

| | |
|--|-------|
| President's Message..... | 3 |
| Rise by lifting others - the need of the hour - Prajakta L. & Samrudshi S..... | 4-6 |
| Stay Interview – Biren Parekh..... | 7 |
| Emotional Quotient In the age of AI - Kannan Srinivasan..... | 8-9 |
| The Non-Focus on the Other - Dellwyn Oseana..... | 10 |
| The role of DEI in people management – Vedangi Narvekar..... | 11-12 |
| Change Management in People Management - Shalabh Sriwastava..... | 13 |
| Social implications of AI - Jacob Zachariah..... | 14-15 |
| Inviting article submissions..... | 16 |
| About the Contributors..... | 17-18 |
| About the Prakalp Team..... | 19 |
| What's happening at PMI Mumbai Chapter? | 20-25 |
| - Get to know the Board of Directors 2022- 2023 | |
| - About the PMI Conclave 2021 Event | |
| - Team Outreach | |
| - Team Memberships | |
| - Face-to-face CCM on 6 th February, 2022 | |
| Just for laughs..... | 26 |



PRAKALP

FEBRUARY 2022

PRAKALP

Our Team

Editor In Chief

Heena Thadani

Art & Design

Heena Thadani

Chirag Warty

Photography

Martina Pinto

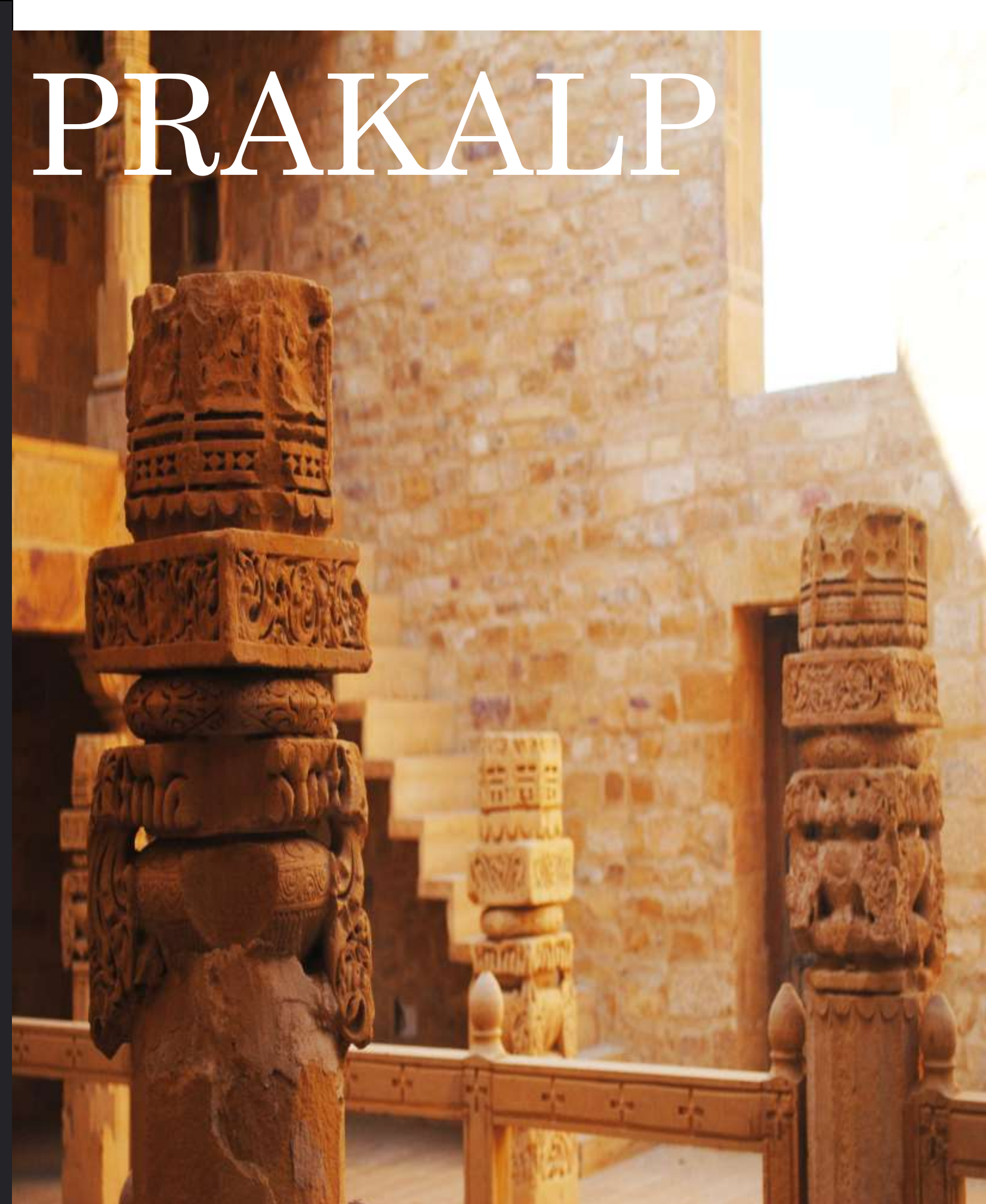
PMIMC Marketing

Sachin Korgaonkar

Raphael David

Chirag Warty

Heena Thadani



President's Message

Dear Fellow Project Management Professionals,

An Arab proverb says three things are hard to hide: love, smoke and a man on a camel. To this, we may add a fourth thing. The buildup of the enthusiasm and excitement for the PMI conference to be held this year in Mumbai! The conference used to be called the National Conference earlier but now onwards it is named as 'South Asia Conference' (for region 11). The conference will be for the chapters of India and also additionally Bangladesh and Sri Lanka. The South Asia Conference should be a physical face to face encounter and will happen in Mumbai sometime in December 2022.



People Management is the theme for this edition of Prakalp. In the aftermath of pandemic (there is a word for that also: endemic!) managing people and the expectations is of vital importance. How to marry efficiency output in the workplace with Covid-appropriate behavior will be of prime importance.

Elsewhere in this issue, we have also listed out the activities conducted by the chapter in various fields like outreach, membership and speaking forums. There is also a report on the virtual Conclave we had organized on 13th November 2021. Conclave 21 was a wonderful effort more so because we had to do it for the first time (hopefully also the last!) virtually.

Our training programs for various PMI certifications continues. From January 2022, we have decided to restart physical face-to-face trainings. What it means is that we are stepping out of the virtual environment for training which was the norm for the last 2 years.... Phew!

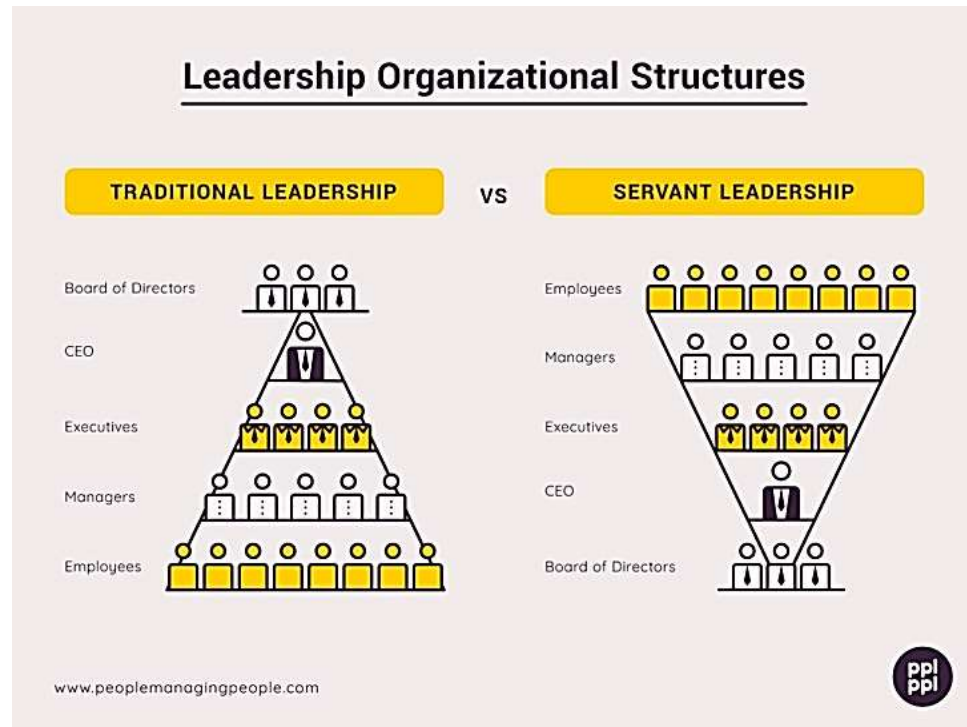
For the PMI Mumbai Chapter community who is reading this issue of Prakalp, a request once again - Please, we want articles on topics related to Project Management. Send in your contributions and articles for future editions of Prakalp. Remember writing an article is a sure shot way to indulge in your creativity apart from earning some valuable PDUs.

So, go ahead enjoy this edition of Prakalp!

Jacob Zachariah - President, PMI Mumbai Chapter

1 Rise by lifting others - the need of the hour

Prajakta Limaye and Samruddhi Shetty



The COVID-19 pandemic has brought in unimaginable changes and revolutionised our lives with this “New Normal” environment.

The way business and things are being carried out has changed and so-called people management notions and practices. Innovative, Agility, and Adaptability are considered to be key skills to cope with new “VUCA” (volatility, uncertainty, complexity, and ambiguity) world. As (Palena

Neale, 2020) mentioned in her article in Forbes - **Service before self is paramount.**

Servant Leadership is increasingly adopted by organisations. Servant leaders are a revolutionary bunch—they take the traditional power leadership model and turn it completely upside down (Tarallo and Tarallo, 2018)

Servant leadership is a well-thought-out universal concept, as it has roots in both Eastern and Western cultures as per researchers. In the East, leadership scholars point to Chinese philosophers in 5th century BC such as Laozi, who asserted that when the best leaders finished their work, their people would say, "we did it ourselves."

In modern-day leadership circles, the concept gained much currency with Robert Greenleaf's 1971 essay, The Servant as Leader. Greenleaf, who passed away in

1990, went on to found the Atlanta-based Greenleaf Centre for Servant Leadership. The most typical example is Greenleaf's (1977) oft-quoted paragraph, which reads in part, “The Servant-Leader is servant first ... It begins with the natural feeling that one wants to serve, to serve first.”

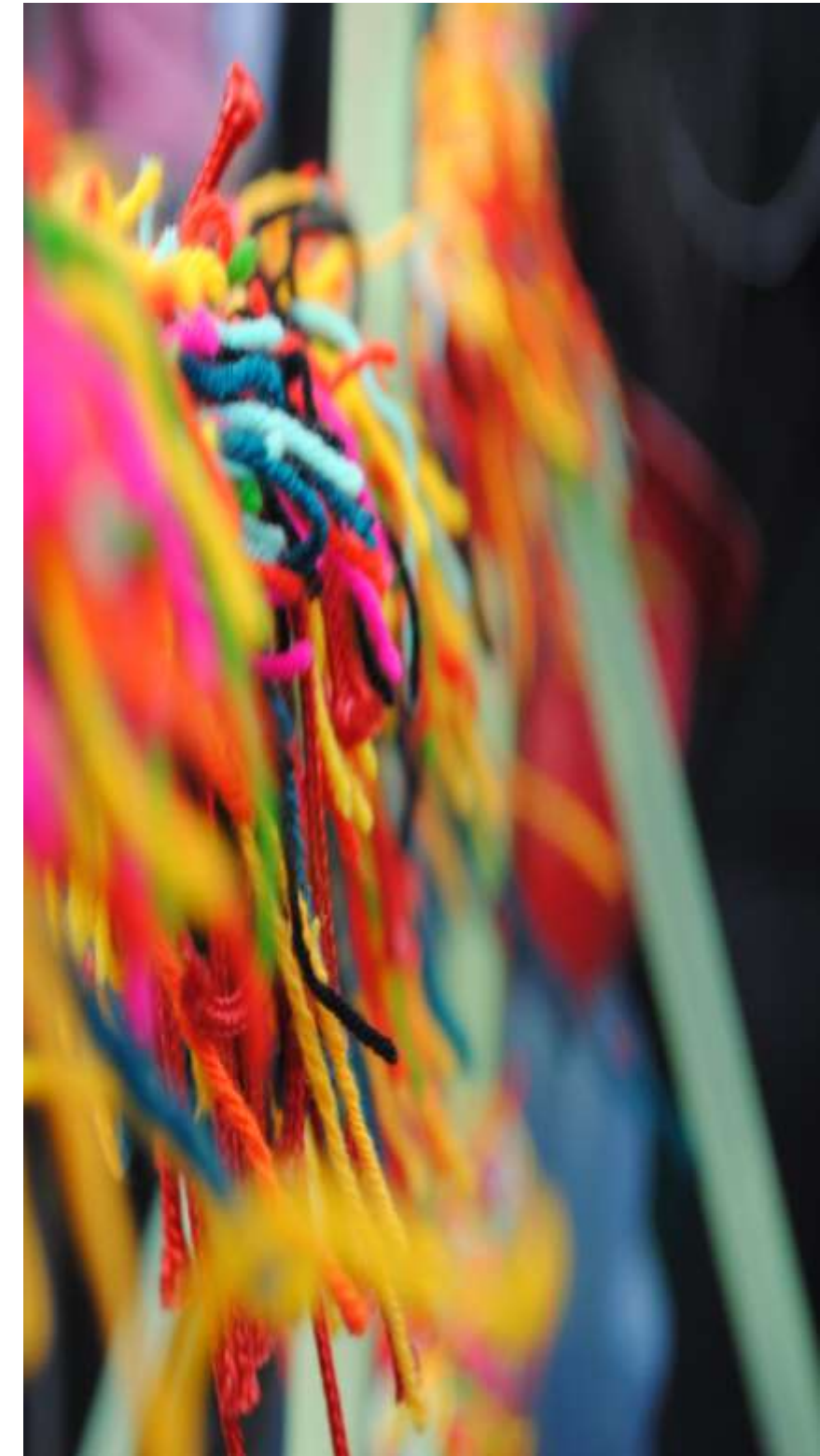
Principles of servant leadership - (10 Principles of Servant Leadership, 2021)- prescribed by Greenleaf



Image credits: (Servant Leadership: How To Lead by Serving Others • Asana, 2021)

Rise by lifting others - the need of the hour continued...

- 1. Listening:** Great pioneers are focused by enquiring and trying to comprehend their colleagues first. E.g., you may utilize para lingual communication explaining points to show a colleague that you are supportive and understand their viewpoint.
- 2. Empathy:** Seeing how individuals feel and why they feel as such is a significant part of Servant leader administration. They stay genuine in any event, implementing restorative measures, objecting or rejecting the conduct as per given circumstances.
- 3. Self-awareness:** Servant leader can contemplate their own manners of thinking, practices and the way those things affect others. This can uphold authoritative viability by progressing pioneer's capacity to drive their groups. Seeking feedbacks and working to improve.
- 4. Healing:** A working group should be "whole" on an individual and aggregate level. Servant Leader promotes an environment that helps the physical, mental and enthusiastic success of every individual, conducting team building activities for recreation and stress relieving to rejuvenate.
- 5. Persuasion:** Servant leaders don't work in silos, or give severe orders to their teammates. All things considered, they use influence to persuade others by requesting, rationalising while introducing thoughts within the group.
- 6. Conceptualization:** In servant leadership, pioneers visualise the bigger picture and align team activities with organizations goals, mission and vision. They are frequently key members in the improvement of those mission and qualities articulations, assessing them as proper and reconsidering when vital.
- 7. Foresight:** Making implications from lesson learnt and applying that significance to new circumstances. Servant Leader's intuitions can engage groups to address remarkable and evolving difficulties.
- 8. Stewardship:** Each team member carries some responsibility regarding the stewardship - this implies that everyone can add value to the team's mission. Stewardship additionally implies deciding the connection among individual and aggregate qualities, and applying those to the advantage of all.
- 9. Commitment to the growth of people:** Servant leadership accentuates the inherent worth of each colleague. A powerful servant leader frequently does this by focusing on every individual's advancing necessity by mentoring or coaching. If plausible, considers measures like sponsoring educational cost for self-development by recommending courses using evaluation techniques
- 10. Building community:** Furnishing colleagues with the amazing chance to foster brotherhood and community is one more key fundamental. Try facilitating group building exercises to help a feeling of community in the group, giving sufficient space to valuable joint efforts.



Rise by lifting others - the need of the hour continued...

Examples of Servant leadership in the Workplace

(Servant Leadership, its principles, and Examples in the Workplace, 2021)

Showing others how it's done

The most powerful leadership tool you have is your own personal example. ~John Wooden

Servant leaders takes responsibility e.g., when a colleague neglects to get done with a job, the pioneer joins hand and leads them as an equivalent individual from the group rather than just directing.

Energize joint effort

The strength of the team is each individual member. The strength of each member is the team. ~Phil Jackson

Cooperation is the imaginary work; better cooperation originates from dynamic coordinated effort. A servant leader has faith in joint effort and urges the group to team up additional.

They have faith in Feedback

It takes humility to seek feedback. It takes wisdom to understand it, analyse it, and appropriately act on it. ~Stephen Covey

Servant leaders regard everybody's viewpoint and look for authentic input. They accumulate input to improve, dissect, and screen all the exercises in the work environment. They advocate the significance of criticism and bring together a culture that puts stock in it.



REFERENCES:

- Palena Neale, P., 2020. *Council Post: Why Servant Leadership Is More Important Than Ever*. [online] Forbes. Available [here](#) [Accessed 18 January 2022].
- Tarallo, M. and Tarallo, M., 2018. *The Art of Servant Leadership*. [online] SHRM. Available at: [here](#) [Accessed 18 January 2022].
- Indeed Career Guide. 2021. *10 Principles of Servant Leadership*. [online] Available at: [here](#) [Accessed 18 January 2022].

Asana. 2021. *Servant Leadership: How To Lead by Serving Others* • Asana. [online] Available at [here](#) [Accessed 18 January 2022].

Partogi, J., 2017. *What is Servant Leadership*. [online] Scrum.org. Available at: [here](#) [Accessed 18 January 2022].

Nurture an Engaged and Satisfied Workforce | Vantage Circle HR Blog. 2021. *Servant Leadership, its Principles, and Examples in the Workplace*. [online] Available [here](#) [Accessed 19 January 2022].

2 | The “Stay Interview”

Biren Parekh

It was quite a catchy word when I read it. We all know about exit interviews, but I had never heard of a "stay interview". In today's 'The Great Resignation' period, "Stay Interview" is quite relevant and much required. It can play a strategic role in retaining top talent and bolstering company culture.



The aim of the stay interview is to learn what keeps employees working for the organization and what needs improvement. Some may argue that this is the same as an employee survey. However, the difference is that a stay interview helps to dig out much more information using follow-up questions rather than fixed questions which some employees are hesitant to honestly answer as it goes on record. Some of the obvious benefits of stay interview are:

- It builds trust and employee loyalty
- It promotes an outlook of teamwork and togetherness
- It identified EWS (Early warning signals)
- It helps retain top talent and leaders
- It assesses the health of your company culture

- It lets you assess individual employees' wellbeing
- It shows how you fare compared to your competition
- It helps you develop more effective training programs
- It's an expense-free tactic

Few companies might be already doing this, but I feel the rest of employers and managers should also start the practice of conducting 'stay interviews'. I am sure employers and managers will be able to arrest 10% of attrition by seeking and implementing some of the feedback.

The full article is at this [link](#). Thanks to Patrick Proctor for such an insightful article.

3 Emotional Quotient in the age of Artificial Intelligence

Kannan Srinivasan



As human, we use our thinking or are suggested, guided, informed or recommended by other human beings surrounding us, to take actions at work, at home and in the social circle we all live together.

Our decision making is often based on our own rational thinking or acting rationally based on our surroundings, events

occurring around us and perhaps based on suggestion or recommendation we get from others. This is what we commonly term as Human Intelligence. Our Emotional Quotient defines who we are as a human while AI determines what we can do as human and tries to mimic promising higher accuracy.

The human mind can use rational thinking / logic to solve complex problems over a timeline, speed being often considered the cost to decide, AI steps into problem solving by applying its logic-based algorithms to conclude much faster. In the constantly evolving and innovating world of technology we live in, where Artificial Intelligence is being adopted, the border between an intelligent and ordinary machine is changing.

Artificial intelligence has become a part of everyday conversation and our lives. It is considered as the new electricity that is revolutionizing the world. Artificial intelligence is heavily invested in both industry and in Education, to the extent that it is feared to take a lot of jobs in the coming decades. The introduction of artificial intelligence involves many ethical issues that need to be discussed and necessary measures taken.

Artificial intelligence based on deep learning/machine learning has achieved impressive results in many problems, but its limits are already visible, and is certainly not going to inherit the emotional intelligence quality. AI also has its limitations in computational

complexities high in real-world problems. Amidst these computational complexities, artificial intelligence needs to be considered as a helper, not a replacement for humans or as an override of the human EQ.

For example - An AI led organization may have fewer employees and higher efficiency as the work is being done by a machine powered by computational capabilities / a robot in the case of physical labor, thereby resulting in higher organizational profit but it has indirectly affected several households by way of layoffs. On the other hand, a labor-oriented organization may employ many and support several small households at the cost of efficiency and profitability.

This also impacts the global economy in many ways where countries import economical labor. An ideal mix of the human with EQ and machines with AI are essential. The increasing popularity of ESG norms are prime example of the fact that the 'right' decisions are key for a more prosperous community. Protecting the environment, good governance and philanthropy have their core in EQ led thought process.

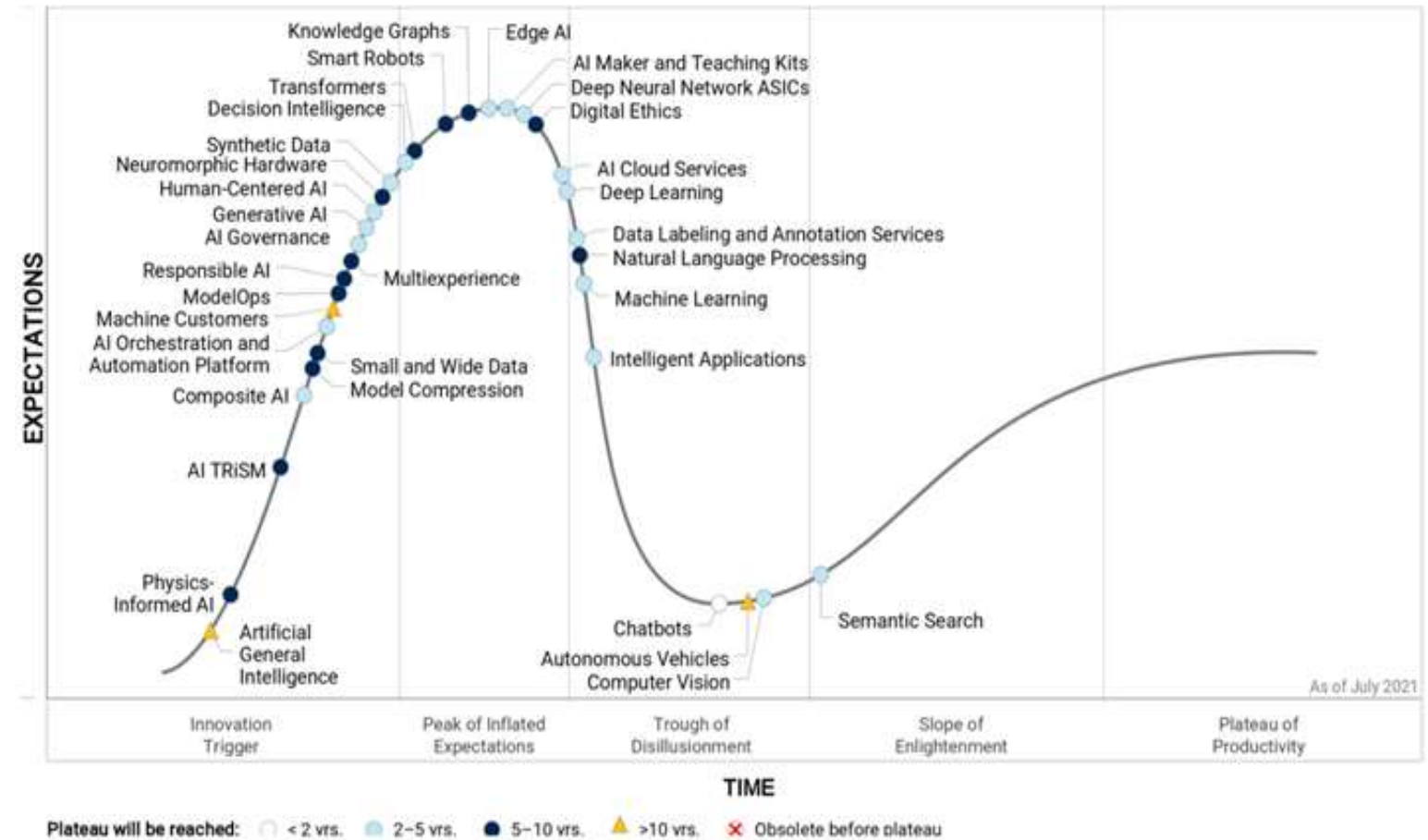
Emotional Quotient in the age of Artificial Intelligence continued...

The future workforce needs to also be able to implement and maintain these new solutions, and of course, needs to be periodically educated. Therefore, future workforce will require to orientate themselves to new tasks. Consequently, the future artificial-intelligence reliant society will need data-literate citizens capable of reading, using, interpreting and communicating data.

When the basis of decision is AI, such a decision may be good for your organization but if the basis of your decision is EQ, it's the right decision for the society. Artificial intelligence researchers have largely focused on experimenting with and tuning deep learning algorithms. This is still a continual hype from one science funeral to the other. However, our EQ defines who we are as humans while AI determines what we can do

as humans, hence there is no need for actual comparison with human emotional quotient just like the ability to sense by a human via vision, hearing, touch, smell and taste & human consciousness can't be compared to a robot/machine's ability to sense via sensors, cameras, speakers or manage situation awareness etc.

Let's cherish and nurture the Emotional Intelligence over Artificial. It comes naturally to all of us and is right.



Gartner

4 The Non-Focus on the Other

Dellwyn Oseana



Society seems to value diversity and out-of-the-box thinking and yet the regard for something that does not fit the mold of our everyday norms and values become such a shock to the system that entire wars have been fought over this perceived viewpoint of the humanity. Now with alienation and polarization becoming so rampant within our multi-media environments, it is only a wonder that the entire collapse of humanity has not already occurred. Why is being a woman

still viewed as an odd existence? Why is being from the 'wrong' family or skin color still seen as a lack of potential? The non-focus on the other for some is as equivalent to turning a blind eye to the mutilation of puppies, because one prefers cats. The concept of the non-focus on the other is not just to illustrate that we are not that different from the other members of our species, but more that we are the same down to our original core. We are human.

As a manager in the professional world, one has to balance the high wire of being an authoritarian of and a guiding light for everyone. Are all employees created equally? A resounding no, and yet does that mean they should be treated differently? Yes and no. Each individual is a personality that should be developed and while the baggage of being a people manager is as heavy as life's drama itself, being the leader means that the need to please should not overtake the desire to assist. Where does one go when the view of one gender overpowers the stereotype of another? How does a person move beyond the shunning effect of not being able to feel comfortable due to the in-crowd effect of the group? The momentum is quelled by the obliviousness of focusing on that which is lacking and not on what is potential.

However, what is potential? Could our individual life stories be a driving force for change and openness or rather a weapon of mass selfishness and egos? We see someone and judge them without a word based on generalizations and years of blurred conditioning. Should I love my neighbor when I care not for their car, loud voice, or even eye color? Does the way one dress at work reflect their ability to do the job, especially now when bottom-half pajama

meetings are in fashion due to our more recent global pandemic. The rigidity of our mind has somehow created more conflicts than resolutions in the last century. On the other hand, constantly judging the potential of the 'other' based on the viewpoint of the 'not-other' ones in power is beyond flawed as those in power only seem self-servingly want to grasp unto that supremacy for dear life due to some form of unprocessed neglect in their past. Why is this illusion of existence still so prevalent?

So what do we do now? Give up, in, out? Show up, off, not? There are hundreds of speeches that have been made and yet one thing remains. We judge and would rather not be judged. We point, but dislike being in the negative spotlight. We attack, but are surprised by retaliation. What a delusional species and that's just the impact of general society. In the business world, we should be setting an example of how to be effective, efficient, and equal. **We should encourage the non-focus on the other and place our resources on the cultivation of the all. Together we stand and united we fall. Apologies: that was another rhetorical speech.**

5 | The role of DEI (Diversity, Equity and Inclusion) in people management

Vedangi Narvekar

As a project manager, you have a role to play in establishing and maintaining a work environment that's inclusive, diverse, and equitable. You can help transform your work culture to one where everyone can unapologetically be their true selves and help propel the company towards success. Here are some practical ways to accomplish this:

Being approachable - People will only be able to discuss their problems with you if they perceive you as someone who is approachable, empathetic, and a good listener. Maintaining a positive and cheery attitude can go a long way. You can also work towards establishing rapport and camaraderie with your project team, being transparent in decision-making and communications, building positive team morale, initiating conversations, and encouraging people to ask questions and engage in discussions. Offer support to your team not only during crises but also with troubleshooting the minor day-to-day

roadblocks they may face. This demonstrates that you always have their back, so if they have any concerns or want to report unwanted behavior, they won't hesitate to approach you. Always remember that as a project manager, you are also responsible for your team's welfare and their individual success.

Showing support - This can be done in simple ways, like taking the effort to pronounce a person's name correctly, using their correct pronouns, and taking extra efforts to make them feel included and accepted in all social activities at work. Give recognition when you see someone excelling at their job. The appreciation should be genuine and resorting to constant flattery and superficial compliments should be avoided.

Do your own research - Instead of expecting people to educate you about the kind of struggles they face due to their identity, do your own research. It helps to research about their languages, way of life, and culture. Keep communications simple for ease of understanding and avoid using jargon or idioms that people may not be familiar with.

Accept the existence of social inequities - And think of how you can counter them. Be mindful of how widespread and systemic biases and prejudices can color a person's lived experience. For example, [research](#) suggests that Asian, Black, and Hispanic children are less likely to be diagnosed with and receive treatment for Attention-Deficit Hyperactivity Disorder (ADHD) as compared to White children. Think about how that might have impacted the lives of and introduced challenges for people belonging to different racial and ethnic groups and with ADHD. Think of ways in which you can make things more equitable at the workplace, like by supporting your team's professional

development by helping them obtain education and certifications, advocating for social development programs, and establishing and facilitating work support groups.

Fighting ageism - This means making the recruitment process more equitable, providing flexibility to work from home, challenging stereotypes pertaining to older coworkers' ability to do their jobs, including older coworkers in social activities and meetings at work, and discouraging age-related jokes. Think of what skills and expertise a person has to offer and the value they bring to the company during the recruitment process and avoid and question labels such as "overqualified", "energetic", and "fresh". Offer older team members equal opportunities to grow in their professions through education and training as you would for younger people in the workforce.

The role of DEI in people management continued...

Addressing sexism: A woman taking a maternity leave shouldn't impact how productive people perceive her to be. As a project manager, you are responsible for capacity planning and resourcing during leaves of absence. Be mindful of how prejudices can influence everyday activities—like managers giving more importance to the opinions and skills of men over those of women or delegating only certain types of tasks to women. If you keep assigning tasks to or seeking advice from only some members of a certain department, introspect and ask yourself why you subconsciously choose to do so. It's important to not get defensive or dismissive, to accept that you're flawed, and to take positive steps to do better, and to do the right thing. Challenge stereotypes. For example, according to [a study conducted in 2008](#), men displaying anger in a professional environment were conferred higher status and their feelings were associated with external circumstances, while a woman in the same situation was conferred with

lower status and her feelings were associated with her internal characteristics. Also, research about the experiences of people with different gender identities and sexual orientations. Think of ways in which you can offer your support, educate others about gender and sexuality, be an outspoken ally, and make your workplace more inclusive. You can encourage people to write their pronouns in their signatures, but also be mindful of the fact that not everyone would be comfortable with sharing their pronouns.

Discrimination based on employment conditions: Bias and discrimination can often result based on a person's employment conditions, such as assigning more tasks and giving more importance to the opinions of people who have been working at the company for a longer time over the ones who have joined less than a year ago, or treating employees who are working from the office differently over those who are working remotely.

Even if a person is new to the company, they were hired for a reason—for their skills and expertise in the industry or domain. The same applies for employees who are working full time versus contract workers or part-time employees. It's important to include everyone in discussions and decision-making and ensure that everyone gets a chance to advance their career and make use of their skills and expertise.

Leverage one-on-ones: Use this time to have a better understanding of how things are going and how they're doing at work. Ask them what you can do to make things better and if they need any help with anything and how you can support them. If discussions about performance and career progression take place, document it by sending a follow-up email. This will help you and your team members track their progress and ensure equity, and it will prove useful during performance reviews. Keep in mind that not

everyone wants to discuss personal matters at work, so it's important to respect boundaries.

Hiring and procurement: If you're responsible for procurement in your organization, you can improve it by having a diverse supplier base and supporting small businesses as long as they're delivering quality and excellent services at a competitive price. If you're responsible for hiring decisions, it's imperative that you use methods and processes to eliminate bias and hire based on not only a person's experience and education but also their skills and potential. Be mindful of the language used in job posts. Also find ways to improve employee retention and growth, and to optimize the training and onboarding process for new hires.

6 Change Management in People Management

Shalabh Sriwastava



When the pandemic hit the world in 2020, the most critical resource of the world – “PEOPLE” came to the forefront of all priority lists in the world. World health organizations stepped up to educate the world on how to keep ourselves and our loved ones safe, Governments taking hard measures to keep their citizens safe and Companies extending all support to keep their people safe.

For companies, and especially their

people managers, a big challenge came in the form of managing the changes that came with the necessary restrictions implemented worldwide. Sailing through the continuously changing times, while maintaining business continuity, keeping the customers happy and satisfied with the services and most importantly keeping a check on their team members’ well-being became the focus for every company.

All this while working remotely from different parts of the country and in some cases different parts of the world (added time-zone differences) with no foresight of face-to-face interactions with people anytime soon.

While it wasn’t an easy task keeping people engaged in normal circumstances, now it had to be achieved in the “new normal” of remote working. In short, people managers were tasked with the most difficult job – keeping *everyone* happy but with the limited resources available. And in this unforeseen crisis, some employers had to (unwillingly) let go employees to sustain in the market. Some employers decided to reduce salaries and delay increments to manage the financial stress that was caused by the worldwide economic crisis.

This is where change management became an integral part of every people manager’s responsibility. Managers needed to understand the need for the changes and how these changes will impact the people, they needed a plan to manage the upcoming changes and they needed tools & facilities to implement the changes along with proper communication channels to ensure clear and timely communication. Company leaders were counting on people managers to ensure business stability and continuity. And then there was “The Great Resignation” which was a test of people

managers and their change management abilities, because quite frankly people managers who could not master change management were the ones losing good employees to competitors in this candidates’ market where candidates were getting everything they wanted to be engaged.

The 4 basic principles of change management – Understanding, Planning, Implementing & Communicating Change are extremely important for people managers when trying to build a team of engaged and involved team members. These days the principles are applied every day, in this ever-changing business environment. Over time, people management has become complex due to changes to the way businesses work as well as the conduct and compliance standards that they are governed by.

Today, people managers understand that every change brings about some sort of turbulence and they need to be prepared to manage the changes with an open mind. Renowned management think, **Peter Drucker** has rightly said “*The greatest danger in times of turbulence is not the turbulence; it is to act with yesterday’s logic.*”

The views and opinions expressed in this article represent my own and not that of my employer

7 Social implications of AI

Jacob Zachariah



Badri is a watchman in my multistoried building where I reside in Mumbai. He has been here for the past 7 years or so. He should be in his late 40s. He is originally from eastern Uttar Pradesh. He is employed in our building through an agency for around Rs. 7,000 per month. Badri makes a dash to his village in UP every year around May or June. He comes back to his watchman's duty in Mumbai

around September. He makes this annual dash to his 'native place', ostensibly to take part in the sowing season with his family members. The land belongs neither to him or his family. They are marginal tillers of the soil, for a piece of land that belong to someone else.

Badri is now a watchman and like millions of Indians are employed – to use an economic term – 'disguised employment'. They are for all practical purposes, unemployable as they have no skill set and at an advanced age for nearly 50 not inclined to learn a new skill set either. The number of tillers for the piece of soil back in his village are far too many in Badri's family. Badri knows well he will not make any money there. So, he managed to get the job of a watchman through an agency and therefore 'employed' in my building. So far so good.

In India, Badri and millions like him are shown as employed. The question is what is the quality of such employed. Employment like peons in offices (Government offices primarily), watchmen in buildings and other landed property in cities of India, odd job men like cleaners in lorries, drivers, 'errand boys' etc. are professions that will find the going tough with Artificial Intelligence taking root.

We have seen a sample of AI replacing human beings to do routine work. Rudimentary technology like HDMI cameras, fingerprint for identification etc. makes the modern city building or a piece of property secure and safe. Which means,

the watchman can be replaced, right? Of course, right! With 5G technology, driverless cars will definitely take over the streets in the next decade. So there goes the huge army of drivers we have in India. AI will do all the routine work in offices. Traditional way of doing office work will also undergo change. So, there goes the peons! Jog your brains, and one can definitely find many more such possibilities where traditional 'employment' will be replaced by AI.

So, what is the point I am driving at? It is this: There are many millions of Indians who are employed for reasons other than purely utilitarian reasons. One fine day, if they are simply picked up and discarded from their jobs' no one will notice any difference. They are the vast multitude of disguised employed. Will the HR do a KRI or KPI for them? The question that you may be asking now is: 'So are you suggesting that the march of AI be halted so that these people you mentioned should not go out of their jobs?'

Social implications of AI continued...

My advocacy is simply this: In this march of AI, we must pause and look at what we intend to achieve. Driverless cars. Is it a huge priority for India? Yet we are reading a lot on this topic. Where road discipline is almost zero in India, will driverless cars ever take off anyway? One wonders. In the developed world it may make perfect economic and social sense. But will it in India? Delhi metro has already implemented driverless metro trains just recently. I understand the idea is that economically it will make sense for it will reduce that many number of humans. Let the drivers relearn some new skill, one can argue. But eventually the ground realities are that most of the drivers in India are not likely to be employed anywhere else. Repeat this line of thinking for the ubiquitous peon in our sarkari offices. Yes, they are employed, but with no tangible value to the organisation. But, where will this big number of peons go? Reskill them? Many banks tried to do this but the results are not

encouraging from the quality and HR perspective. And the original starting point of this essay, the watchman. Again, easily dispensable.

Where will these unemployable people go when technology advances? They will go nowhere. My advocacy is that we need to go forth on this path of Artificial Intelligence with caution and clear understanding. It is for the very sensitivity of our social fabric. Artificial Intelligence has a plethora of uses today and in the future. It will be welcome in the medical field for treatment and care. AI may take over intricate surgery of the dysfunctional human organs. It will be widely used in space research. It is expected that an AI bot will land on Mars, much before human beings. AI will help us understand the vagaries of climate and fight environment degradation. Archiving human knowledge, Sports medicine and technology, complicated machine designing- the list is endless.

The entire thrust of this essay is to speak for the marginal person who is precariously employed in jobs that can easily be done away with. Keep him in the job. He may not be of any value, but it is a morally justifiable social gesture more so in the Indian context. It is my guesstimate that such people constitute around 10

crores of our 135-crore population. (10 crore is a huge number, almost equal to the population of Britain!)

So, where Artificial Intelligence marches on, social disruption is bound to happen; and I demure. I have stated my case. You be the jury and judge.



*"The good news is I have discovered inefficiencies.
The bad news is that you're one of them."*

Inviting article submissions

Calling all PMI/Chapter Members and credentials holders to submit their original writings on the topic of project management. Earn PDUs for your published article.

Submission deadline for the next issue
– 30th March, 2022

Email your article along with your recent photograph & your LinkedIn profile and/or short profile to marketing@pmimumbaichapter.org

About the Contributors'



Samruddhi Shetty, PMP®, CCBA®, SAFe® 5 Agilist, CPOA, PSM I, Ph.D. Student (Management Studies) is an analytical, enthusiastic and innovative techno-functional business analyst for Artificial Intelligence (AI) / Machine Learning (ML) projects with more than a decade of diverse experience in all phases of Software Development Life Cycle (SDLC) chiefly in Requirement Engineering, Analysis, and Design and Development, Product Building using Agile Framework. She is also pursuing a Ph.D. from Mumbai University from MET IOM Bandra as a research center on the topic of AI-powered Agile Project Management.



Mr. Biren Parekh is a Program manager having extensive experience in managing complex digital transformation & implementation programs in retail & corporate banking across the globe. An IT Executive with Thought Leadership & Notable Credits, he is also a guest speaker at B-schools/conferences & offers consultancy. He also regularly publishes blogs on his website birenparekh.com. He can be reached ybirenp.26@gmail.com



Mrs. Prajakta N. Limaye is a Customer Experience & Process Improvement Manager. She has more than 21 years of experience, and extensive knowledge in project management & business process automation for sales support, operations, CRM. She enjoys helping companies get the most out of their assets safely, reliably, and consistently. She works to identify the root causes and gaps in business processes and develops a methodical plan to address those issues permanently. This systematic approach is based on experience gained in the field combined with industry best practices and tried and tested practical methods. She can be reached at nikhilprajakta@gmail.com.



Mr. Kannan Srinivasan has 20 plus years of Enterprise Business applications experience including CRM, ERP (Financials), HR & Business Process Management. Kannan has a strong background in Engagement Management covering Pre Sales & Post sales customer project management / delivery engagement, Strategic partnership development & Business Process Analysis and through building roadmaps and establishing practices in line with Growth, Risk, Cost Optimization and Customer Success.

About the Contributors'



Mr. Dellwyn Oseana is a coach, trainer, and education revolutionist. He believes in inclusivity, equality, and true humanity. With over 25 years of professional experience around various continents, cultures, and communities, he completely enjoys sharing his knowledge, learning from others, and expanding the realm of what is possible in the human world of today.



Mr. Shalabh Srivastava is a seasoned HR professional with about 11 years' of experience in HR Transformation and People & Culture Management, working with Startups, SMEs and large MNCs.



Ms. Vedangi Narvekar is a project management professional with 7 years of experience working in publishing and e-learning. She has dealt with diverse content pertaining to technology, law, ethics and compliance, finance, and academics. Vedangi holds the Certified Associate in Project Management (CAPM) certification from the Project Management Institute (PMI).



Mr. Jacob Zachariah is a project management professional. He is/was a banker, system analyst, net designer, handler of green field projects, advisor on projects and some more! He is also a quiz buff and soft skills trainer. To relax, he also sings (a little better than the bathroom variety.) He is member of Kerala and Mumbai chapters of PMI. He can be reached on jacobjz@hotmail.com. Do write to him. Bouquets, or brickbats; he is ready to accept both.

About the Prakalp Team



Mr. Chirag Warty received his Bachelors of Science in Electrical Engineering from University of Mississippi, Masters of Engineering from University of Illinois Chicago and MBA from Cornell University. His other alma mater includes MIT, Stanford, Cornell, UCLA, UC Berkeley, UC San Diego. He is a Adjunct faculty for Univ of California Los Angeles, Univ of Mumbai, VJTI and IIT Bombay. Chirag is a core member of Quanical – an organization that has consulted for conglomerates like Aditya Birla Group, Tata Sons, Reliance, Wockhardt & Danube Group for building their Employer Brand, Digital strategy, New market penetration & revenue growth.



Mr. Raphael David is a Certified Project Management Professional. Has over 34 years of industry experience in the IT field and Telecomm. Has rich cross functional experience in IT Services, primarily in Networking and Data Center services. Worked across multiple leadership roles in Service Delivery. Has taken up global assignments successfully. Have rich experience working in India, USA, Europe, and Middle East. Currently working in the Global Division of PMO & Account Management.



It took **Ms. Heena Thadani** four schools across three continents till graduation. Thanks to her entrepreneurial family, she now craves stability and discipline. Heena has worked a major portion of her life in the management consulting domain. After her move to technology services, she's had the benefit of guiding senior management teams in global organizations to achieve their change management initiative. An accomplished techno-functional professional in change management, program/project planning, execution and evaluation across diverse sectors - Heena can be reached at heena.thadani@gmail.com or you can follow her on LinkedIn [here](#)



Ms. Martina Pinto is a Marketing Communication Manager with a profound passion for photography, painting and writing. Prior to joining the corporate world, she used to freelance as a photographer. While she has undertaken several photo shoots, nothing inspires her more than travel photography. She believes travel photography is one such genre that connects you with nature and the human spirit. The vibrancy and positivity in her photographs have been featured in several corporate calendars and posters.

A sincere thanks to the BoD 2021-22 and here's wishing the BoD of 2022-23 the very best!

BOARD OF DIRECTORS: 2021-2022



Ketan Gandhi
V.P. - Volunteer Development



Priya Patra
V.P. - Outreach



Ketan Vyas
V.P. - Finance



Raphael David
Secretary



Biren Parekh
V.P. - Membership



Sachin Korgaonkar
V.P. - Marketing



Chintan Oza
Vice President



Jacob Zachariah
President

Certification & Training Portfolio handled by Jacob Zachariah



BOARD OF DIRECTORS: 2022-2023



Aparna Khatiwala
V.P. - Certification & Training



Priya Patra
V.P. - Outreach



Biren Parekh
V.P. - Membership



Sachin Korgaonkar
V.P. - Marketing



Girish Jogi
V.P. - Volunteer Development



Naushad Rajani
V.P. - Finance



Jacob Zachariah
President



Oscar D'souza
Vice President



Raphael David
Secretary

PMI Conclave 2021

The **PM conclave of 2021** was held in November 2021 and was a great success. The PM conclave has been a flagship event for the PMI Mumbai Chapter for the last 12 plus years. This used to be a physical conference where all the registrants and the speakers were able to network and learn from each other. In these trying times and Covid crisis, we had to take this onto a digital platform. This was never done before and the PMI Mumbai team led by Chintan Oza and Chirag Warty along with other members of the chapter helped make the conclave a success in just a matter of 45 days.

The conclave comprised of 4 main tracks which were very relevant in these changing times to the industry and the professionals. Track number 1 was based on the theme of digital transformation, as you can understand today's world is completely dependent on digital and we are currently undergoing a transformation from traditional systems to relying on digital ones. Track number 2 was based on "future of work" it spoke about how the work environment is undergoing a transformation what we could do to adapt ourselves to be successful in the coming days. Track number 3 was "Project manager as an intrapreneur" here we had different speakers talk about their experiences of innovation and being

intrapreneurship inside their organization how it resulted in phenomenal success for them as well as for the organizations. Track number 4 was "women in project management" as you can understand in today's workforce we need diversity in different ways to make it a holistic environment. Diversity can come in different forms as a variety in gender, race, age, or nationality. So here we heard from different women speakers on how being a woman can be a challenge as well as an advantage in the work environment.

The conclave had 1300 + registrations from 36 different countries 54 different chapters around the globe. This level of participation was never seen before in our prior conclaves because they were localized to be physically present. This itself signifies that going forward our conclaves will be hybrid in nature where we would be able to have a physical interaction for people who are willing to travel. Also, give exposure and participation to people from around the globe who would take advantage of this platform. At PMI Mumbai we are inclusive, and our goal has always been to reach out to members of the society at large and help them get the assistance and tools that need to be successful in their careers.

Have a look at our [LinkedIn post](#) during the PMI Conclave event

Reason for digital transformation includes time to market, meeting customer expectations and experience and adapt quick changes in supply chain disruptions
[#pmconclave2021-Digital Transformation](#)

Data Governance and Security is key in digital era..
[#pmconclave2021-Digital Transformations](#)

Grow initiation recap presented by Priya Patra, Vice President Outreach at PMI Mumbai Chapter
[#pmconclave2021 GROW](#)

Project Manager as Intrapreneur -
[#pmconclave2021-Intrapreneur](#)
Biren Parekh sharing the information on professional development activities conducted by PMI Mumbai Chapter
[#pmconclave2021-Project Management Forum this year](#)

Women in project management
[#pmconclave2021-Women in project management](#)

Team Outreach



- Launched in MAY 2021
- 4 Batches completed
- 8 Mentors are part of program
- Case studies presented at PM forum

- Anchor chapter of initiative
- 2nd season - FEB 2021 to NOV 2021
- 10 new chapters onboarded
- Total 20 chapters
- 12000+ participants across continents



- Participants from SIES, ITM Kharghar, SIMS Pune, DMI Nashik etc.
- “Career pe Charcha” - online career counselling sessions



O U T R E A C H
2 0 2 1 - 2 2

- 10 Insight Xchange Nuggets on PMIMC website.
- Full session videos on PMIMC YouTube channel
- Presentations at Global Virtual LIMs and Regional LIMs



Saksham Samarth

- Initiative for Youth & Social Impact
- Supporting “Quality Education”- one of the 17 UNSDGs

- Pledged and delivered 1000+ hours for Youth & Social Impact
- Webinar on Covid Health & Wellness,
- Donation of computers, projectors and devices to orphanage
- Collaboration with NGO for digitizing books for visually challenged people.

Team Outreach in pictures

Proof reading – Book 1

Project Management Institute, Mumbai

Sakham Samarth

Proof reading – Book 2

Project Management Institute, Mumbai

Sakham Samarth

Proof reading – Book 3

Project Management Institute, Mumbai

Sakham Samarth

Open house with SIMS Pune

Project Management Institute, Mumbai

Open house with SNDT- Women's university

S.N.D.T. WOMEN'S UNIVERSITY

Career pe Charcha
A reflection on a career you love and follow with passion

SATURDAY 18 September
At 11:00 AM

Panel Members:
 - NEERAJA GANESH (Leadership Consultant At BasilTree Consulting)
 - GEETHA GOPAL (Head of Infrastructure-Projects Delivery and Digital Transformation At Panasonic)
 - ARADHANA KURUP (Director of Information Technology At Low's)

Moderator:
 - PRIYA PATRA (SESSION MODERATOR) (Program Manager at Caggenini and Vice President Outreach PMI, Mumbai Chapter)

Project Management Institute, Mumbai

Open house with DMI- Nashik

CENTRAL HINDU MILITARY EDUCATION SOCIETY'S

DR. MOONJE INSTITUTE
OF MANAGEMENT AND COMPUTER STUDIES, NASHIK

APPROVED BY AICTE NEW DELHI & AFFILIATED TO S.P. PUNE UNIVERSITY, NAAC ACCREDITED B+

Industry Samvaad

"Career Pe Charcha - A Reflection on a Career you Love and Follow with Passion"

Moderator: Priya Patra
 Panel Members: Prameet Ghosh, Dr. Vrushank Buch, Ajay Bhargove

14th August, 2021 11:30 AM

Bhonsala Military College Campus, Ramshohri, Gangapur Road, Nashik.
 www.moonjeinstitute.com Ph. 0253-2342840 / 2309617
 office@moonjeinstitute.com 09175947050

Project Management Institute, Mumbai

Membership



Mumbai chapter is happy to share that we are now **second largest chapter in the Region 11 with 1355+ members and growing**. It is now second to Bangalore chapter in terms of members.

In the past 9 months, we have added 444 new members to the chapter. **15 Mumbai chapter members have cleared PMP certification** after joining PMP study group where members help aspiring candidates.

We have started a new monthly forum called PM PITSTOP.

PM PITSTOP will provide a platform where subject matter experts and project managers from different industries will share their experiences/demonstrate usage of different tools & techniques they use in the real-life world. These monthly webinars will be interactive webinars whereby members can ask a

question during the workshop itself. We are planning to conduct monthly sessions for PM PITSTOP every 2nd Wednesday of the month, 8.30 pm IST to 9.30 pm IST. The members will get 1 PDU for attending the same.

It will be a great platform for all project management and agile practitioners to re-energize themselves with the latest happenings in the practical world of project management.

As a part of this initiative, first event was conducted on Second Wednesday, 12th January 2022 from 8.30 pm to 9.30 pm by expert trainer Anjali Gulanikar on MS Project. And the next session on JIRA on 9th February 2022 at 8.30 pm.



First face-to-face meet in two years! CCM on 6th February, 2022



Just for laughs...





About Prakalp

Prakalp is the in-house magazine of PMI Mumbai Chapter and is being published since the early days of the Chapter – either in the physical or electronic form. Prakalp aims at enhancing the knowledge of our readers by publishing articles from thought leaders from varied industries and sectors. The authors share their unique perspectives on best practices, trends, new developments and news that have an implicit as well as explicit impact in the world of project management.