

AOE TALKS BY AOE (REGD.) ON 21st August 2021

- **Chaired by:** **AoEan Shishir Chaturvedi**
- **Guest Speaker:** **Rakesh Mittal**
- **Internal Speaker:** **AoEan Ajay Amar / Aparajita Amar**

Member Attendees:

- 1. Shishir Chaturvedi (Chairman)**
- 2. Naresh Vij (Vice Chairman)**
- 3. Baljit Singh Bedi (General Secretary)**
- 4. Vikas Rajput (Treasurer)**
- 5. Navin Sardana (Past Chairman)**
- 6. Veer Sagar (Past Chairman)**
- 7. Pradeep Anand**
- 8. Arjun Pandey**
- 9. Abhishek Jain**
- 10. Ajay Amar**
- 11. Mandeep Wasu**
- 12. Sanjoy Sahgal**
- 13. Neeraj Bhargava**
- 14. Rajeev Kohli**
- 15. Atul Kumar Saxena**
- 16. Abhijit Roy**
- 17. Sanjiv Narayan**
- 18. Rajiv Mathur**

Minutes of Meeting

1. The 107th AoE talk of the 21st August 21 was chaired by Chairman Shishir Chaturvedi. A wonderful session of excellent learning & sharing.
2. Starting with introduction, each member and guests introduced themselves. Requesting all AoEans to review their profile at our website aoeindia.in, in case it needs updating. Chairman heartily welcomed AoEan Abhishek Jain, the dynamic founder of WebBee esolutions dealing with software export of ecommerce accounting integration apps and oracle NetSuite customization services, to the Association, who in turn thanked all for praying for him.
3. AoEans Birthdays August 2021 - Wished AoEan's Rajiv Mathur a very happy Birthday. An eggless cake will be sent from AoE.
4. 1-2-1 Interaction: Treasurer Vikas Rajput emphasized focus on 1-2-1 interaction to build trust and nurture relationships and business will automatically follow.
 - AoEan Shishir Chaturvedi had 1-2-1 interaction with AoEan Mandeep Wasu having own garment manufacturing unit at Faridabad exporting globally, whom he found quite a dynamic

person always keen to learn. AoEan Mandeep Wasu said that association has tons of experience which one can learn from.

- AoEan Navin Sardana had 1-2-1 interaction with AoEan Mandeep Wasu whereas he found that he spends half his time in India and another half in UK where his family are citizens.
- AoEan Shishir Chaturvedi and AoEan Neeraj Bhargava has another 1-2-1 session on coffee, also joined by their better halves Shobha Chaturvedi & Ritu Bhargava. The session was liked by all parties Shishir and Neeraj were appreciative of each other as a person that both love taking care of their parents and in terms of giving full liberty to their children to choose their life.
- AoEan Neeraj Bhargava had 1-2-1 with AoEan Abhijit Roy and came to know that Abhijit's mother is an accomplished painter. Abhijit Roy shared his learning about Neeraj's son who is pursuing dance in USA Abhijit, being a web expert, suggested Neeraj to make his presence felt on web.

5. Internal Speaker

Treasurer Vikas Rajput introduced the internal speaker. Aparajita Amar is founder of SHLC (Sexual Harassment Legal Compliance Advisory), POSH (Prevention of Sexual Harassment) providing documentation, consultation and advisory services to organizations. Services like POSH Policy, eCourse, Anti Sexual Harassment clauses, ICC constitution and Training, Employee Sensitization, External member Support, Insurance Advisory and POSH compliance Audit.

She shared huge learning's from her journey, sharing here are some of the major ones:

- Creating environment in your organisation and being complaint ready will refrain from firefighting at the time of an incident.
- Companies having Sexual Harassment policies can pitch this to attract potential hires.
- Workplace sexual harassment is a deterrent to the efficiency of your organization in terms of decline in ROA/ROE/Stock market performance.
- There could be penalties like 50k onwards fines, cancellation of license, receiving notice etc.
- Creating a safe environment thru compliance, timely submission of reports is a must.
- Reference check now can find unwanted potential hires who the IC can name as offender.
- IC has quasi-judicial power, local Police Officer will have to file report on complaint.

AoEan Arjun Pandey invited her to his channel "India Ahead" to amplify her cause.

General Secretary Baljit Singh Bedi congratulated Aparajita on distinguishing herself in such difficult field. He thanked her for educating on the laws and wished good luck for her future.

AoE Mentoring

Mentoring Group interactions have restarted. Had fruitful meetings with Mentee Vikas Rajput. Work is in progress with Mentee Sanjoy Sahgal. Another Mentee will be added up in August for resolution of his issues. The demand of new mentoring, means there is vote of confidence in this process. Chairman Veer Sagar thanked Rajiv Mathur, Sanjiv Narayan and Finance invitee Baljit Singh Bedi for their excellent contributions.

Wisdom Session : AoEan Arjun Pandey : Battle of the Mind : Hashimoto's Thyroid

AoEan Arjun shared his journey of his fight with Hashimoto's Thyroid Virus

- Eggs can cause Hashimoto's Thyroid. Virus.
- Allergens: -Diary / Gluten / Soya can cause very serious diseases.

- Eat Plant based diets.
- Quality of food you eat is most important.
- Adulterated food available mostly in North India is dangerous.

Important Learning: Mind is where we decide will I win or lose.

6. Guest Speaker:

AoEan Rajiv Mathur introduced guest speaker Rakesh Mittal having vast Global IT and entrepreneurship experience. Partner and Board member- Newt Global Consulting Inc.NGFV.

Mr. Rakesh Mittal presented a wonderful session on "***Journey : Churu to charming DC-Employee Transportation ERP & Cloud Transformation IP***".

The key learning's were:

- Software Industry grew dramatically, also from Mainframe to now Machine Learning and Artificial Intelligence.
- Re-think - From People based service to Platform led solutions.
- Employee Transport Solution & Services Platform saved call center cost of SHELL so much that it paid for the platform itself.
- Deep Conviction – in whatever we do.
- Hands on Leadership – without being overbearing.
- Sense of Urgency- without tearing rush. Still be able to overcome situations.
- Continuous Learning – Adopt new Technology.
- Trust your teams.
- Get into 100% Entrepreneurship faster.
- Keep your rolodex(relationships) active.
- Keep your channels with younger talent.
- In Business, as in life, you don't get what you deserve, you get what you negotiate.

General Secretary Baljit Singh Bedi thanked guest speaker for giving us an eye opener on Employee Transportation ERP and Cloud transformation IP. Complimented him, for his enthusiasm and his work being most impressive.

Treasurer AoEan Vikas Rajput apprised members of financial status. He thanked AoEans Baljit Singh Bedi, Sanjoy Sahgal and others who paid for the Subscription. Renewal Subscription Invoices were sent where due. Requesting to all those AoEans who have received information on their dues to please clear them at the earliest. Payment gateway is already introduced, that can accept payment thru direct, Credit cards and Wallet's also. Online payment Link has already been shared with the members.

General Secretary Baljit Singh Bedi on behalf of Chairman Shishir Chaturvedi thanked AoEan Ajay and Aparajita Amar for great presentation and Guest speaker Rakesh Mittal for his inputs, appreciating his vast knowledge and technical expertise.

Chairman thanked Management Committee and Executive Administration for their relentless efforts for AoE. He expressed gratitude for stupendous effort to AoEans Veer Sagar, Rajiv Mathur, Sanjiv Narayan in the Mentoring group.1-2-1 should be done by all members, was an emotional appeal by the Chairman.

Chairman requested to subscribe AoE youtube and watch AoEan Veer Sagar's videos, the links are available at the AoE website.

Chairman thanked the attending AoEans for making their contribution in the success of this meet by being present.

AGM will be held on 18th September '21, request all to be present and please advise on contributing and improving way forward for AoE.

Tejindar Singh Bedi
Executive Administration