

Report on the Installation of Office Bearers for 2024-25 of Quilon Management Association on 03/09/2024 at Quilon Beach Hotel.

The Quilon Management Association (QMA) held its installation ceremony for the office bearers for the year 2024-25 on September 3, 2024, at the Quilon Beach Hotel. The event was honored by the presence of **Prof. (Dr.) Jagathy Raj V. R.**, Vice Chancellor of Sree Narayana Open University, who served as the chief guest and Managing director of the Kerala Minerals and Metals as Guest of Honour. Sri Frankling Daniel the outgoing QMA president chaired the meeting and handed over the position to the incoming President Mr. N Jayachandran.



The office bearers and other executive committee members for the term 2024-25 are

- President: Mr. Jayachandran G.
- Vice-President: Dr. Harikumar
- Secretary General: Mr. P. N. Appukuttan
- Secretary Admin: Mr. Prathapachandran
- Secretary Program: Dr. Shaji A. S.
- Secretary Public Relations: Mr. R. S. Chippy
- Treasurer: Dr. Nidhin Chandran
- Executive Director: Mr. Aravindakshan K. V.



Other Executive Committee Members are

- Joint Executive Director Mr. Franklin Daniel
- EC Members Elected:
 - Dr. Rigi G. Nair
 - Mr. Jayakumar Tharamel
 - Mr. S. M. Musthafa Rawuthar
 - Dr. Mathew Cherian
 - Mrs. Girija Kumari
 - Mr. Aswin P. G.
 - Mr. Sajeed Mon T.



Elected Institutional Representatives in the Executive Committee:

- Poilakkada Fisheries
- MSN Institute
- IREL
- KMML
- Western India Cashews

Nominated Members to the Executive Committee are Dr. Biju K., Dr. Madhusoodanan Pillai, Mr. Thahakunju M., Er. Sreeraj C., Mr. Sreekumar R., Dr. Mathews P. G., Mr. Ratnakumar S., Mr. Shyam Kumar, Dr. Suran B. S..



The installation ceremony was a significant event for QMA, marking the commencement of a new term under the leadership of the newly elected office bearers. The gathering was an opportunity to reflect on past achievements and to outline the strategic goals for the coming year. The chief guest, Prof. (Dr.) Jagathy Raj V. R., addressed the gathering, emphasizing the importance of effective management and leadership in driving organizational success.



In today's fast-paced business environment, effective management is crucial for organizations to thrive. Our chief guest presented a paper on modern management, highlighting key principles that drive success. These principles are: Rules of Management, Flexibility and Agility, Innovation and Empowerment, Profit Maximization and Value Creation, Continuous Learning and Customer Centricity, Emotional Intelligence and Adaptability, Strategic Thinking and Effective Communication.



Rules of Management Establish clear goals, roles, and responsibilities and foster a culture of accountability and transparency and Encourage open communication and feedback

Flexibility and Agility Embrace change and adapt to new situations, Stay nimble and responsive to market demands and Foster a culture of experimentation and learning

Innovation and Empowerment Encourage innovation and creativity, Empower employees to take ownership and make decisions and Provide resources and support for growth and development.

Profit Maximization and Value Creation Focus on delivering value to customers and stakeholders, Prioritize profitability and sustainability and Invest in initiatives that drive growth and returns.



Continuous Learning and Customer Centricity helps to stay curious and committed to learning, Put customers at the heart of all decisions and Deliver exceptional experiences and build loyalty

Emotional Intelligence and Adaptability will develop self-awareness and empathy, Build strong relationships and collaborations and stay adaptable and resilient in the face of change

Strategic Thinking and Effective Communication will help to think critically and strategically, Communicate clearly and persuasively and Inspire and motivate teams to achieve shared goals

The example of Netflix: Embracing flexibility and innovation to disrupt the entertainment industry and Amazon: Prioritizing customer centricity and continuous learning to drive growth and Zoom: Leveraging emotional intelligence and adaptability to navigate rapid growth.

Modern management is about embracing a set of principles that drive success in today's fast-paced business environment. By adopting these key principles, organizations can stay ahead of the curve, drive growth, and deliver value to customers and stakeholders.

The KMML MD Mr. Pratheep Kumar's talk likely highlighted the challenges faced by an individual promoted from an engineer to a manager. The concept states that individuals are promoted based on their performance in their current role, until they reach a position where they are no longer competent. This can lead to Inadequate management skills. Engineers are trained to

focus on technical aspects, not people management. They might struggle with Leadership, Communication, Team building, Conflict resolution. As managers, they may be removed from hands-on technical work, leading to Rusty skills, Disconnection from technical teams, Inability to contribute to technical discussions.



The shift from individual contributor to manager can lead to Role confusion, Uncertainty about responsibilities, Difficulty in delegating tasks. The Solution is Training and development programs, Mentorship, Gradual transition and Clear communication

By acknowledging and addressing these challenges, organizations can support engineers-turned-managers in their new roles and ensure a smoother transition and QMA can play a big role on this.

The event started at 7.30 pm with silent prayer and QMA Secretary General Sri P N Appukuttan welcomed the gathering. After presidential address of Mr. Franklin Daniel and Sri Jayachandran, Dr, A.S. Shaji introduced the chief guest to the audience, Member ship certificate were issued to the newly joined members and mementoes were presented to Prof. (Dr.) Jagathy Raj V. R. and to Mr. Pradeep Kumar R, The event concluded with a vote of thanks by QMA Secretary Program Sri. Prathap chandran and followed by a networking session and a dinner, providing members with the opportunity to discuss future initiatives and collaborate on upcoming projects.
