ethics in Technology
8. Ocean Clean up
9. Fake news
10. Prevent Soil erosion

However, we are progressing in the right direction and here are few use cases which renews our confidence that with use of technology we can overcome any challenge:

1. An AI enabled device to detect 90% of diseases in flat 10 minutes
2. Lab grown meat to overcome food shortage
3. 3D printed organs & medicines
4. Invention of biodegradable plastic
5. Space tourism
6. Smart Fertilizers and precision agriculture



7. Super microbes eating oil spills in the ocean
8. Human Augmentation and Hybernation
9. Smart IoT sensors to ensure right quality of clean air in smart cities
10. Time travel
11. Gene editing i.e. CRISPER
12. Inter plenary communication network
13. Holographic Telepresence
14. 3D Printers in Space to build space colonies
15. Blockchain enabled Crypto Currencies
16. Human Head transplant using AI, ML & Robotics





Conclusion:

Steve jobs rightly said, "Technology is nothing. What's important is that you have a faith in people, that they are basically good and smart, and if you give them tools, they will do wonderful things with them."

The technology seemed distant is coming to our life at a higher pace solving our problems and making our life more comfortable. Indeed we are in an era where fiction is becoming fact. Let us embrace benefits and continue to learn-unlearn and relearn to progress with technologies and the trends around.

Thanks for your time.

Wishing you a Happy New Year 2020 !!!

This article is a collaborative effort by Chintan Oza, Biren Parikh, Biren Parekh, Ajit Joshi & Chander Wanchoo who are members of TMI group. TMI Community is a professional community of Technology, Management and Innovation enthusiasts. Started in 2016, the community has been growing every year and collaborating on an ongoing basis. To become a member of TMI group, fill up the google form given below.

<https://forms.gle/xB8pm9TPyQ553feXA>



Contributed by

Chintan Oza
Advisor, Lloyds Ventures
YLC Mentor

WALL OF FAME



YLC Member Mr Noufal Ahmed received an award for best outstanding new Jaycee of JCI Calicut from JC President JCsen Jojo Chacko.



YLC Mentor Mr Krishan Mishra was presented with an award of Top 100 Leaders in Education.



YLC Member Ms Niyati Khanna's organization Diplomathon Global has been awarded the highest ranking in the experiential education segment by Education World's EduResources Star Ratings Awards 2020.



YLC Mentor Ms Varija Bajaj has been awarded as CYNIC at At New Delhi Institute Of Management organised by #TCM The Cynical Marketer.



YLC Member Arjun Vaidya's Company Dr. Vaidya's was awarded the prestigious Youth SMB Of The Year Award at Amazon SMBHAV 2020 - Amazon's first ever seller conference. #newageayurveda

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.

Management Article

Hand in hand

Workplace engagement is a two-way street—individuals and organisations have equal stakes.

**DR SUNIL MAHESHWARI, SAMATVAM
ACADEMY**

In order to stay competitive, modern organisations need engaged employees who are brimming with energy and enthusiasm. Such individuals display a high level of dedication and absorption in their work. They are committed to their tasks, immersed in their work activities, and persistent when confronted with challenges and hindrances.

Engagement is a measure of an employee's emotional and intellectual commitment to the institution's success. It occurs when the organisation respects the employee, and the employee values it in turn.

Engaged employees can help organisations to successfully navigate a turbulent business

environment, and deliver splendid results for their stakeholders. In a VUCA world, organisations need to rely upon the innate judgment, positive intent, and moment-to-moment wisdom of the individual employee in order to deliver the mandated outcomes collectively. The alignment of the person's task and occupation with not just the head, but also the heart, then becomes an imperative for organisational sustenance and success.

People engagement has become one of the most consistent items on the boardroom agenda in the 21st century. As Howard Schultz, CEO of Starbucks, neatly summarised, "Employees are the



true ambassadors of our brands, the real merchant of romance and theatre, and as such the primary catalyst for delighting customers.”

Besides, people engagement has been found to influence a wide range of performance outcomes in business settings. Multiple metaanalytic studies have demonstrated robust crosssectional links between people engagement and increases in profits, innovation, productivity, beneficial discretionary effort, and customer satisfaction and customer retention.

Therefore, the salient organisational challenge in modern times is that of building a highly engaged workforce that is happy and productive at the same time.

The drivers of engagement

What is the exact recipe for building people engagement? Many credible answers are available, but none is able to crack the engagement puzzle in a comprehensive manner.

For instance, Engage for Success Task Force cites four broad engagement enablers:

- A visible leadership that provides a strong strategic narrative
- Line managers who treat their colleagues with appreciation and respect, and also show a

sincere commitment to developing and increasing their capabilities

- An effective employee voice across the organisation
- A belief among the employees that the organisation actually lives up to its espoused norms and values.

Gallup recommends that organisations should select the right employees, develop their strengths, and continually promote their well-being, in order to facilitate engagement.

Consulting firm Deloitte has articulated five major



factors that help to create what they call an 'irresistible' organisation: meaningful work, hands-on management, positive work environment, growth opportunities, and trust in leadership.

From his seminal research on organizational effectiveness, Elliot Jaques concluded that a vast majority of employees are keen to get on with their work when provided with even half a chance. Even more, they crave for work that can adequately utilise their talents.

However, what is needed is an adequate organisational framework within which people can collaborate and cooperate with one another in a constructive environment that is characterised by mutual trust. This requires a system of managerial layers, a framework of accountability and authority in lateral relationships, project teams with leaders who are fully accountable, and the establishment of specific functions at given organization levels. It also requires a system of coaching and mentoring, merit recognition, talent pool analysis, and career development.

Interestingly, all of these engagement drivers are seen to fall under the rubric of either organisational structure or culture.

Twin pillars of engagement: organization culture and structure

An organisation is a social unit that is characterised by a management structure, which represents a relatively stable pattern of actions and interactions that people undertake for the purpose of achieving goals. The organisation's structure determines the flow of internal communication, decision-making authority as well as accountability, and how the institution gathers resources to achieve its objectives.

Every organisation is also marked by a unique culture, which encompasses the underlying beliefs, assumptions, values, and ways of interaction that determine how things are accomplished therein. These attributes create a frame of reference for the perceptions, interpretations, and activities of the people. Culture thus plays a crucial role in determining organisational behaviour, processes, and outcomes.

At the same time, the structure is itself a cultural symbol that mirrors the key values and assumptions of the organisation. By shaping the mental maps of people, the culture influences the frame of reference that determines the structure.







Employees are nurtured by an appreciative culture that is deeply informed by the highest aspirations of human nature. On the other hand, a holistic structure facilitates the seamless accomplishment of the entire range of work elements that need to be performed, in a naturally ordered way. If the structure may be likened to the visceral body of the organisation, the culture can be considered as its soul.

A holistically configured organization structure is characterised by seven primary roles: individual contributor, supervisor, manager, executive, leader, director and the chairperson (of the board). These are placed at progressively increasing levels of responsibility in an hierarchy of levels.

The accountabilities towards organization functioning that are respectively associated with

these roles are production, synchronisation, optimisation, innovation, reinvention, executive development, and corporate governance.

These responsibilities are best fulfilled when the person adopts a constructive approach to work. This is facilitated by an appreciative organisational milieu.

The concentric circles at the centre of the figure represent these roles, accompanied by their specific accountabilities. The table below shows their correspondence:

When capable people employed at the various levels of a holistically configured organization fulfill their respective accountabilities in a truly appreciative vein, an engaged work context naturally comes into being!

| Role | Individual contributor | Supervisor | Manager | Executive | Leader | Director | Chairperson |
|----------------|------------------------|-----------------|--------------|------------|-------------|-----------------------|----------------------|
| Accountability | Excellence | Synchronisation | Optimisation | Innovation | Reinvention | Executive development | Corporate governance |



About The Author

Dr Sunil Maheshwari is Dean, Samatvam Academy. He is author, Engage!: Co-creating Organizational Vitality and Individual Fulfillment.

Disclaimer:

The original article was published in the Indian Management Journal (Vol 58 Issue 5), an AIMA and Spenta Multimedia Pvt Ltd publication

Meet YLC New Members

Mr Bharat Anand

Partner
Khaitan & Co LLP
Delhi NCR

Mr Anil Kumar SG

Founder and CEO
Samunnati Financial Intermediation and Services
Private Limited
Chennai

Mr Mukesh Tiwari, Director

Actis Private Equity
Mumbai

Mr Ankit Mehrotra

Co- Founder & Business head
Dineout
Delhi NCR

Ms Uma Srinivasan

Head Talent Acquisition and TM
Larsen Toubro Limited
Chennai

Mr Ashutosh Agrawal

Managing Director
Globe Teleservices Ltd
Mumbai

Mr Chandrashekar Kupperi

Founder Director
ANOVA Corporate Services Private Limited
Chennai

Mr Abhishek Goenka

CEO
CoWrks India Pvt Ltd
Bengaluru

Ms Kruti Suresh Bharucha

CEO
Peepul (registered as Absolute Return for Kids)
Delhi NCR

Mr Sumit Kumar Dhanuka

Founder and Managing Partner
Precog Innovation Partners
Delhi NCR

Mr Pushkar Singh

Founder and CEO
LetsTransport (Diptab Ventures Private Limited)
Bengaluru

Mr Gurumoorthy Hariharan

Director Digital Solutions
Visa Indai
Mumbai

Mr Sreeraman Mohan Girija

Director
Shopsense Retail Technologies Pvt. Ltd.
Mumbai

Mr Vikram Jit Singh

Head HR and Corporate Services Group South Asia
Fung Group
Delhi NCR

Mr Santosh N Jois

Founder
TransformAction
Mumbai

Mr Amit Singh

Co-Founder and CEO
Brightfox Learning Solutions LLP
Gujarat

Mr Anoop Chaturvedi

Country Manager Public Sector Business
Hewlett Packard Enterprise
Mumbai

Mr Ramandeep Chawla

Knowledge Business Director
Boston Consulting Group
Delhi NCR

Mr Sajal Arora

CEO
VGROW Financial Services
Tasmania, Australia

Mr Praveen Kumar Bhambani

Partner Deals
PricewaterhouseCoopers Pvt Ltd
Delhi NCR

To see all members

[CLICK HERE](#)

Above list is as updated on 27 January, 2020



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

Young Leaders Council, AIMA, Bengaluru Chapter is organising an event on Saturday, 1 Feb 2020. The session is on Connected Devices, Disconnected Information: Harnessing Data for Growth with Speaker Mr Mithun Sundar CEO, Lendingkart and ex-Chief Revenue & Strategy Officer at Myntra. The Session will be Chaired by Ms Bindu Subramaniam, Co-founder SaPa in Schools, Singer and Composer, YLC Bengaluru Chapter Chair. Also the session will end with a Stand Up Comedy on Entrepreneurship with Mr Anmol Garg Founder, Sales5X, Sales Trainer, Coach & Consultant, Stand Up Comedian.

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>

Become a YLC Member

[CLICK HERE](#)