



46TH ANNUAL GENERAL MEETING



Goa Management Association held its 46th Annual General Meeting at Hotel Vivanta by Taj, Panaji, on 24 September 2021.

Mr. Nitin Kunkolienkar, President, GMA, presided over the meeting. With him on the dais were Mr Amin Ladak, Chairman, Mr. Deepak Bandekar, Vice Chairman, Mr. Nilesh Dessai, Hon. Secretary, and Mr. Sunil Dias, Hon. Treasurer of the Executive Committee.

Addressing the general body, the President mentioned that GMA can play a crucial role in the state in enhancing quality of management in corporate sector and education. He opined that GMA can help in reviving educational institutes in rural villages by identifying members who can contribute to different sectors.

He said that GMA can help in the transformation of the state, where many issues are unattended and ideas are limited to few people. GMA could help to integrate these ideas together and create opportunities to implement and realise end objectives.

He said that the state of Goa is going through a massive transformation and GMA can play an active part in getting into intellectual thought leadership and start creating business models.

He also stressed on interaction with management students, getting them on board, giving them ideas so that they take it forward, create start up models, especially in the areas of blue economy, green agriculture, etc.

Welcoming the members, he requested the Chairman of the Executive Committee, Mr Amin Ladak, to conduct the proceedings.

Mr Ladak briefed the members about the challenges faced during the pandemic in the past year, and how GMA adapted to the new normal to conduct its activities. Despite hardships, GMA was able to conduct several key programmes. He requested his team to brief the general body on the activities and accounts for the year.

Mr Nilesh Dessai, Hon Secretary, presented the Annual Report and detailed the several activities conducted during the year. Mr Sunil Dias, Hon Treasurer, briefed the members on the final accounts of GMA. Mr. Dias informed the members that GMA ended the year with a surplus of about Rs. 1.5 lakhs and that the overall corpus fund of GMA stands at approximately Rs. 12 lakhs with an outstanding subscription of about Rs. 36000 as on 31 March 2021.

GMA also released the published Annual Report, which was shared with the attending members.

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The AGM went on to conduct other regular business to reappoint its auditors for the year 2021-22.

With the AGM, the current President's term came to end. Mr. Kunkolienkar had served GMA as the President for three consecutive terms.

Chairman, Mr Amin Ladak informed the members of the same and highlighted the contributions of the President during the past six years. He informed the general body that the Executive Committee met and deliberated on the appointment of the next President. The Executive Committee had unanimously decided to request Mr Blaise Costabir, Managing Director, GMI Zarahak Moulders, to accept the position of the President of GMA.

The Chairman informed the general body that Mr Costabir had accepted the invitation of GMA and consented to be the President for the term 2021-23.

The President and Chairman invited Mr Costabir to join the dais. His appointment as President was unanimously applauded by the general body.

Mr Costabir, who was also the Chairman of the GMA Executive Committee during 2003-2006 is a first-generation entrepreneur, and founded GMI Zarahak Moulders Pvt. Ltd., an Indo French JV company based in Goa in 1995.

Mr Costabir addressed the members and spoke of the role GMA can play in the development of young managers. He thanked the members for inviting him and looked forward to working with them in enhancing GMA contributions to society.

Other regular businesses of the AGM was conducted and the meeting was adjourned. The meeting was held in a hybrid format with some members attending physically



and others via video conferencing.

During the discussions, several members suggested ideas for enhancing the impact of GMA's activities and contributions. Mr. Rajesh Mehrotra, MD, Berger Beckers Coatings Pvt. Ltd. suggested that GMA should make concrete efforts to increase its corporate membership and he offered his services in doing the same.

Chairman informed the general body of the GMA Office in Porvorim, which was bought by GMA using its own funds in early 2000. He shared his view that the office is current-

ly inadequate to conduct full-fledged meetings and is also away from mainstream. He proposed to the general body that GMA could consider acquiring new premises in

more prominent areas in Panaji. The President supported the idea and suggested that a planned process be applied to identify a suitable place and also to approach patrons to assist GMA with required funds to procure a new office.

As there were no other items to be discussed, the Chairman concluded the agenda and handed over the proceedings to the President.

Mr. Harshvardhan Bhatkuly, Immediate Past Chairman, address the gathering, mentioning the support of the outgoing President and thanked him for his services to GMA for the past three terms as President.

The President thanked the Chairman, Mr. Amin Ladak, and wished all the best to the Executive Committee and wished the new President, Mr. Blaise Costabir to take GMA forward.

The President thanked the members for their presence and participation in the meeting and concluded the proceedings of the AGM.

The AGM was followed by the Annual Day function. Mr Richard Rekhy, Board Member, KPMG Dubai was the Keynote Speaker and Mr Shrinivas Dempo, Chairman, Dempo Group of Companies was the Guest of Honour.

The talk was enthusiastically received by the audience.



BLAISE COSTABIR, GMA PRESIDENT, 21-23



At its 46th Annual General Meeting held on 24 September 2021 at Goa Management Association held at Hotel Vivanta by Taj, Panaji, the general body elected Mr Blaise Costabir as the next President of Goa Management Association.

He succeeds Mr Nitin Kunkolienkar who has completed three successful terms as the President of GMA.

Mr Costabir has been associated with GMA for several years, having served as its Executive Committee Chairman earlier.

An alumnus of the Asian Institute of Management, Manila, Mr Blaise Costabir is the Managing Director of GMI Zarhak Moulders Pvt Ltd is a first generation entrepreneur.

He co-founded the company in 1995, which manufactures plastic roto-moulded parts under the brand name SHAKTI, including water tanks, rainwater harvesters, biodigesters and plastic pallets for material handling. GMI Zarhak Moulders is ISO 9000, 14000 and 18000 certified.

Mr Costabir is an Independent Director of Mac Hotels which is Goa's first Company to list on the MSME Exchange. He is also a visiting faculty at management institutions in Goa.

He was Chairman of the CII SME Sub Committee for Western Region.

Mr Costabir was the Vice Chairman of the Goa State Council of CII during the year 2019 -2020 and the Chairman of the Council during the year 2020-2021.

He was the GMA Manager of the Year in 1999.

NITIN KUNKOLIENKAR FELICITATED

At its 46th Annual General Meeting, Goa Management Association felicitated the outgoing President, Mr Nitin Kunkolienkar.

Mr Nitin Kunkolienkar took charge as the President of GMA in the year 2015, succeeding Mr Ashok Chowgule. Mr Kunkolienkar has successfully completed three terms as President of the association spearheading the efforts and achievements of four Executive Committees under the leaderships of Late Mr Kumar Pillai, Dr Pradeep Salgaonkar, Mr Harshvardhan Bhatkuly and the current one under Mr Amin Ladak's Chairmanship.

He played a key role in showcasing GMA to the management fraternity in Goa during his tenure as President.

He was instrumental in introducing several key professionals from the technology and business consulting sectors to Goa and GMA, who visited GMA and shared their views on topical issues faced by the global economy and the Indian industry during these days of disruption.

He guided the consecutive executive committee teams to achieve newer heights and revitalising the image and perception of GMA, by a studious reassessment of its internal processes and programmes.

He was felicitated at the hands of Mr. N R Bandekar, noted industrialist and Chairman of NRB Group. He was presented a shawl and a commemorative salver.



GMA ANNUAL MANAGEMENT AWARDS

Every year, Goa Management Association awards the best management talent in Goa at its Annual Management Awards, on the GMA Annual Day function.

On 24 September 2021, at Vivanta by Tai, GMA held the GMA Annual Awards function. Hon Chief Minister, Dr Pramod Sawant was the Chief Guest at the function and gave away the awards to the winners.

The awards process every year starts with GMA inviting nomination from individuals and organisations for its prestigious Manager and the Young Manager of the year awards, and nominations from academic institutions for the Best Management Student awards.

Shortlisted nominations, which fit the eligibility criteria, are then evaluated by jury panels comprising of reputed industry professionals and GMA Executive Committee members, who oversee and guide the process. The winners are announced on the Annual Day.

The following awards were presented.

GMA Manager of the Year 2021



Mr Babaji Pagire, Head – VAB, Vedanta Sesa Goa, won the GMA Manager of the Year award comprising a medal and trophy sponsored by the Dempo Group and a certificate from GMA.

Mr Pagire completed his PGDBM from the Goa Institute of Management and has 21 years of work experience. He received several recognitions including Vedanta Star of Business, and the Ramakrishna Bajaj National Quality Performance Excellence trophy.

The jury consisted Mr Kiran Desai, Site Head, Deccan Fine Chemicals India Pvt. Ltd,

Mr. Goutam Raj, Plant Head, MRF Limited and Mr. Rajan Bhatikar, Ex L&T

GMA Young Manager of the Year 2021



Ms Joy Afonso, CHRO, VAB, Vedanta Sesa Goa won the award, consisting of a salver and trophy sponsored by Business Goa & a certificate from GMA.

Joy is the CHRO VAB at Value addition business at Vedanta Sesa Goa. Armed with an MBA from Goa University, she joined Sesa Goa in 2011.

A valued employee, she received recognitions like Young chairman workshop leader, Star of business, Woman leader under Tarang, V-lead Women leader.

Ms Joy Afonso is the first lady to win this prestigious award at GMA.

The jury comprised Mr Rajesh Mehrotra, MD, Berger Beckers Coatings Pvt. Ltd., Dr Krishna Gopal Rajanala, GM – HR, Dempo Group and Mr Sunil Dias, Managing Partner, iv-advisors.

GMA Best Management Student of the Year 2021 (Post Graduate)



Ms Sonal, Student, GIM, won the medal and trophy sponsored by Smartlink Holdings Ltd and a certificate from GMA.

Sonal has an impressive academic record, at all her graduating levels. During her PG studies, she completed several online certifications and undertaken several practical projects. Before joining GIM, she worked with Wipro Ltd for 2 years

The jury comprised Mr J J Chhabra, ED, Goa Carbon Limited, Mr Nilesh Dessai, CMO, Zuari Agro Chemicals Ltd and Dr Debasis Patnaik, Associate Professor, BITS Pilani, Goa Campus

As Sonal could not attend, Mr Raj Amonkar, faculty at GIM accepted the award on her behalf.

GMA Best Management Student of the Year 2018 (Under Graduate)



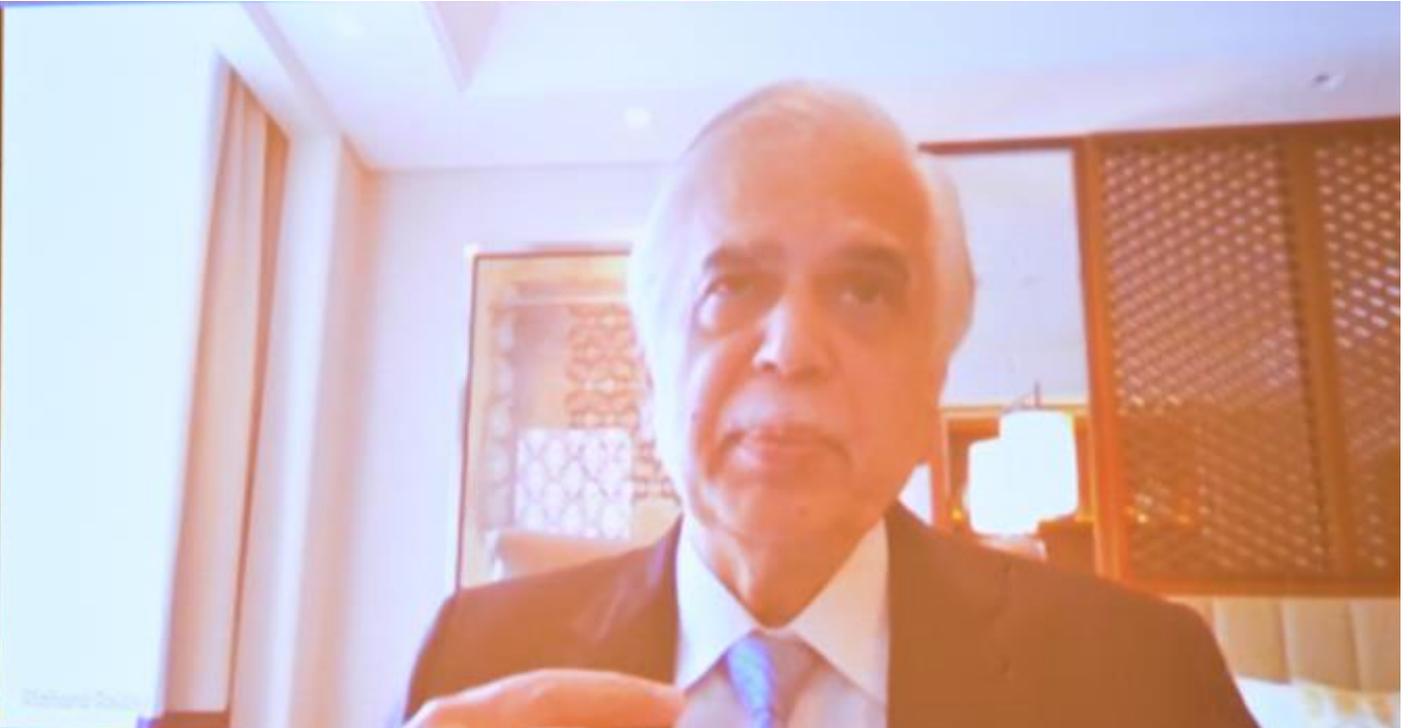
Mr Shaunak Vithal Pai, Student, Integrated MBA programme in Hospitality, Travel and Tourism, Goa University, was presented a salver and trophy sponsored by Mr V Prabhu Verlekar and a certificate from GMA.

Besides having a good academic record, Shaunak is passionate about swimming, having picked up a few awards and medals.

The jury comprised of Mr Ratnakar Barve, Asst. VP – Operations, Finolex Cables Ltd, Verna, Mr Prashant Deshpande, Head, Tienda Advanced Materials Pvt Ltd, Verna, and Dr Saldas Khorjuvekar, VP-Production & Materials, Timblo Drydocks Pvt Ltd.

The 2021 GMA Best Management Awards ceremony at the 2021 Annual Day was conducted by Dr Prita Mallya, Principal, Shree Damodar College of Commerce, and GMA EC member.

GMA ANNUAL DAY LECTURE



Goa Management Association (GMA) held its Annual Day function after the AGM proceedings. Mr Richard Rekhy, Board Member, KPMG Dubai was the Keynote Speaker.

Mr Shrinivas Dempo, Chairman, Dempo Group of Companies, and Vice President, AIMA, was the Guest of Honour. Mr Sunil Dias introduced the speaker, Mr. Richard Rekhy to the members.

Mr Rekhy spoke of the impact of the pandemic on the economy at large, the fallout on several industrial sectors, the current state of the economy, outlook and the impact of on business and managerial decision-making.

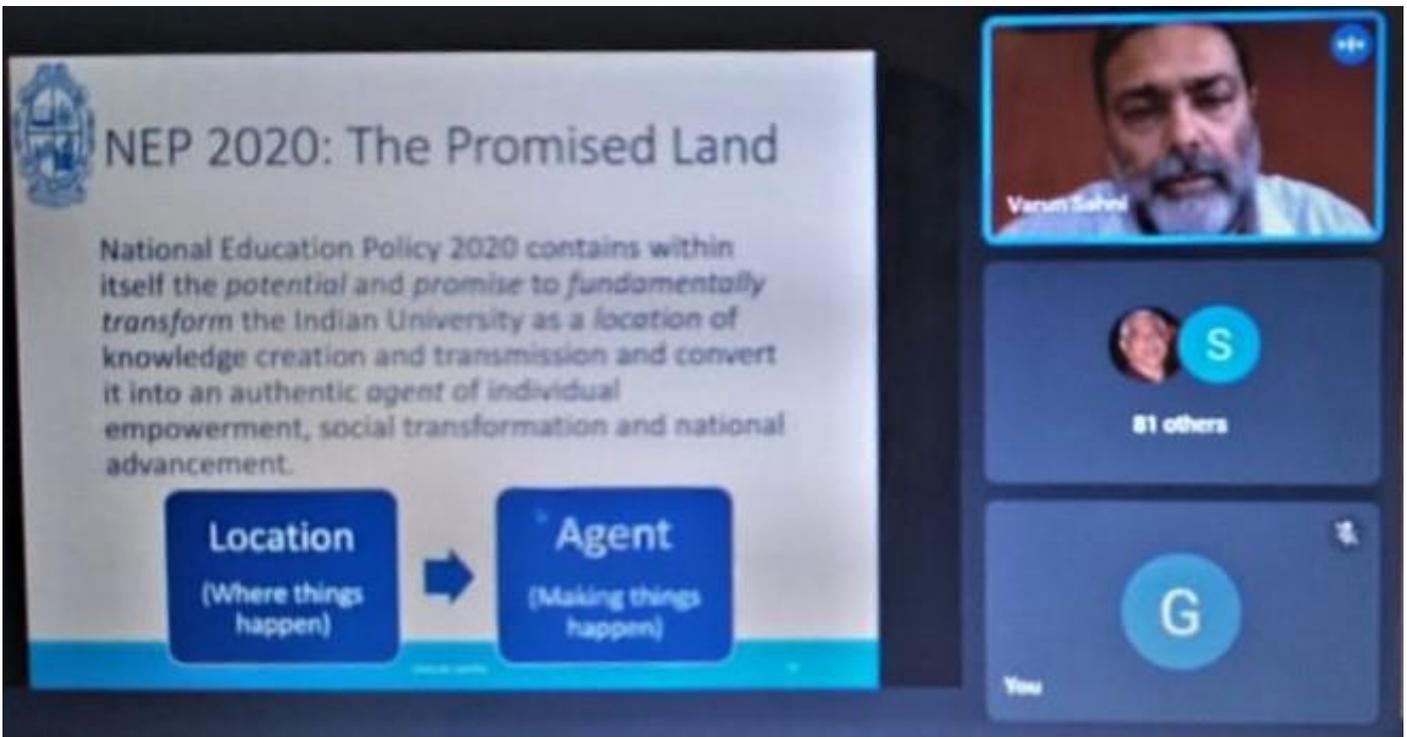
He provided valuable insights on industry sectors and markets and government role. After the address, he interacted with the audience on their queries.

Mr Dempo, Past President, GMA, led the post-lecture deliberations and provided insights on GMA's future in developing young professionals, in collaborating with the government in skill development, policy advocacy and other key areas.

The talk was enthusiastically received by the audience, consisting of business leaders, industrialists, heads of business forums, GMA members, industry professionals and the general public.



GMA PROGRAMME ON NEP 2020



Goa Management Association conducted a programme, **New Horizons in Higher Education**, on the new National Education Policy announced by the Government of India on 6 August 2021, in a virtual format.

Prof Varun Sahni, Vice Chancellor, Goa University, was the speaker.

Prof Sahni spoke on the challenges facing India's higher education sector, the need for NEP 2020, its profound vision, and elaborated on the salient features and implications of NEP 2020.

Mr Amin Ladak, Chairman, made the opening remarks, followed by Mr Pravin

Kakode, GMA EC Member, introducing Prof Sahni. Dr Prita Mallya, GMA EC Member, spoke on NEP 2020 and Mr Deepak Bandekar, Vice Chairman, GMA proposed the vote of thanks.

Prof. D N Venkatesh coordinated the interaction after the event.

WEBINAR: WINNING WITH EMPLOYEE

GMA held a webinar – book launch of the book *Winning With Employee* authored by Prof D Naga Venkatesh on 27 August 2021.

Mr Amin Ladak, Chairman, gave his opening remarks.

Prof Venkatesh, GMA EC Member and Professor, Goa Institute of Management, is a HR Professional with over three decades of experience across industry & academia.

Prof Venkatesh provided insights / glimpses of his book.



WHY DO WE PROCRASTINATE?

Procrastination is one word that is widely used to explain the much talked about concept of poor time management in the world. It is considered as the major reason behind bad time management.

Majority of the people around us often say 'I don't have time'. And often 'not having enough time' is attributed to procrastination. So, what is the cause for procrastination? Has inherent laziness something to do with procrastination? Has the mind-set of a person any role to play in procrastination?

By the way, can we manage time? Or can we manage ourselves?.....the bigger question.

While working on a major two year research project, I had done all the planning that was required for a good researcher to complete the project in two years' time. Four slots of six months, each having sufficient time and work to achieve the targeted goal at the end of two years without any anxiety, stress or compromise on quality.

The time clock had started long back and at the end of first six months when I looked back, I realised I had not even started with the project work. I sat again to prepare a fresh plan, now with 18 months to go for completion of the project.

The time clock was ticking continuously and at the end of the second six months period when again I looked back, to my horror I realised again that I had done very little. Actually, I had not even started working on the project in true sense. It was time again to sit back and chalk out a fresh plan of action for the one year that was available to complete the project.

Fresh dates, fresh slots and fresh enthusiasm was pumped and a fresh one year, tightly packed plan of action was drawn to achieve the goal. After few days of enthusiastic work on project, other routine activities, mostly leisure activities took over and the plan of action got side tracked automatically.

The leisure monkey, which we all inherit and is continuously at work in our mind, managed to conveniently make me keep aside the serious work on project and focus on other routine & easier activities.

Although stress was felt at times, the leisure monkey played strong to divert attention and time passed having done little towards achieving the goal.

At the end of third six months period when I looked back, I realised that not enough work was executed that should have been executed as per original plan. Time left was just six months and work left to be done was humungous.

The picture was crystal clear in front of me, my mind telling me 'boy it's difficult to complete the project in such little time'. But, I had to finish the project on scheduled time. What happened next was the panic gorilla woke up.

The leisure monkey tried to play his tricks again, but the panic gorilla was very strong to kick out the leisure monkey and take over my mind. I had to put all my time and energy for last six months period, with full concentration, in completing the project. Once woken up, the panic gorilla remains very active and drives you to achieve the set goals.

Working day and night, totally focused on this work, I completed my project report to satisfaction and submitted it to the funding agency 15 days before the deadline. It was the panic gorilla that worked wonders this time. But will the panic gorilla work every time and everywhere? That's a trillion dollar question.

Yes, that's procrastination..... postponing tasks for future time periods. We all do it sometime or the other, and some do it most of the time. There cannot be a person in the world who is a non-procrastinator. If someone says he/she is a non-procrastinator, then the person is a liar. Everybody procrastinates something or the other, sometimes or the other. But procrastinating habitually is not good for progress and has to be worked upon. The panic gorilla has to be woken up to kick the leisure monkey out of mind.

Procrastination happens mostly because of laziness. It is the mind-set of the person which allows the leisure monkey to take over your mind. Procrastination many a times happens because of the nature of the work involved.

Pleasant and easy tasks are done with great ease and willingness where as non-pleasant and arduous tasks are generally postponed to future dates. Similarly, non-stimulating, non-rewarding, or low-rewarding tasks automatically take the back seat and are postponed several times.

Thus the answer to the big question 'whether we can manage time or manage ourselves?' is very simple.

We need to manage ourselves, our minds. We need to trick the leisure monkey consciously and keep him aside. Time and again based on need and tasks at hand we may have to awaken the panic gorilla to achieve deadlines. However, too much of working under panic gorilla is also not good. And therefore a conscious effort is required to ensure that neither the leisure monkey dominates nor the panic gorilla, yet the set goals are achieved.

I have two simple techniques to achieve this. If one does not work the then second one will definitely work. The first technique is 'trick your mind' to just take a look at the task, take the first step, just take it in hand.... and, I am sure you will actually start working on it, and many times once you start the work you will finish it satisfactorily.

Now if this does not work, use the second technique, my 'KYA' formula. That's 'Kick Your A**', and believe me this definitely works. Instead of your heart kicking your life and happiness out of gear, forcing you to go for angioplasty or open heart bypass surgery, is not better for you to use the KYA formula and exercise daily? You got to forcefully kick yourself to start and get going with the task at hand. It's all in your mind.

Let it be your daily exercise regimen, or any personal work or official task to be performed. The leisure monkey will persuade you to postpone the same, again and again....and that's bad. You got to kick that monkey out, and how you can do that is by following the KYA formula.

It's all about self-control, and not time management per se, simply because we cannot control time. Procrastination can be easily controlled, you can get higher output in the same quantum of time if one follows self-discipline and proper self-control. Use KYA strategy, achieve set goals and stay happy & healthy.

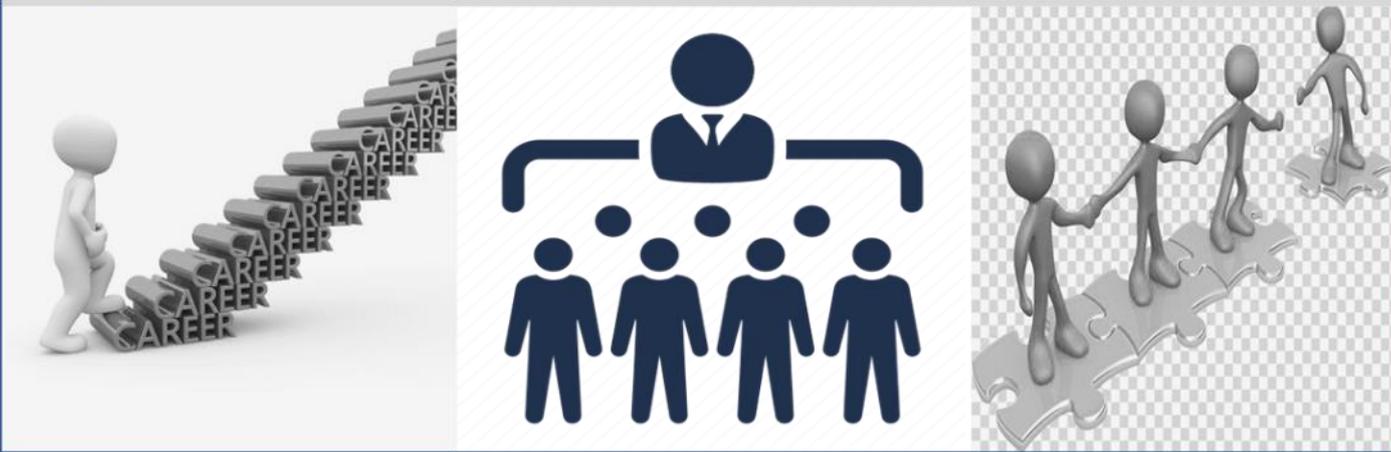
Dr. Pradeep B Salgaonkar

Dr Salgoankar is a Corporate Trainer & Facilitator and Founder of Saldots Academy





certified manager programme



Goa Management Association is pleased to launch its 6-month GMA Certified Manager Programme (CMP). The GMA CMP is designed to enhance managerial and leadership skills, and develop managers who want to take up higher challenges. It is designed to meet the needs of organisations desirous of enhancing the managerial acumen of their key frontline performers.

The GMA CMP aims to update knowledge, capabilities and confidence to adapt to a changing business landscape and take up leadership responsibilities. The objectives of the program are:

- To impart managerial knowledge & skills to supervisors
- To help supervisors upgrade their skills and manage their teams and the organisation more effectively.

The GMA CMP will

- Refresh conceptual knowledge
- Review business fundamentals
- Improve awareness of business & economic scenarios
- Offer analytical and practical insights to
 - ⇒ Improve individual performance
 - ⇒ Influence teams
 - ⇒ Contribute to the organisation's success.

The GMA CMP is a 6-month programme. On successful completion of all the modules, the participants will be awarded a Certificate. It offers 16 credits, consisting of five key courses or modules, each of a duration of 30 hours, and 2.5 credits.

These modules cover management functions and processes, business environment, enabling participants, to broaden their perspective, understand other business functions, develop a holistic view, appreciate factors affecting business decisions and make effective decisions. The GMA CMP will also provide inputs on soft

skills to understand dynamics of behaviour, group dynamics, teamwork and leadership.

- * **Course M1 Management and Behaviour**
- * **Course M2 People and Performance**
- * **Course M3 Finance and Accounting**
- * **Course M4 Production and Control**
- * **Course M5 Customer and Marketing**

The first batch of GMA CMP will commence from January 2022. Admissions for this batch have commenced. For more information, refer to the

Important dates for GMA CMP

| | |
|---------------------------------------|---------------------|
| Commencement of Admission to GMA CMP: | 1 Nov 20221 |
| Commencement of GMA CMP: | January 2022 |
| Completion of GMA CMP: | June 2022 |

Applications for admission to the programme should be sent to Dr Saldas Khorjuvekar, Course Coordinator, GMA CMP. For other queries and information, please contact Ms Rusai Fernandes, Administrative Officer



Goa Management Association

OS 10, Facility Block Phone: +918322411538
 Sapana Gardens Email: office@gmagoa.com
 Porvorim **www.gmagoa.com**
 Goa

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