


18<sup>TH</sup> DECEMBER, 2020


**SESSION ON**  
**HOW TO PROGRESS RESPONSIBILITIES TO YOUNGER GENERATION IN FAMILY BUSINESS**

A trend during pandemic that forced an unintended generation shift very quickly in family business with older members staying back and younger members being asked to make decisions on their behalf. The seed will never bear fruit if you don't give them the chance to actually manage people. Some of the greatest family business leaders start by understanding how they can help their next generation become the best possible versions of themselves.

The main objective of the session is to understand how smooth succession can take place during the COVID times.



**Pratima Kirloskar**  
Chair, Family Business  
CII Western Region  
Kirloskar Family



**Dr Tulsi Jayakumar**  
Professor, Economics &  
Chair, Family Managed Business  
SP Jain Institute of Mgmt & Research

Please note: Only members of family owned businesses can attend.

CII Western Region Sub-Committee on Family Business Network (FBN) hosted a session on "How to progress responsibilities to the younger generation in family business".

Dr. Tulsi Jayakumar, Professor of Economics and Chairperson, FMB at SPJIMR, opened the session by speaking about the importance of resilience in family businesses, and how it can be built. She also spoke about the women in a business family, asserting that the women are the invisible assets in the business family. Most of the time women lack confidence to join the family business. They should be prepared early to avoid a sudden shock when they join. They can enrol in programs which can give them a basic grounding in business management. Speaking about the uniform principles applied to business, she emphasized that people must be given freedom to do what they want, in a manner that feels right to everyone. It is important to have a strong oral tradition in the family.

17<sup>TH</sup> DECEMBER, 2020

SPJIMR's FMB organized a #webinar on "Action Plan for Reviving Profitability and Increasing Sales Post Pandemic". Mr. Ratish Pandey, Business Coach, Ethique Advisory, and Ex Head, Bose IMEA was the speaker for the event.

He focused on business recovery post pandemic, reviewed the current economic situation and gave suggestions on how to get sales back. He suggested that in order to get ahead, businesses must lead the change, and focus on products, services, pricing, delivery, and staffing. It is essential to manage your human resources well. Companies must also aim to generate repeat business. Organizations need Foresight, Adaptability and Resilience. Further, he focused on entrepreneurs and said that entrepreneurship is about making ideas happen. He asked entrepreneurs to stay positive, not to panic and to look for small wins. He made several suggestions about what the entrepreneurs can focus on.

**Action Plan for Reviving Profitability & Increasing Sales post Pandemic**

17<sup>th</sup> Dec | 4 pm to 5.30 pm



Speaker  
**Mr. Ratish Pandey**  
Business Coach, Ethique Advisory  
Ex Head, Bose IMEA

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#IamFMB

11<sup>TH</sup> DECEMBER, 2020

**Women In Family Business: CeOs Or CEOs**

11<sup>th</sup> December, 2020  
5.00 pm to 6.30 pm

**Moderator**

**Speakers**

**Dr. Tulsi Jayakumar**  
Professor Economics & Chairperson- FMB SPJIMR

**Ms. Pratima Kirloskar**  
President- Innovations (Society) Kirloskar Brothers Ltd and Chairperson, CII Western Region Family Business Network Sub-Committee

**Ms. Nidhi Modi**  
Modi Group Dealer for Hyundai MG & Audi, Mumbai Alumnus FMB 11

#IamSPJIMR *Courage Heart* #IamFMB

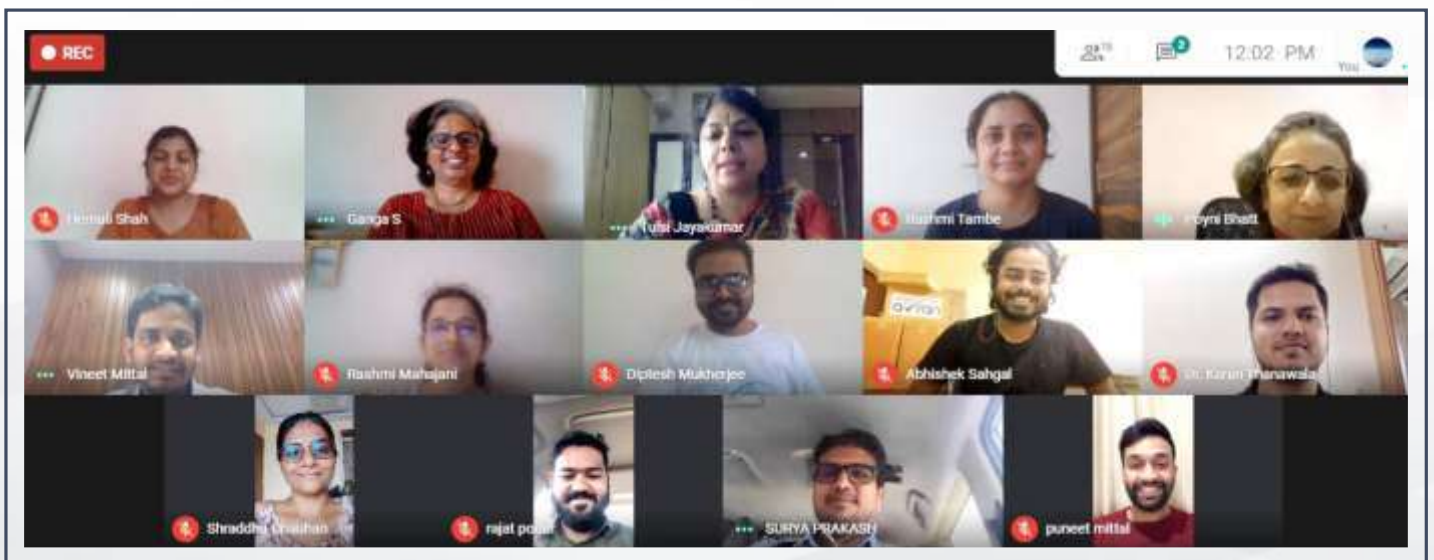
On December 11<sup>th</sup> 2020, a webinar titled "Women in Family Business: CeOs or CEOs" was conducted. The speakers were Ms. Pratima Kirloskar, President - Innovations (Society), Kirloskar Brothers Ltd. and Ms. Nidhi Modi, Modi Group, Dealer for Hyundai, MG and Audi, Mumbai, Alumnus FMB 11. The discussion was moderated by Dr. Tulsi Jayakumar, Professor of Economics and Chairperson - FMB at #SPJIMR.

To explain the title of the webinar - CeO stands for Chief Emotional Officer.

Ms. Nidhi Modi shared her experiences in her family business. She strongly expressed that irrespective of the situation, a woman should have the determination to stretch her limits. Regarding the question on role of women in male dominated sectors, Ms. Pratima Kirloskar said that today, women train themselves in many areas, and there is no sector in business in which there are no women. Being in a family business gives women the advantage of flexibility, and the confidence to try out what they want.

The speakers also outlined the internal constraints faced by women in family business and suggested how women can overcome them.

16<sup>TH</sup> SEPTEMBER, 2020



SPJIMR's FMB together with SINE IIT, Bombay initiated a platform called CAWACH for FMB alumni wherein the incubates at SINE present their ideas to FMB alumni for possible commercial adoption and application. CAWACH program is a funding support offered by DST, GOI to startups having a ready solution to mitigate COVID-19

Our alumnus Mr. Vineet Mittal (FMB13) along with his co-investors invested in one of SINE's startups called Peppermint. They also showed interest in exploring investment and other collaborative opportunities in other sectors too.

On 16th September 2020, three SINE startups founders presented their requirement for supporting both funding and other arrangements to the investors.

## 11<sup>TH</sup> SEPTEMBER, 2020

A webinar on 'Women in Family Business' was conducted by SPJIMR's FMB. The speakers were Ms Shivani Kejriwal (Alumnus FMB 8, Business Strategy - Remsons Industries Ltd.), Ms Sabina Bhanpurawala (Alumnus FMB 11, CEO - Foam Home India Pvt. Ltd.), and Ms Bhumika Jain (Alumnus FMB 11, Director - UV&W Products Pvt. Ltd.). The discussion was moderated by Dr. Tulsi Jayakumar (Professor of Economics and Chairperson - FMB)

"Girls just wanna have fun," it is said. But the speakers showed a different view. In a lively and enlightening session, all the speakers shared their life stories and insights about being in family business.

Ms. Shivani Kejriwal spoke about how she enjoys sports and outlined her journey in sports education.

Ms. Bhumika Jain described how the ladies in her family encouraged her to join the family business.

Ms. Sabina Bhanpurawala said that she had started understanding her family's business since she was 13 and she was sure that she wanted to be part of it.

All the speakers asserted that support from the family is extremely important, besides having the capability. They shared their stories about the special moments they cherish the most while working in the family business, and highlighted the challenges they face as women in business.

They talked about the need of a mentor whom one can rely on and who will show the right direction, and mentioned the qualities the mentor should possess.

In conclusion, they discussed why it is important to have women in the business and how women bring energy and structure, ethics, culture, and streamlined processes to the business. Moreover, mothering skills and multitasking skills, as well as good financial skills, which they develop at home, give them a unique perspective on business.

**WOMEN IN FAMILY BUSINESS**  
Girls just wanna have fun;  
Do they NOW really?

11<sup>th</sup> September, 2020  
5.00 pm to 6.00 pm

Moderator	Speakers		
<b>Dr. Tulsi Jayakumar</b> Professor Economics & Chairperson-FMB SPJIMR	<b>Shivani Kejriwal</b> Alumnus FMB 8 Business Strategy Remsons Industries Ltd.	<b>Sabina Bhanpurawala</b> Alumnus FMB 11 CEO Foam Home India Pvt. Ltd.	<b>Bhumika Jain</b> Alumnus FMB 11 Director UV&W Products Pvt. Ltd.

## 4<sup>TH</sup> SEPTEMBER, 2020

SPJIMR's FMB conducted a webinar on "Resilience through Difficult Times". The speaker was Mr. Nikunj Bagdia (Director, KEN Enterprises Private Limited). The session was moderated by Dr. Tulsi Jayakumar (Professor of Economics and Chairperson – FMB)

The speaker focused on what resilience means for him. He said pandemic was a time for him to rethink what their organization is doing and how they can do better. He said he took just 2-4 days to bounce back to his business. The top management was given training from the beginning, so that they could continue interacting with customers, and thus they gained their confidence. Mr. Bagdia emphasized the role of the family throughout this pandemic.

His advice to youngsters during this time is - Relook at your skillset and business model, and make the changes required for success.

The webinar was followed by a question and answer session.

**RESILIENCE THROUGH DIFFICULT TIMES**

4<sup>th</sup> September, 2020  
5.00 pm to 6.00 pm

SPEAKER	MODERATOR
<b>Mr. Nikunj Bagdia</b> Director KEN Enterprises Private Limited	<b>Dr. Tulsi Jayakumar</b> Professor Economics & Chairperson- FMB SPJIMR

29<sup>TH</sup> AUGUST, 2020



**S**PJIMR Centre for Family Managed Business and Centre for Financial Studies organized a webinar on 'MSMEs: Breaking out of the Chakravayuh'.

The webinar was hosted by Mr. Mohan Natarajan (MD & India Head of Avista Advisory). The Panel Members were Dr. Nirvikar Singh (Distinguished Professor of Economics, University of California at Santa Cruz), Mr. Varadhan T R (MD Mascot Systems Pvt. Ltd.) and Mr. Manish Jaiswal (MD and CEO, Magma Housing Finance and SME Business). Dr. Tulsi Jayakumar, Professor of Economics and Chairperson - FMB was the moderator.

Mr. Natarajan opened the discussion by stating that MSMEs face a Chakravayuh of daily challenges, including problems with customers, government compliances, etc., and often do not know how to come out of this maze of problems.

Dr. Jayakumar, pointed out that MSMEs are very important in India as they contribute 29.7% of the GDP, are prolific providers of employment (e.g., they provided 11.1 crore jobs in 2015-16), and they generate 50% of the country's exports. In fact, 99% of businesses in India are MSMEs. She also explained that they face multiple layers of challenges like Liquidity, Asset Quality, Lack of proper record keeping and accounts, and many more.

Dr. Nirvikar Singh spoke about the macro implication of the challenges that SMEs face, the major ones being Finance and cost of doing business. He suggested that small and mid-size firms should get support to grow into large firms. He mentioned that things are different in the USA as compared to India and made some suggestions on how the government should help Indian MSMEs in this scenario. The panelist highlighted the industry-related challenges faced by MSMEs. They pointed out that to survive the Chakravayuh of the COVID lockdown, MSMEs would need to re-examine their markets and the demands for their products.

31<sup>ST</sup> JULY, 2020

## MOTIVATION AND VISION


An inspiring Story from Airman to Chairman


Friday, 31<sup>st</sup> July, 2020  
5.00 pm to 6.00 pm

Speaker

**SHRI RAMESH AGARWAL**

Chairman & Managing Worker  
Agarwal Packers and Movers Ltd.





**"Motivation and Vision"** featuring the inspiring story of Shri Ramesh Agarwal (Chairman and Managing Worker of Agarwal Packers and Movers) talks about his inspiring journey from Airman to Chairman.

The speaker began with the remark, "Life is 10% how you make it and 90% how you take it." He shared about his 6-year tenure in the Airforce to becoming a businessman & setting up Agarwal Packers and Movers Ltd. (AMPL).

He highlighted different initiatives taken by AMPL to prevent trans shipment damage to shipments, facilities provided to drivers as AMPL believes that drivers are the lifeline of the business, the passion for excellence in customer satisfaction & best business practices to resolve customers' complaints and innovative practices in costing and optimum employee engagement.

3<sup>RD</sup> JULY, 2020

The webinar by Rahul Sanghvi (Executive Director- Sanghvi Group) and Saurabh Mehta (Executive Director-Kriti Group) focused on "Overcoming the Technology Barrier in FMBs". Mr. Rahul Sanghvi and Saurabh Mehta both are FMB 10 alumni. Dr. Tulsi Jayakumar, Chairperson FMB & Professor-Economics, moderated the session.

The speakers outlined how technology has changed, in fact there has been a revolution. They spoke about how technology has been adapted to provide value addition in their respective businesses. In FMBs, technology has helped to overcome various business crises during this pandemic. Technology helps in decision making, and increases productivity while minimizing cost. They also spoke about the myths about adoption of technology, and presented the realities.

**OVERCOMING THE TECHNOLOGY BARRIER IN FMBs**

Friday, 3<sup>rd</sup> July, 2020 | 6.00 pm to 7.00 pm

**SPEAKERS**

**RAHUL SANGHVI**  
Executive Director  
Sanghvi Group  
FMB Batch 10

**SAURABH MEHTA**  
Executive Director  
Kriti Group  
FMB Batch 10

**MODERATOR**

**DR. TULSI JAYAKUMAR**  
Professor Economics &  
Chairperson- FMB  
SPJIMR

26<sup>TH</sup> JUNE, 2020

**UNDERSTANDING AND GETTING THROUGH TOUGH TIMES**

Friday, 26<sup>th</sup> June, 2020  
6.00 pm to 7.00 pm

**Speaker**

**Ms. Tanvi Ashar**  
Head Psychologist  
Ananta Mind and Wellness

**In conversation with**

**Mr. Kapil Nevatia**  
Founder, Ananta Mind and Wellness  
FMB Alumni Batch 3

Ms. Tanvi Ashar (Head Psychologist-Ananta Mind and Wellness) in conversation with Mr. Kapil Nevatia (Founder-Ananta Mind and Wellness, and an alumnus of FMB Batch 3) conducted a live webinar on "Understanding and Getting through Tough Times" which focused on understanding and treating depression. Ananta Mind and Wellness is a wellness company offering personalized solutions for managing daily stress and anxiety.

The speaker began by outlining the basic facts about depression, risk factors, causes, symptoms and their effects, recognizing the symptoms, explaining the difference between low mood and actual depression clearing some false belief about depression. She also presented some mental health illness statistics, the treatments available, and how we can help our loved ones to deal with depression.

19<sup>TH</sup> JUNE, 2020

Ms. Priti Rathi Gupta, (Founder – Lxme, and Managing Director – Anand Rathi Group), an alumnus of FMB 6 on “Creating a brand from scratch” in conversation with Dr. Tulsi Jayakumar, Chairperson, FMB & Professor- Economics.

Ms. Gupta, from the Anand Rathi family, spoke about creating her own brand Lxme, an investment platform just for women. Investing is considered complicated, risky, and a man's forte. Breaking the industry codes, she created a brand that redefines money management for women.

She described various aspects of the Lxme journey and the decisions made along the way. The Highs were: starting with a blank canvas, and utilizing the experience and backup of the existing organization. The Challenges included creating a shift in mindset, attracting talent, creating the culture, structuring finance.

She ended the session with a quote by Richard Branson: “The brands that will thrive in the coming years are the once that have a purpose beyond profit”, and a quote from Anand Rathi “Values create valuation”.

**SPJIMR**  
Bharatiya Vidya Bhavan

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**Creating a brand from scratch**

Ms. Priti Rathi Gupta  
in Conversation with  
Dr. Tulsi Jayakumar

**Ms. Priti Rathi Gupta**  
Founder- Lxme,  
Managing Director- Anand Rathi Group,  
FMB Alumni' Batch 6

**Dr. Tulsi Jayakumar**  
Professor, Economics &  
Chairperson-FMB.

Date: Friday, June 19, 2020  
Time: 6:00 p.m. - 7:00 p.m.

Zoom CALL

29<sup>TH</sup> MAY, 2020

**SPJIMR**  
Bharatiya Vidya Bhavan

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**How to make your organisation a Great place to work**

**Speakers:**

**Mr. Sumeet Kabra**  
Director, RR Global,  
FMB batch 10

**Mr. Deepak Agarwal**  
Managing Director,  
Bikaji Foods  
International Ltd.  
FMB batch 10

**Mr. Simarpreet Singh**  
Director,  
Hartek Group,  
FMB batch 10

**Moderator:**

**Dr. Tulsi Jayakumar**  
Professor, Economics &  
Chairperson-FMB.

Date: Friday, May 29, 2020  
Time: 6:00 p.m. - 7:30 p.m.

Zoom CALL

SPJIMR's FMB hosted a live panel discussion with Mr. Sumeet Kabra (Director-RR Global), Mr. Deepak Agarwal (Managing Director-Bikaji Foods International Ltd.) and Simarpreet Singh (Director-Hartek Group) moderated by Dr. Tulsi Jayakumar (Chairperson, FMB & Professor – Economics). The topic of discussion was 'How to make your organization a great place to work'.

Our esteemed panellist discussed about the 4P matrix (People, Process, Priorities, Performance) and the biggest challenges that one can face to make the organization a great place to work.

8<sup>TH</sup> MAY, 2020

**D**r. Tulsi Jayakumar (Chairperson-FMB, Professor of Economics) conducted a live session on 'Understanding the economic challenges of a pandemic recession'. Dr. Tulsi addressed key topics like recession, phases of recession, trend growth rate and the importance of trend growth rate.

In addition to that, she also spoke about Financial and Real economy shock and how this pandemic will impact our GDP, inflation, government bond yields and credit ratings.

She tied it all together with 4 mantras for survival during this ambiguity, followed by an interactive Q&A session.

**WE INVITE YOU TO JOIN US FOR A LIVE DISCUSSION ON:**  
**"UNDERSTANDING THE ECONOMIC CHALLENGES OF A PANDEMIC RECESSION"**



**Dr. Tulsi Jayakumar**  
 Professor, Economics & Chairperson - FMB, SPJIMR

Date: Friday, 8th May 2020 | Time: 11:00 AM - 12:00 PM

30<sup>TH</sup> APRIL, 2020

**TOPIC : FACING RETAIL REALITIES POST COVID-19 TIMES**

**Panelists**



**Mr. Damodar Mall**  
 CEO, Grocery Retail, Reliance



**Mr. Kumar Rajagopalan**  
 CEO, Retailers Association of India

**Moderator**



**Prof. Umesh Dhand**  
 Faculty, SPJIMR

**S**PJIMR's FMB hosted a live panel discussion with Mr. Damodar Mall (CEO, Grocery Retail, Reliance) and Mr. Kumar Rajagopalan (CEO, Retailers Association of India), moderated by Prof. Umesh Dhand (Faculty, SPJIMR) on the topic - 'Facing Retail Realities Post COVID19'.

Our esteemed panellists spoke about how COVID-19 has affected the retail landscape, including the family-managed businesses operating in the sector, FMCG supply chain systems followed by an elaborate discussion on the different ways to tackle these issues.

With the suggestion that family businesses should try to leverage their strengths during these trying times, the webinar drew to a close.

23<sup>RD</sup> APRIL, 2020

Mr. Praveen Maratha (Supreme Court of India & Bombay High Court, Co-Founder - JSB & Partners) headed a live session on the topic “Employment Issues during the Pandemic.”

He spoke about the consequences of the lockdown on the economy, addressing issues like lay-offs, salary cuts & amendments in service conditions.

TOPIC: EMPLOYMENT ISSUES  
DURING THE PANDEMIC



**Mr. Praveen Maratha**

Supreme Court of India & Bombay High Court,  
Co-Founder - JSB & Partners

23<sup>RD</sup> APRIL, 2020

TOPIC: SEPARATING FAT FROM THE MEAT,  
CREATING MOAT AROUND PERSONAL WEALTH



**Mr. Ashvini Chopra**

Senior Vice President at Bennett Coleman and Co. Ltd

Mr. Ashvini Chopra (Senior Vice President at Bennett Coleman and Co. Ltd) hosted an engaging webinar on the topic “Separating Fat from the Meat, creating Moat around personal wealth”.

Mr. Chopra opened the session by defining 'Fat' for owners of family-managed businesses, followed by the concept of Moat, stages of wealth, estimating and protecting wealth fund, and several more key topics.

The webinar ends with a lively Q&A session, conducted by Mr. Chopra and Dr. Tulsi Jayakumar (Chairperson FMB, Professor-Economics).



21<sup>ST</sup> APRIL, 2020

Prof. Ananth Narayan conducted a webinar to address the topic 'Economy Through COVID-19'.

He spoke about the economic conditions before, during, and after COVID-19, while also mentioning the affected sectors and the problems they have been facing. While declaring that the GDP will recover over time, he advised businesses to buy goodwill and stay connected with people to power through.

The webinar drew to a close with a lively Q&A session addressed by Prof. Narayan and Dr. Tulsi Jayakumar (Chairperson - FMB, Professor of Economics).

**TOPIC: ECONOMY THROUGH COVID-19**



**Prof. Ananth Narayan**  
Associate Professor (Finance)  
Centre for Financial Studies (CFS), SPJIMR

21<sup>ST</sup> APRIL, 2020

**TOPIC: MANTRA FOR FAMILY BUSINESSES:  
SURVIVE THEN THRIVE**



**Prof. Farzan Ghadially**  
Head Investments, Capstone Multi Family Office

Prof. Farzan Ghadially headed a live session on 'Mantra for Family Businesses: Survive Then Thrive.'

He addressed key topics like the current recession in the economy, the consequent job loss, and other important factors that affect the SME sector.

In addition to that, he also spoke about the ways in which the SME sector can effectively counteract the current situation, summing it up with a key lesson: Survive 2020 to thrive in 2021 and 2022.



**D**r. Tulsi Jayakumar & Dr. Kamal Sharma conduct a Family Dynamics workshop for Mentors and Mentees on Succession Planning for Batch 27 on 6th March 2020. Important topics like credibility gap, generation gap, and the challenges of succession planning are addressed in the session. These sessions help the mentors understand their mentees & their role in the organisation better.

The second half, a guest session conducted by Mr. Ashvini Chopra (Senior Vice President, Bennett Coleman & Co. Ltd.) addresses the legal aspects of Succession.





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+91-22-6145-4307  
+91-22-6145-4359 / 4322  
[fmbadmissions@spjimr.org](mailto:fmbadmissions@spjimr.org)

Bhavan's Campus, Munshi Nagar,  
Dadabhai Road, Andheri (West),  
Mumbai- 400058, India

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look for the five strokes logo and the Bharatiya Vidya Bhavan association.