

## Message from the President

Dear Friends,

It is a special honor and privilege to be the President of Noida Management Association. I am extremely thankful to all of you including our Founder Members and Past Presidents for giving this opportunity to me. I assure you to do all my best to take this institution to a greater height.



It is heartening to note that Noida Management Association is constantly on the progress path. It is a pleasure for me to share with you my thoughts through this Newsletter of NMA. During the preceding four months immediately after taking the charge on 15<sup>th</sup> January 2019 by the New Executive Committee, we have already had four meetings with meaningful discussion and prepared a road map for Noida Management Association. During these four months we have done four programs for the benefit of members. We have also organized a paid program on “Disciplinary Procedures and Practices at Work Place” which was a mega success. We have further indentified a few focus areas and plan to work on them.

Membership is the backbone of any Association. We have decided to increase the Membership base of NMA specially in the area of IT Industries, BPO, Banking etc, where our reach is not much. We shall organize relevant program as per the requirement of Industries Members and Professionals.

The above are only illustrative and we intend to work on many more areas as discussed in our Executive Committee meeting.

Hope our efforts combined with your support shall yield good name for NMA.

My best wishes to you all.

**Surinder Mohan**  
**President**

## From Editor's Desk



Dear Members,

I am happy to share the latest issue of Management Paradigm with you. This issue becomes more special as it is the first newsletter since the new managing committee has taken over.

I will try my best to keep bringing this newsletter at regular intervals to keep you updated with the latest happenings at NMA as well as to make it a platform for knowledge sharing. I would therefore request all of you to share your articles on latest and relevant management topics so that we can publish them for the benefits of all members.

Durgesh Garg  
Chairman – Media & Publication Committee  
durgeshgarg@gmail.com

## NMA in News

### मानव सेवा से बड़ा कोई धर्म नहीं : एसएन सिंह



शास्त्रक वृत्त

नोएडा। नोएडा मैनेजमेंट एसोसिएशन के अध्यक्ष एसएन सिंह ने गरीबों को ठंड से बचाने के लिए कंबल वितरित किए।

इस अवसर पर एनएमए के अध्यक्ष एसएन सिंह ने कहा कि हर वर्ष की भांति इस वर्ष भी ठंड के मौसम गरीबों को कंबल वितरित

किए हैं। उन्होंने कहा कि मानव सेवा से बड़ा कोई धर्म नहीं है। इसके लिए सभी लोगों को आगे आने की आवश्यकता है।

इस मौके पर कृभको के एचआर, कार्यकारी निदेशक एसएस यादव भी मौजूद रहे। एनएमए अध्यक्ष एसएन सिंह की ओर से किए गए इस कल्याणकारी कार्य को वहां मौजूद लोगों ने प्रशंसा की।



नेशनल इंस्टीट्यूट ऑफ मैनेजमेंट ने शनिवार को एक सेमिनार का आयोजन किया। कार्यक्रम के मुख्य अतिथि सुप्रीम कोर्ट के वरिष्ठ वकील वी शंखर ने ईपीएफओ के बारे में लोगों को जानकारी दी। उन्होंने बताया कि केरल हाईकोर्ट ने कहा है कि प्रत्येक व्यक्ति को उसके संवैधानिक अधिकारों के समर्थन में मिलने वाले वेतन के अनुसार ही उन्हें पेशान मिलनी चाहिए। • ईश्वर

# Executive Committee



## **Surinder Mohan, President**

He is a Law Graduate with PG Diploma in HR having 40 years' experience with several corporates including JK Synthetics, Punjab Tractors and Delton Cables. His last assignment was with C&S Electric Ltd as Vice President - HR, responsible for HR and IR of 7 manufacturing Plants at Noida and Haridwar. He is currently helping interested Organizations in sorting out challenging HR/IR issues as Head of S Management Services.



## **Rajesh Tripathi, Sr. Vice President**

Mr. Rajesh Tripathi has over 18 years of experience in HR. He presently heads the HR function of Gujarat Heavy Chemicals Ltd. as Vice President – HR. He is a Post-Graduate in HR and Psychology from XLRI, Jamshedpur & Amity University respectively. He is also an alumnus of Kellogg School of Management, Chicago (US).



## **Bhupendra Kaushal, Vice President**

Mr. Bhupendra Kaushal is a Post Graduate in Human Resources (M.P.M), D.L.L&L.W, P.G.D.H.R.M , Certificate in 5-S, Phd in Management with over 34 years of work experience in HR/IR/ER in Automobile, Office Automation, Papers, Tyre and Aviation sectors. He is presently working as Vice President - corporate HR with Jaipuria Group and responsible for six units across different locations. He is also on the advisory Board of Sharda university, GLA University and Amity Business school.



## **Sandeep Mittal, Hony. Secretary**

Mr. Mittal is currently working with Holostik India Ltd. as Chief Financial Officer. He is a qualified Chartered Accountant, Company Secretary and Law Graduate with more than 30 years of Professional experience. He has worked for several organizations in different capacities within and outside India. His Personal motto is to work for empowerment of less privileged through sharing and mentoring.



### **C.B. Sharma, Hony. Treasurer**

Mr. Sharma has more than 30 years of experience and is working with Autometers Alliance Ltd. as AGM (P&A). He is looking after all function of Personal & Administration of Noida Unit and offices all over India including Human Resources Development, Industrial Relation, Legal & Statutory, Liaison with Local Authorities, EHS (Environment, Health, Safety) activities.



### **A.K. Gupta, Hony. Joint Secretary**

Mr. Gupta has a vast experience of more than 50 years having worked with organizations including Hindustan Motors, L&T, Controls & Switchgears, Supreme Industries, etc. He is currently working as General Manager with R L Industries, He is B.E. (Mech) from IIT Rookree. Mr. Gupta is an active member of NMA and has been a part of Executive Committee for several terms.



### **Durgesh Garg, Member**

Mr. Durgesh Garg has 20 years of experience and is presently working with Impact Research & Measurement Pvt. Ltd. as General Manager leading Operations, HR and CRM functions. He holds PG Diplomas in IT & Management as well as Marketing Management. He has been a member of Executive Committee of NMA for several terms and have also served as Hony. Secretary and Joint Secretary of NMA in the past.



### **Sanjeev Asthana, Member**

Mr. Sanjeev Asthana is the Vice President – HR with Triveni Engineering & Industries Ltd. He is a Post Graduate in HR with more than 20 years of vast experience in the area of developing and implementing HR subsystems for business excellence. Prior to Joining Triveni, he worked with SRF Ltd, Samtel Color Ltd, Jubilant Organosys Ltd, Minda Huf Ltd and Motherson Sumi Systems Ltd.



### **Bignesh Dubey, Member**

Mr. Dubey is a Graduate from Agra University and also holds a Diploma in Personal Management & Industrial Relations. He has an experience of more than 24 years in the field of Human Resources, Industrial Relations and Liaising with various govt. authorities. He is currently working as AGM – HR with Uflex Ltd



### **Pankaj Jain, Member**

Mr. Pankaj Jain is a seasoned CMA and CS with almost 30 years of diversified experience. He is working with IRE CFO SERVICES LLP as Founder & CEO. Till recently, he was working with Logix Group as Group CEO. He is associated with leading professional bodies such as ICAI-CMA, ICSI, IOD, IIM Calcutta, AIMA, IIIA and CSI. He is also founder of Young Entrepreneurs Network and Indian Society of Management Accountants. He has published several articles in premier professional journals.



### **Mohd. Nadeem Khan, Member**

Mohd. Nadeem Khan is presently working as Assistant Vice President – HR with C&S Electric Ltd.



### **Sunit Gupta, Member**

Shri Sunit Gupta is presently working as Sr. Manager – HR with Holostik India Ltd.



**Dr. S.K.Mahapatra, Member**

Dr SK Mahapatra, Director, Jaipuria School of Business has worn many hats in his long-distinguished career as an Academic and as a corporate leader. An alumnus of Hindu College in Delhi, and Post-Graduate topper of Delhi University, Dr Mahapatra has worked with leading institutes and corporates including Xavier Institute of Management, TATA Metaliks, POSCO India, JSPL and Bajaj Power. Since July 2016, Dr Mahapatra has been heading Jaipuria School of Business with a mission to transform Management Education in India.



**Sanjeev Agarwal, Member**

Shri Sanjeev Agarwal is presently working as Asst. General Manager in Uflex Ltd.



**Sunil Kr. Sharma, Member**

Shri Sunil Kumar Sharma has a vast experience of working in HR Department of KRIBHCO. He is presently an Advocate in High Court.



**Suresh Kr. Prammar, Member**

Journalist, Trainer and Social Worker, Suresh Kr Prammar has vast experience in journalism with leading publications including the Indian Express, the Economic and Political Weekly, The Current and Eastern Express. He was a Parliamentary Fellow and later joined the Ford Foundation to help set the Communication Centre at the Pantnagar Agricultural University. He was also the Editor of the March of the Nation before moving to Bhutan to edit The Kuensel, a publication of the Royal Government of Bhutan. For almost ten years, he was press advisor to the Chief Minister of Arunachal Pradesh.

## Co-opted Member



### **S.S. Yadav, Co-opted Member**

Mr S S Yadav is presently working as Executive Director (HR) of KRIBHCO. Mr. Yadav belongs to Indian Engineering Services of 1989 batch. He has completed his Masters from prestigious London School of Economics in Public Management. He has worked as Director in National Disaster Management Authority from 2009 to 2011. Mr Yadav has also worked as Director in Election Commission of India from 2012-14 for preparing the election machinery for General Elections 2014. During his tenure with ECI, he was credited for his key role in setting up India International Institute for Democracy and Election Management.



### **Shrikant Bhande, Co-opted Member**

Shri Shrikant Bhande is presently holding position of Chief General Manager – HR with Indian Oil Corporation Pipelines Division.

## Special Invitee



S.S. Verma  
Advisor  
Ginni Filaments Ltd.



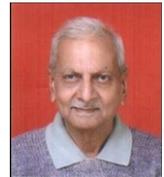
S.C. Kulshrestha  
Ex. GM (P&A)  
KRIBHCO



H.K. Garg  
Ex. GM  
NTPC

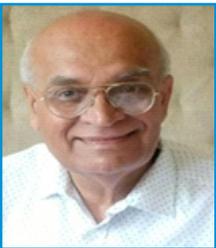


K.P. Verma  
Chairman  
HRD Foundation



Wg Cdr R.S. Shukla (Rtd)  
Management Advisor  
Surya Management Systems

## NMA Secretariat



### **C.S. Mishra, Executive Officer**

Mr. Mishra has more than 35 years of experience in the field of HR & Industrial Relations. He retired as Deputy General Manager – HR from KRIBHCO and is now holding the position of Executive Officer managing NMA secretariat efficiently drawing from his vast experience. He is an MA (Gold Medalist) with Diploma in Personal Management & Industrial Relations.

# Women Entrepreneurs: The roadblocks

Women's empowerment is and will be in front and centre as more companies, communities and countries are investing in women's entrepreneurship. The organizations have identified that women are crucial to economic growth around the world. According to experiences, women entrepreneurs see the world through a different lens and, in turn, do things differently. The study of the Global Entrepreneurship Monitor reflects that there are 126 million women operating new businesses and another 98 million at the controlling part of established ones. Yet we face a huge equality gap. In only seven countries—Panama, Thailand, Ghana, Ecuador, Nigeria, Mexico and Uganda—do women take part in business at rates equal to men's; in some countries, like Pakistan, they barely take part at all. Even when women are active business owners, they do not reach their potential: women own almost three in ten American firms, yet employ only 6% of the country's workforce and account for barely 4% of business revenues.

The obstacles that women in business face are numerous, from balancing work and family to securing financing.

- First, access to capital. When it comes to finance, women face particular hurdles, from a lack of collateral to discriminatory regulations and ingrained gender bias. Small loans can make a big difference. Microfinance providers such as Women's World Banking, Grameen and Accion are addressing the need. But financial institutions must do a better job of banking on women's potential by thinking creatively and forging partnerships, like Coca-Cola's \$100m initiative with the International Finance Corporation, to give more women a shot at the resources that can enable them to start up or scale up.
- Second, nascent businesses need support to flourish. The value of mentors and, to this day, turn to trusted advisers from many different industries for insight. Most women don't have that support, which helps explain why around the world they see fewer opportunities for entrepreneurship than men.
- Third, women need entrepreneurial education. Winning business concepts are just as likely to be conceived at the kitchen table as in the garage or at business school, but research shows women doubt their capabilities and fear failure more than men. Training can equip women with the confidence to see bold ideas through. Goldman Sachs's 10,000 Women programme,

for example, provides underserved women with business and management education. Eight out of ten of the programme's graduates have boosted revenues; nine out of ten have paid it forward by mentoring other women.

## Conclusion

Narrowing the gender gap in employment will increase global income per person by as much as 20% by 2030. But the benefits go beyond the bottom line. Women business leaders inspire other women to pursue their dreams. They may also find it easier to balance work and family outside the traditional corporate world. In emerging markets, women reinvest 90% of their earnings in their families and communities—which means that investing in women is an investment in our collective future.

The world needs women entrepreneurs, and women entrepreneurs need all of us. It is time to provide the support and tools to ensure that, till 2020 and beyond, women-led businesses flourish.

*Written by NMA members, Dr. Yogendra Singh, Professor & Head and Ms. Sapna Mathur, Assistant Professor, Department of Management Studies, JSS Academy of Technical Education, Noida.*

# MY JOURNEY WITH UDAYAN CARE

It was the year 1996 (I was 36 years old), when one of my colleagues at ABB inspired me to support the community by whatever means possible. He was sponsoring a girl child with the annual school fee at Deepalaya an NGO. I immediately took details of the NGO from him and I too started sponsoring two girls for their education at Deepalaya. So, friends, this was my starting of a journey by giving back to society in my own little way. With passage of time apart from sponsoring two girl children at Deepalaya I also started supporting a girl's education in one of the SOS village in Delhi.



It was not only financially supporting the girls in the two NGO but I along with my wife got associated with them and started celebrating our birthdays/anniversary with the children of the two NGOs from time to time. All this led to my taking a decision in early forties to give back to society in a much bigger and effective/impactful way. So, around my early forties, I decided that once I reach the age of 52-53, I will quit the corporate world as my only child (son) would settle by the time I turn 53 and would devote full time towards supporting girls' education.

Just to add here that I totally worked for almost 31 years across different organizations in different roles. I was part of NTPC, ABB, ALSTOM POWER (Now GE Power), BSES, Tata Power and Tata Teleservices.

As an old saying goes **Man proposes, God disposes**. Possibly God was with me and he sent me an opportunity in 2009. Times of India an English paper daily had come out with a teach India programme in 2009. I and my wife enrolled for the programme. Post necessary formalities we were assigned to work with Udayan Care boys and girls home in Noida.

After being associated for couple of years I was very clear that this is a God sent opportunity to get associated with Udayan Care. As soon as Dr. Kiran Modi the Managing Trustee of Udayan Care gave an idea of taking up mentorship at Greater Noida Home around Jan 2013, I in fact jumped at the opportunity. After few months I quit my job from a senior position in Tata Docomo and finally plunged headlong at Udayan Care Home at Greater Noida on 6<sup>th</sup> Sep 2013. It's now almost five years since the commencement of my journey at Udayan Care full time in a Honorary capacity being a mentor father,

not even once I have felt any remorse or regret of quitting the corporate world. Here I would like to add that I had unconditional support from my family but more especially from my wife Dr. Sunita Sharma who has been a constant pillar of strength in this journey of mine over the years.

My experience at this Greater Noida home has been awesome. It is like living a second life where I am trying to give my best to bring up the girls at the home in a very homely environment. I always try to be there whenever and wherever they need me or my support in any matter whether related to school, college, and home or at work place for those who are working.

The amount of satisfaction I am getting is something I just cannot express. It is immense. The love and affection I get from these lovely adopted daughters of mine is definitely beyond my expectations.

I have been participating in Airtel Delhi Half Marathon every year since its inception. I started raising funds from 2016. With support from friends, relatives and acquaintances I could raise 9.23 lacs in ADHM 2016. Last year, I raised 13 Lacs in ADHM 2017 again with support of friends and relatives. I, this year too, participated in ADHM 2018 with a target to raise 25 lacs, this being the silver jubilee year of Udayan Care. It gives me great pleasure and happiness to report that this year I was able to raise almost 36 lacs with huge support of my friends, Ex. Colleagues, relatives and acquaintances.

In the end, I would only say that God has been very kind and nice to me, helping me to cross roads with Udayan Care which has now become my life for the future. This is really a great platform, which is guiding me in achieving my dream and objective of supporting girls' education along with their overall grooming up into a good human being and a responsible global citizen.

**To sum up in one sentence:**

**MY HEART BREATHS 24X7 FOR MY ADOPTED DAUGHTERS (THOUGH NOT LEGALLY) OF JAGSHANTI HOME AND UDAYAN CARE.**

**GOD BLESS THEM.**

*Written by Mr. Deepak Sharma, who has been associated with Udayan Care as a full-time volunteer since August 2013 as the Honorary Director of 'Jagshanti Udayan Ghar' in Greater Noida, as also Udayan Care's IT training Programs. By qualification an Electrical Engineer, he has served different corporate and PSUs for 31 years.*



# Stress Management Program- 5<sup>th</sup> May, 2018



# Managing Disputes at Work Place- 22<sup>nd</sup> June, 2018



# Self-Actualized Leadership Development Program- 24<sup>th</sup> August, 2018



# Innovative Cloud Computing for Global Branding & Promotion- 20<sup>th</sup> October, 2018



# Environment/Air Pollution Control in NCR- 23 Novemeber, 2018



# Blanket Distribution- 6 January, 2019



# Budget Program- 02<sup>nd</sup> February, 2019



# Profit Leadership Program- 09<sup>th</sup> February, 2019



# Disciplinary Procedures and Practices at Work Place- 29<sup>th</sup> March 2019



# NMA in AIMA News

## February, 2018

Noida Management Association organised a Union Budget Programme 2018-19 on 3rd February where eminent speakers from industries were invited to speak on the topic. Mr Rohit Garg, Chartered Accountant (Advocate); Mr Anil Sharma Practising, Cost Accountant and Mr Pankaj Jain, Founder & CEO, IRE CFO Services took part in the deliberations and explained the salient features of the Budget 2018. Mr S.N. Singh President, Noida Management Association inaugurated the programme and welcomed all the participants. The vote of thanks was extended by Mr Sandeep Mittal Hony. Secretary NMA. The programme was attended by more than 70 professionals across industries in Noida.



*Speakers at the Session on Union Budget*

## June, 2018

Noida Management Association organised one day programme on 'Managing Disputes at Work Place' on 22nd June in which 45 delegates attended from across industries of Noida & Greater Noida. The speakers included Mr Sidhartha Mukherjee, Ex. ED HR, Indial Oil Corporation; Mr Surinder Mohan, Ex. Vice President, C&S Electric Ltd; Mr S B Mitra, Executive Director HR, Gail India Ltd. and Mr S C Kulshrestha, Labour Law Advisor. The programme was inaugurated by Mr Dinesh Jain, Past President NMA and President Corporate Affairs, Uflex Ltd. Mr S N Singh, President welcomed all the delegates, dignitaries and speakers on this occasions. Mr Singh said that 'Managing Disputes at Work Place' in a very important and relevant programme for the industries since conflict is a natural part of human relationship. Mr S B Mitra gave a perspective of dispute resolution machineries and the legal position thereof. Mr Surinder Mohan and Mr S C Kulshrestha spoke on conflict and disputes at work place and how to develop a culture of mutual respect, trust and understanding in the organisations.



*Programme on 'Managing Disputes at Work Place'*

## August, 2018

### Leadership Development Programme

A 'Self-Actualised Leadership Development Programme' was organised in collaboration with Defined Value Consultants Pvt. Ltd on 24th August. Mr Hitesh Chandel, Founder and Chief Mentor, Defined Value Consultants Pvt Ltd was the speaker. Mr Chandel explained how a person can take highly effective decisions through Self actualisation and Self awareness. The programme was attended by more than 68 professionals across the industries in Noida.



*Mr Pankaj Jain, EC Member presenting a memento to Mr Hitesh Chandel*

## October, 2018

A programme on Innovative Cloud Computing for Global Branding & Promotion was organised in Noida Management Association on 20th October. This Lecture cum-presentation was delivered by Prof. Sunil Garg, M. Tech. (IIT-BHU), MBA (IIFT), on the subject Innovative Cloud Computing for Global Branding & Promotion. Mr Sunil Garg explained to the members how this technology is helpful for boosting sales and customers' contacts, CRM and Logistics. The programme was inaugurated by Mr Surinder Mohan, Sr. Vice President, Noida Management Association and vote of thanks was given by Mr Sandeep Mittal, Hony. Secretary, Noida Management Association.



*Mr Sunil Garg delivering the talk and Sr. Vice President Mr Surinder Mohan on dias*

## November, 2018

A programme on 'Environment/Air Pollution Control in NCR' was organised in Noida Management Association on 23rd November in collaboration with NIPM, Delhi NCR Chapter. The talk was delivered by Dr. Bhure Lal, Chairman of EPCA-Environment Pollution (Prevention & Control) Authority. Dr. Bhure Lal while addressing the NMA members said that a clean environment is essential for healthy living. On the occasion, NMA, President, Mr S.N. Singh welcomed all the dignitaries in NMA and also thanked NMA members for their participation in the programme.



*(L-R) Deepak Dwivedi, Editor in Chief, Dainik Bhaskar; S.N. Singh, President, NMA; Dr. Bhure Lal, Chairman, EPCA; Dinesh Jain, Chairman, NIPM and S.C. Kulshrestha, Advisor, Labour Law*

## January, 2019

As part of its activities, every year Noida Management Association organises social services and Feeding the Poor Programme. During the acute cold in the month of January, and seeing the plight of the homeless people shivering on the street, Noida Management Association organised a 'Blanket Distribution Program' on 6th January and distributed more than 200 blankets to the underprivileged, needy and poor people. Mr S. S. Yadav, Executive Director, KRIBHCO; Mr S.N. Singh, President NMA and his team joined hands for this noble cause.



*S.S. Yadav, ED-HR, KRIBHCO donating blankets with S.N. Singh, President NMA and C.S. Mishra*

## February, 2019

### Union Budget Programme

Noida Management Association organised a Union Budget Programme 2019-20 on 2nd February in collaboration with Noida Chapter of ICAI. Dr. Rakesh Gupta spoke to the members and explained the salient features of the Budget 2019. Mr Surinder Mohan, President NMA welcomed all the members in NMA House. The vote of thanks was extended by CA P.K. Singhal, Chairman, Noida Chapter of ICAI. The programme was attended by more than 105 professionals across industries in Noida.



*Mr Surinder Mohan, President, NMA lighting the lamp Mr Dugesh Garg, Dr. Rakesh Gupta, CA P.K. Singhal and Mr Sandeep Mittal, Hony. Secretary, NMA look on*

### Profit Leadership Programme

To analyse and address the levers that impact operational efficiency, cost, revenue, and ultimately profits, the Noida Management Association (NMA) along with SSA Business Solutions, as knowledge partner organised a 'Profit Leadership Programme' on 9th February. The speaker was Mr. Abhidnya Mahatekar, Chief Operating Officer (COO), SSA Business Solutions a leading international profitability and growth consulting firm. Mr Surinder Mohan President welcomed the speaker and NMA members. Mr Durgesh Garg introduced the speaker and the vote of thanks was given by Mr A.K. Gupta. The programme was attended by more than 56 professionals across industries in Noida.



*Mr Surinder Mohan, President, NMA welcoming the speaker Mr Abhidnya Mahatekar*

## March, 2019

Properly administered discipline in the workplace helps a business stay away from several common problems and helps the company's productivity. Organisational discipline aims to create an amicable atmosphere of acceptable behaviors from employees and make them aware of the objective of the disciplinary rules and procedure. Noida Management Association organised a programme on 'Disciplinary Procedures and Practices at Work Place' on 29th March. The programme was inaugurated by Mr Dinesh Jain, President, Legal & Corporate Affairs, UFlex Ltd. and Mr S.S. Yadav, Executive Director – HR, KRIBHCO Ltd. The programme was well attended by delegates across industries in Noida.



*Lighting of the lamp by Mr S.S. Yadav, Dinesh Jain, Surinder Mohan & others*

# Toxic work cultures reduce Employees Engagement

“You can have all the right strategy in the world; if you do not have the right culture, you are dead.” - **Patrick Whitesell**

Whenever the senior team members act like a dictator – shutting down, embarrassing, or firing anyone who dares to challenge the status quo – you've got a toxic workplace problem. And that's not just because of the bad behaviour of senior team members, but because that behaviour creates an environment in which everyone is scared, intimidated and often willing to throw their colleagues under the bus, just to stay on the good side of the seniors.

A toxic company culture will erode an organization by paralyzing its workforce, diminishing its productivity and stifling creativity, innovation and morale of employees. Now more than ever business leaders need to be addressing issues of workplace toxicity. It makes the difference in Employees engagement ratio and also whether your company fails or succeeds. Employees aren't afraid to jump ship when faced with a toxic workplace — and it's usually your high performers who will go first. *The biggest concern for any organization should be when their most passionate people become quiet.*

## Signs your workplace culture is Toxic

- Company core values do not serve as the basis for how the organization functions and some seniors are working with their whims and fancies
- Employee suggestions are discarded or intentionally delayed in execution. People are afraid to give honest feedback
- Micromanaging -Little to no autonomy is given to employees in performing their jobs
- Blaming and punishment from management is the norm
- Excessive absenteeism, illness and high employee turnover
- Overworking or late sitting is a badge of honour and is expected
- Little or strained interaction between employees and management
- Gossiping, political discussions and/or social cliques
- Favouritism, nepotism, poor leadership and office politics
- Aggressive or bullying behaviour

## What's the cure for a toxic work culture?

While toxic work cultures are the end result of many factors, it's generally a combination of poor leadership and individuals who perpetuate the culture. It starts with those at the top. The senior team members must behave the core value system of the organisation in letter and spirit.

Toxicity in the workplace is costly. Unhappy or disengaged employees cost companies billions of Rupees each year in lost revenues, settlements and other damages. **Once you identify the major problems by gathering information. Develop a plan and follow through.** It may mean training, moving or simply getting rid of culture destroyer, who are the root cause of toxicity in the workplace. Show employees, you care and are committed to improving their workplace environment. Your employees can be your greatest asset but it all depends on how you treat them.

Sadly, if you do not cure cancer in the root of the tree, not only with the branches and leaves die; but so will the tree.

*Writren by Mr. V .K. Sharma, Founder & Director - V K Dynamic Leadership Centre, Noida. He may be contacted at- [sharmavk05@rediffmail.com](mailto:sharmavk05@rediffmail.com).*

### NMA Vision:

To be an institution for facilitating management excellence

### NMA Mission:

1. To facilitate organisations in Noida/Greater Noida for achieving excellence in industry, service sectors and treading to make it globally competitive.
2. To be a change medium for individuals, Organitions and the Society.
3. To maintain a financially strong, ethical, growth-oriented association providing an enjoyable environment to its members as well as its employees

# NMA Membership

## Subscription fee

### For Organizational Members:

| Organization Turnover | Annual Fee (Rs.) | Life Membership (Rs.) |
|-----------------------|------------------|-----------------------|
| Upto 5 Crore          | 2,000/-          |                       |
| 5 Crore to 50 Crore   | 3,000/-          |                       |
| 50 Crore to 100 Crore | 5,000/-          |                       |
| Over 100 Crore        | 10,000/-         | 1,00,000/-            |
| Institutions          | 3,000/-          | 30,000/-              |

### For Individual/Professional Members:

| Category                       | Annual Fee (Rs.)      | Life Membership (Rs.) |
|--------------------------------|-----------------------|-----------------------|
| Individual/Professional Member | 600/-                 | 6000/-                |
| Student Member                 | 300/- (for two years) |                       |

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### For any queries and enrolling as members, please contact:

The Executive Offer

Noida Management Association

C-20/6A, Sector 62, Noida-201301

Ph.: 0120-2401305, Mob.: 9811102132

Email: [info@nmanoida.org](mailto:info@nmanoida.org), web: [www.nmanoida.org](http://www.nmanoida.org)

Please keep NMA updated for any change in your address/other details:

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