BOMBAY MANAGEMENT ASSOCIATION

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eUPDATE

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Compliments of the season and a very Happy & Prosperous New Year from Bombay Management Association

Knowledge Enrichment Programs - A few glimpses

BOMBAY MANAGEMENT ASSOCIATION

UPDATE

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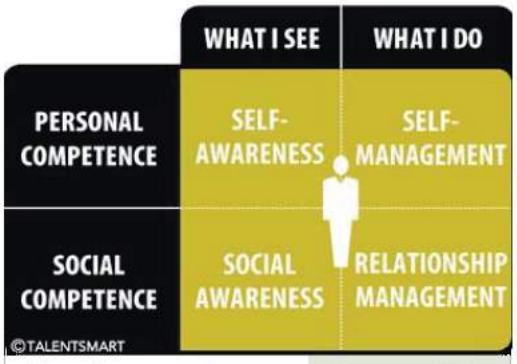

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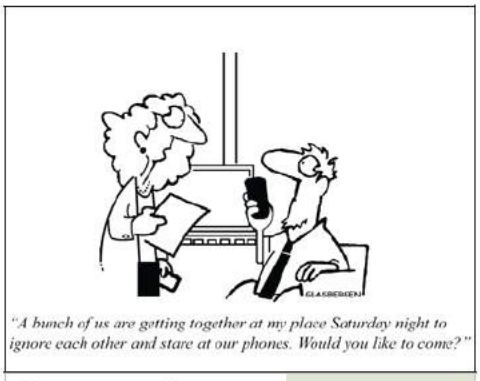

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President's Message

Dear Friends,

The end of year is a time for reflection and BMA's theme - "Riding the Wave of Disruption" seems apt with Brexit, the unexpected US Election results and demonetisation. These have shaken India who felt its tremors in foreign policy, corruption and the economy.
We are seeing the formation of a New World Order and Team BMA continues to bring you relevant topics and speakers for both the Crucial Conversation series and training workshops.

The Women's Conference chaired by Mona Cherian titled, 'What Women Really Want' pulled in a large number of delegates who found great value in terms of content and opportunity to network.

As we look at a shift in our offerings based on your feedback please continue to share your ideas on the kind of talks, workshops and conversations you would like to be a part of in the coming year.

We have a renovated office and invite you to visit, meet our staff, read a book and enjoy the beautiful view of the city.

Also look out in the coming months for the BMA Awards night, the Entrepreneurship and the Marketing Conference.

With Best Wishes for an enriching New Year 2017 to you and your families.

Nirmala Mehendale
President
president@bma-india.com

FEATURE of the month

9 Habits Of Highly Emotionally Intelligent People

When emotional intelligence first appeared to the masses, it threw a massive wrench into what many people had always assumed was the sole source of success—IQ. How much of an impact does emotional intelligence (EQ) have on your personal and professional success?

The short answer is: a lot! It's a powerful way to focus your energy in one direction with a tremendous result.

Emotional intelligence is the "something" in each of us that is a bit intangible. It affects how we manage behavior, navigate social complexities, and make personal decisions that achieve positive results. Emotional intelligence is made up of four core skills that pair up under two primary competencies: personal competence and social competence.

Personal competence comprises your self-awareness and self-management skills, which focus more on you individually than on your interactions with other people. Personal competence is your ability to stay aware of your emotions and manage your behavior and tendencies.

Self-Awareness is your ability to accurately perceive your emotions and stay aware of them as they happen.

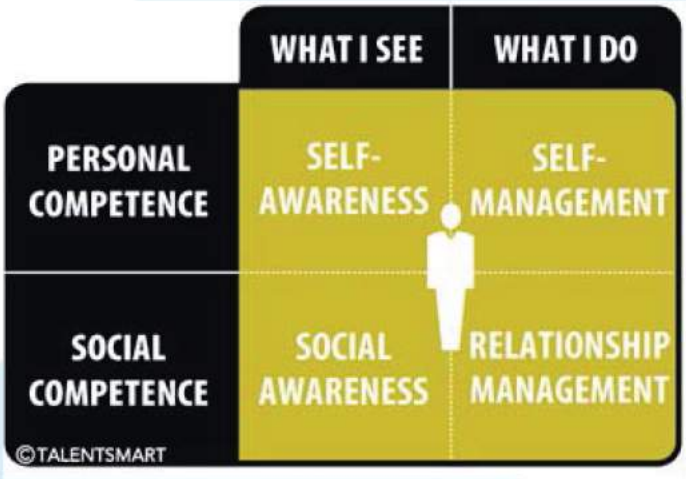
Self-Management is your ability to use awareness of your emotions to stay flexible and positively direct your behavior.

Social competence is made up of your social awareness and relationship management skills; social competence is your ability to understand other people's moods, behavior, and motives in order to respond effectively and improve the quality of your relationships.

Social Awareness is your ability to accurately pick up on emotions in other people and understand what is really going on.

Relationship Management is your ability to use awareness of your emotions and the others' emotions to manage interactions successfully.

Despite the significance of emotional intelligence, its intangible nature makes it very difficult to know which behaviors you should emulate. So I've analyzed the data from the million-plus people TalentSmart has tested in order to identify the habits that set high-EQ people apart.



1. **They're relentlessly positive.**
Keep your eyes on the news for any length of time, and you'll see that it's just one endless cycle of war, violent attacks, fragile economies, failing companies, and environmental disasters. It's easy to think the world is headed downhill fast. And who knows? Maybe it is. But emotionally intelligent people don't worry about that because they don't get caught up in things they can't control. They focus their energy on directing the two things that are completely within their power—their attention and their effort. Numerous studies have shown that optimists are physically and psychologically healthier than pessimists. They also perform better at work. Remind yourself of this the next time a negative train of thought takes hold of you.

2. **They have a robust emotional vocabulary.**
All people experience emotions, but it is a select few who can accurately identify them as they occur, which is problematic because unlabeled emotions often go misunderstood, which leads to irrational choices and counterproductive actions. People with high EQs master their emotions because they understand them, and they use an extensive vocabulary of feelings to do so. While many people might describe themselves as simply feeling "bad," emotionally intelligent people can pinpoint whether they feel "irritable," "frustrated," "downtrodden," or "anxious." The more specific your word choice, the better insight you have into exactly how you are feeling, what caused it, and what you should do about it.

3. **They're assertive.**
People with high EQs balance good manners, empathy, and kindness with the ability to assert themselves and establish boundaries. This tactful combination is ideal for handling conflict. When most people are crossed, they default to passive or aggressive behavior. Emotionally intelligent people remain balanced and assertive by steering themselves away from unfiltered emotional reactions. This enables them to neutralize difficult and toxic people without creating enemies.

4. **They're curious about other people.**
It doesn't matter if they're introverted or extroverted, emotionally intelligent people are curious about everyone around them. This curiosity is the product of empathy, one of the most significant gateways to a high EQ. The more you care about other people and what they're going through, the more curiosity you're going to have about them.

5. **They forgive, but they don't forget.**
Emotionally intelligent people live by the motto "Fool me once, shame on you; fool me twice, shame on me." They forgive in order to prevent a grudge, but they never forget. The negative emotions that come with holding onto a grudge are actually a stress response. Holding on to that stress can have devastating health consequences, and emotionally intelligent people know to avoid this at all costs. However, offering forgiveness doesn't mean they'll give a wrongdoer another chance. Emotionally intelligent people will not be bogged down by mistreatment from others, so they quickly let things go and are assertive in protecting themselves from future harm.

6. **They won't let anyone limit their joy.**
When your sense of pleasure and satisfaction are derived from comparing yourself to others, you are no longer the master of your own happiness. When emotionally intelligent people feel good about something that they've done, they won't let anyone's

opinions or accomplishments take that away from them. While it's impossible to turn off your reactions to what others think of you, you don't have to compare yourself to others, and you can always take people's opinions with a grain of salt. That way, no matter what other people are thinking or doing, your self-worth comes from within. Regardless of what people think of you at any particular moment, one thing is certain—you're never as good or bad as they say you are.

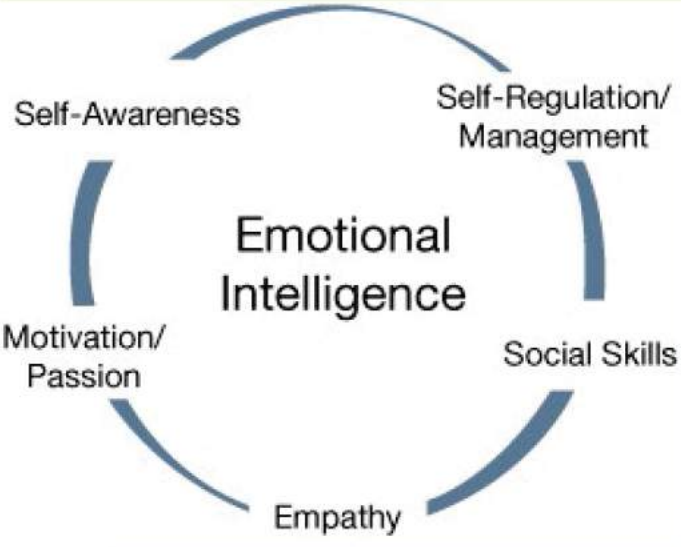
7. **They make things fun.**
Emotionally intelligent people know exactly what makes them happy, and they constantly work to bring this happiness into everything they do. They turn monotonous work into games, go the extra mile to make people they care about happy, and take breaks to enjoy the things they love no matter how busy they are. They know that injecting this fun into their lives fights off stress and builds lasting resilience.

8. **They are difficult to offend.**
If you have a firm grasp of whom you are, it's difficult for someone to say or do something that gets your goat. Emotionally intelligent people are self-confident and open-minded, which creates a pretty thick skin.

9. **They squash negative self-talk.**
A big step in developing emotional intelligence involves stopping negative self-talk in its tracks. The more you ruminate on negative thoughts, the more power you give them. Most of our negative thoughts are just that—thoughts, not facts. You can stop the negative and pessimistic things your inner voice says by writing them down. Once you've taken a moment to slow down the negative momentum of your thoughts, you will be more rational and clear-headed in evaluating their veracity. You can bet that your statements aren't true any time you use words such as "never," "worst," and "ever." If your statements still look like facts once they're on paper, take them to a friend and see if he or she agrees with you. Then the truth will surely come out.

Bringing It All Together

Unlike your IQ, your EQ is highly malleable. As you train your brain by repeatedly practicing new emotionally intelligent behaviors, your brain builds the pathways needed to make them into habits. Before long, you will begin responding to your surroundings with emotional intelligence without even having to think about it. And as your brain reinforces the use of new behaviors, the connections supporting old, destructive behaviors will die off.



Article Source: Huffington Post
(http://www.huffingtonpost.com/dr-travis-bradberry/9-habits-of-highly-emotio_b_11595082.html)

Zero to One Crore

Half day session – 0 to 1,00,00,000 (Strategies, tactics and hacks to build a company and earn one crore in revenue) on 16th November, 2016. The points covered were:

- Entrepreneurial Mindset
- Ideation and Product Development
- Planning
- Structure
- Strategy
- Launch Checklist

Participants

Faculty Mr. Pramod Palekar with the Participants

Winning Presentation Skills

Two days Workshop on "Winning Presentation Skills" by Mr. Pramod Palekar was held on 23-24 November, 2016 at BMA Knowledge Enrichment Facility. Participants learnt how to:

- Overcome Nervousness & Anxiety to address an audience
- Present ideas in a precise, distinct, creative, and convincing manner
- Deliver Effective PowerPoint Presentation
- Improve presentation effectiveness through scientific use of visual aids
- Develop skills to handle question and answer sessions

Reduce Cost by increasing quality & productivity

Half day Session by Dr. Shrinivas Gondhalekar on "Reduce Cost by Increasing Quality & Productivity was held on 25th November, 2016 at BMA Knowledge Enrichment Facility. Participants were benefited greatly by learning how to achieve the following by applying Japanese technique of JIDOKA:

- Quality and productivity up – thumb rule by 25%
- No financial investment required and costs down

The method of training employed by Dr. Gondhalekar by introducing certain activities resulted in bringing great learning to the participants.

Faculty Dr. Shrinivas Gondhalekar with the Participants

Women's Conference - "What Women Really Want"

The Women Conference was organized on 6th December, 2016 at The Leela Hotel, Andheri Kurla Road, Sahar, Mumbai from 9.30 am to 5.30 pm.

The theme of the Convention was "What Women Really Want?" and was attended by about 150 delegates comprising of CEOs, CFOs, CIOs, CAs, Management Consultants, Faculty members and Students.

President
Ms. Nirmala Mehendale
addressing the participants

Chairperson
Ms. Mona Cheriyan
addressing the participants

Speaker Ms. Apurva Purohit
addressing the participants

Speaker Ms. Sonali Kulkarni,
Bollywood Actress
addressing the participants

Speaker Mr. Deepak Rao
addressing the participants

Speaker Mr. Suresh
Srinivasan addressing the
participants

Mr. Jean Claude Biguine styling
the hair of one of the partici-
pants - Ms. Mary Chandanshiv

Speakers Dr. Vinita Puri,
Ms. Pooja Thakur and
Ms. Trisha Shetty Addressing
the participants

Women's Conference - "What Women Really Want"

Institute Training Program

A series of training programs (inhouse) scheduled to familiarise and enable the students of MMS, Allana Institute of Management Studies to become corporate ready.

Inaugural session on 17th November, 2016 by Ms. Nirmala Mehendale, President, BMA.

She shared her journey that included a fair share of success and failures and how learning from both is critical to growth. She highlighted the importance of Soft Skills as the students move from campus to corporate.

BMA President Ms. Nirmala Mehendale with the students

Mr. Pramod Palekar with the students

Communication Skills & Public Speaking

Training by Mr. Pramod Palekar on Communication Skills including Public Speaking on 19 Nov, 2016. This session helped students to speak confidently in front of the crowd and at the same time using proper gestures, voice and body language. Students felt it was very useful for them.

Time Management

Training by Ms. Natasha Advani on Time Management on 19 Nov, 2016. Students learnt what are their time wasters and further they were coached to come out with solutions to manage their time in a more effective way thereby able to achieve much more. Students were elated to have discovered the benefits of resourceful time management.

Problem Solving & Decision Making

Training by Mr. Shridharan Mahadevan on Problem Solving & Decision Making on 24 Nov, 2016. Students learnt creative ways to solve problems and the importance of Decision Making and how to use available tools for the same. Students gained good amount of knowledge about the subject.

Mr. Shridharan Mahadevan with the students

Design Thinking & Innovation

Training by Ms. Neeraj Tyagi on Design Thinking & Innovation on 24 Nov, 2016. It was an extremely interactive session where students participated in the games and activities to experience the Design Thinking by employing their creativity. Students were delighted by the learning that happened to them through simple activities.

Ms. Neeraj Tyagi with the students

Industrial Visit to Tata Motors

Visit to Tata Motors, Pimpri, Car & Truck Plants was organised on 30 Nov, exclusively for a Chinese Delegation. It was group of Senior Managers from various Dye & Casting Companies in China. They were on their way to attend an Expo in India. They were delighted by the Visit and also the courtesy extended during the visit.

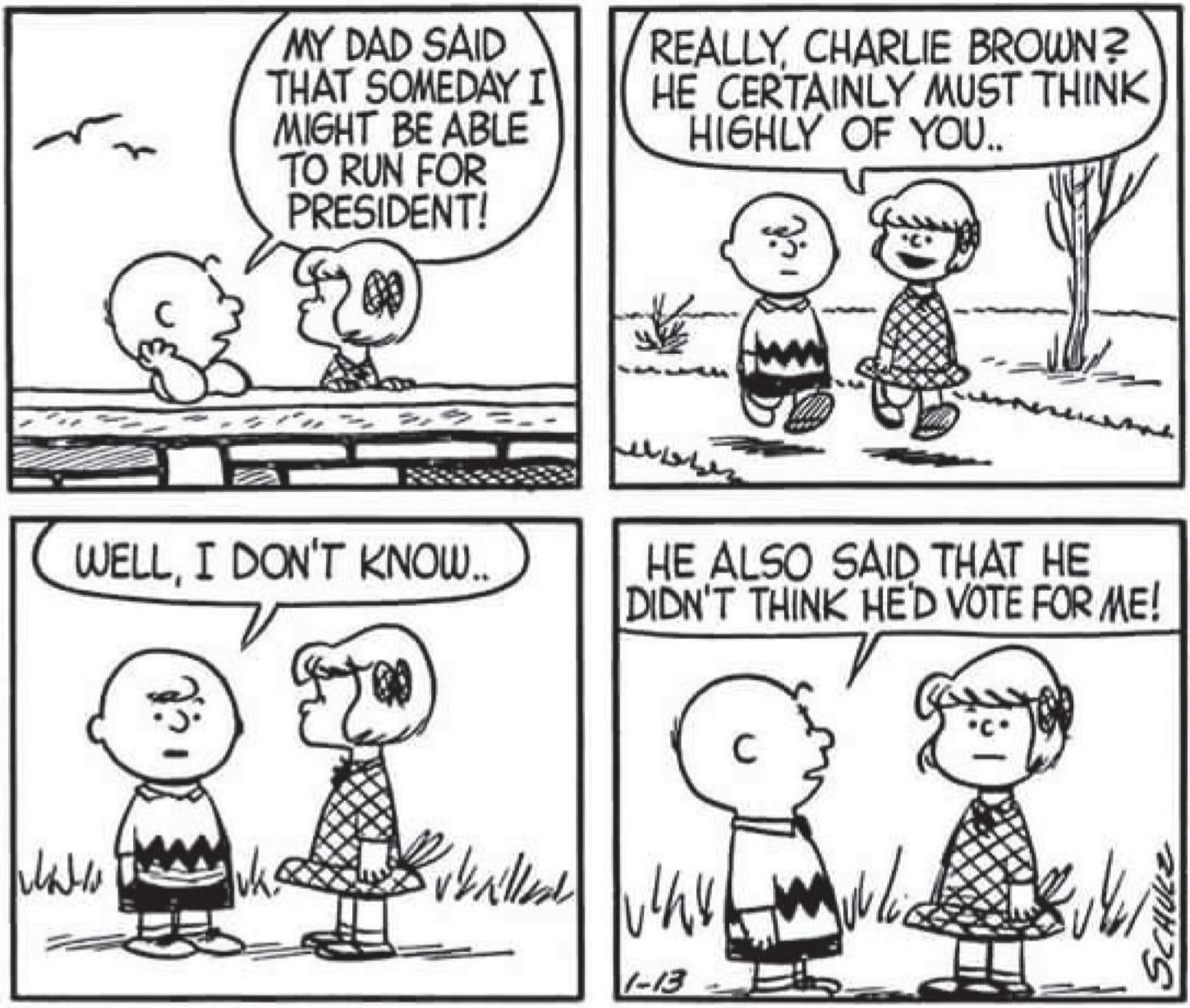
Talk on the Book "Can I Have it All?"

Talk on the Book Can I Have It All? Trials & Triumphs in a Woman's Journey in the Corporate Landscape by Ms. Anuranjita Kumar, Managing Director, Chief Human Resources Officer at Citibank was held on 6th December, 2016 in association with Parle Tilak Vidyalaya Association's PTVA's Institute of Management, Vile Parle East from 4.00 pm to 5.00. The Book is all about her journey from hometown in India, with a big dream in her heart. The purpose was to share her story with Women and Men who would like to understand the professional journey of an ordinary small town woman.

Faculty Ms. Anuranjita Kumar addressing the participants

"Management Musings"

"You can discover more about a person in an hour of play than in a year of conversation." **- Plato**



What matters to us as people and society

'Crucial Conversations with Leaders' Series with Ms. Kia Scherr, Author of Pocketbook of Peace & Co-founder of One Life Alliance and Ms. Anushka Jadhav, Co-Founder & Managing Director of No Country for Women was held on 13th November, 2016, at Title Waves, St. Pauls Media Complex, 24th Road (Off Turner Road), Bandra West. The Conversation was on Positive Practices and Behaviours that can Change your Life and How to Make Classrooms Gender Inclusive.

Ms. Kia Scherr addressing the participants

Participants

Ms. Anushka Jadhav addressing the participants

Dr. Mayukh Warawdekar addressing the participants

Innovation - The Engine of Growth

Crucial Conversations with Leaders' Series with Dr. Mayukh G Warawdekar on the theme 'Innovation – The Engine for Growth" was held on 18th November, 2016 at ITM Business School, Plot 25 & 26, Institutional Area, Sector 4, Kharghar E, Navi Mumbai. He shared on the Why and How of Innovation and it's impact on generating significant growth, path to driving innovation and what is good innovation.

Building Leaders for Tomorrow - The Pratham Journey

Crucial Conversations with Leaders' Series with Dr. Manisha Date on the theme
'Building Leaders for Tomorrow – The Pratham Journey was held on 19th November, 2016 at IES Management College and Research Centre, 791 S K Marg, Bandra Reclamation, Opp Lilavati Hospital, Mumbai. She shared some inspiring stories from the Pratham Journey and the incredible process of being transformed while transforming others.

Faculty Dr. Manisha Date with the participants

Faculty Ms. Mona Cheriyan addressing the participants

What Women Really Want?

Crucial Conversations with Leaders' Series with Ms. Mona Cheriyan on the theme '
What Women Really want?' was held on 30th November, 2016 at BMA Knowledge Enrichment Facility. The broad objective of this conversation was to get some meaningful inputs on issues and challenges faced by women in Corporate India.

Leadership in Turbulent Times

Crucial Conversations with Leaders' Series with Mr. Firdose Vandrevala on the theme
'Leadership In Turbulent Times' was held on 9th December, 2016 at Indian School of Design & Innovation from 5.30 pm to 7.30 pm. BMA Knowledge Enrichment Facility. The broad objective of this conversation was to get some meaningful inputs on issues and challenges faced by women in Corporate India.

Faculty Mr. Firdose Vandrevala addressing the participants

"Management Quote"

"Management is doing things right; leadership is doing the right things."
- Peter Drucker

"A bunch of us are getting together at my place Saturday night to ignore each other and stare at our phones. Would you like to come?"

Editorial And Design Team

Bombay Management Association

Ms. Chhaya Sehgal
CEO, The Winning Edge &
Executive Committee Member, BMA

Mr. Sundeep Gokhale
Dy. Director, BMA

Ms. Veena Amolik
Program Manager, BMA

Deviprasad Goenka Management College of Media Studies

Dr. Mangesh Karandikar
Dean

Prof. Mayuresh Belsare
Faculty

Ms. Manpreet Bhamra
Student, MACJ

BOMBAY
MANAGEMENT
ASSOCIATION

9, Podar House, "A" Road,
Churchgate, Mumbai - 400020
Website: bma-india.com