

From the President's Desk,**Dear Members,**

Besides perpetuating cooperation with MSMEs, Academics and other institutions, we are consistently working on organizational growth by strengthening Alumni Network, and deepening relations with AOTS, ICOSA and other Japanese MSME organizations and associations.

Since pandemic, reducing revenue impacted entire AOTS fraternity, especially under dwindling subsidies. AAAWI is not an exception.

Era-Transition from subsidy to financial independence, requires a well-thought business model, having potential to create win-win situation for all stakeholders. So, standing at a crucial transition-juncture, AAAWI demands support from all, in building its capacities further, especially when global business waves are converging in South Asia, centering India. We have high hopes of regional and continental cooperation too.

AAAWI achieved targets in all traditional areas, besides completing some out-of-box events that reflected in subsequent bulletins.

Pravin Purav
President

AAAWI's Assertion

As usual, difficulties appeared all across its processes, ranging from ideation to realization, but zeal to thrive for thrilling results kept us ever consistent and guided. Thanks to our envisioned President who, in true sense, acted as friend, philosopher and guide always, rather exercising his controls and narrowing people involvement, empowerment and grooming ultimately.

Regularly we received your appreciations on our Quarterly Bulletin. Now AAAWI invites your articles, suitably connecting Quality and Japan.

Signing of MoU:

On 14th June, 2024, MOU was signed by Mr. Pravin Purav President, AAAWI, and Mr. Albert D'Souza, Chairman, ALDEL Trust, under which St. John College of Engineering and Management is run.

It is a significant milestone, as academic collaboration is indeed under AAAWI's focus for promoting Japanese language, Japan Quality and Management, and Student's Japan Study Tour through AOTS. Hope it to lead us to land on win-win platform. Frameworks of our future cooperation are outlined broadly.

**ICOSA Delegation visit to Mumbai**

An 8-member delegation of ICOSA members came to Mumbai with the intent of visiting Small and Medium scale industries. AAAWI planned a 3 day visit of these delegates which included one day Mumbai sight-seeing, one day visit to SMSE's and third day of signing MoU in AAAWI office.



Talim: An Apt Developmental Perspective
 -Editor, AAWI Bulletin

Talim stands for education in Arabic. However, talim evolved as a self-learning way for suitably conquering the hustles appearing to human, since ancient times. Mahatma Gandhi, from the period of his struggle in South Africa, ideated on "Nai Talim" as an "expression of the principle of non-violence." In his book "Nai Talim" covering "Village Swaraj", he ascertains that "true education of the intellect is possible through hand in hand development of mind and body, besides "corresponding awakening of the

soul". Swaraj, a powerful word used during Indian freedom movement, as it encompasses freedom for individuals to regulate their own lives, freedom of speech, freedom for weakest people in the society, basic necessities for all, justice for all, and collective governance.

There was a time when IQ (intelligence quotient) prominently prevailed. Today we promote EQ (emotional quotient), and SQ (spiritual quotient) as well. Organisations require EQ largely today, followed with IQ. Some thinkers consider Kaizen - a universal improvement tool, close to EQ. The world agrees today, the way Mahatma Gandhi defined the spiritual training as "education of the heart". Equalizing human inside with outside, is the only way for long lasting absolute truth and happiness. Dr. BSK Naidu, a hard core technocrat preaching soft skills today, promotes EQ and SQ equally in B-Schools, with his strong believes in collectivism.

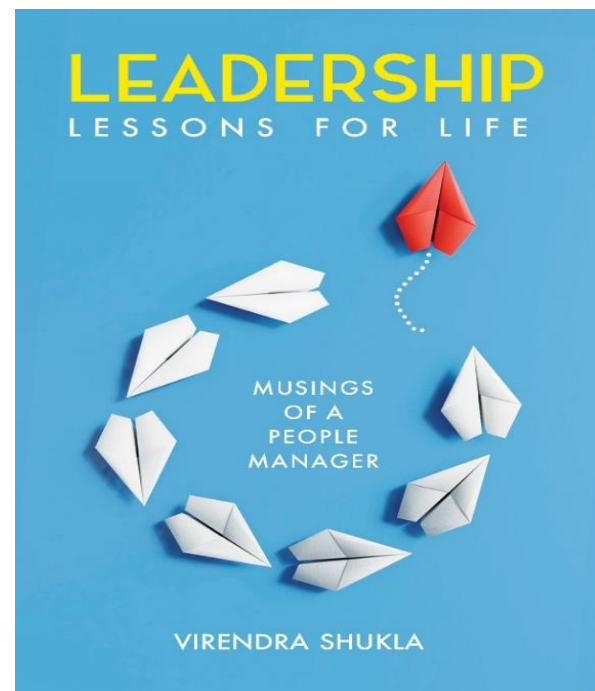
Mahatma Gandhi also confirms the same, "A proper and all-round development of the mind, therefore, can take place only when it proceeds pari passu with the education of the physical and spiritual faculties of the child. They constitute an indivisible whole. According to this theory, therefore, it would be a gross fallacy to suppose that they can be developed piecemeal or independently of one another."

The contents of the first management course developed in 1907 at Harvard became inadequate and irrelevant. Now considering peaceful minds as causes of soothing results, many B-Schools developed curriculums with meditation, to orient agile results for the society at large.

Mahatma Gandhi's Nai Talim is based on "Education through handicrafts" which I feel, is interfaced now with machine craft and internet craft as well. Earlier management and technology, belonging to two different knowledge bodies, established as respective aspects of art and science, but it landed today to a stage of management of technology (MOT). It proves the prominence of management, and its dominance as well.

Book Review

"Leadership Lessons for Life: Musings of a People Manager" authored by Virendra Shukla.



Receiving training at AOTS, Japan, Mr. Virendra Shukla became an extraordinary Quality pioneer, by developing utmost sense of innovation, improvements, benchmarking, and performance excellence. He is one of the premier consultant of IMC RBNQA (Indian Merchants' Chamber Ramkrishna Bajaj National Quality Award).

This book is based on deep reflection of life and leadership. It is a culmination of author's five decades of Corporate's experience of Human Resources Management, Quality and Management Education, exhaustive academic faculty work, and coaching and consulting.

It explores essential principles and practices for effective leadership. The book emphasizes sustainable performance, well-being, and positive organizational culture including impact for humanity and society at large. The framework, based on 6 themes of a Leadership journey, includes "Compass, Contradiction, Competence, Congruence, Compassion and Contribution". These are described in detail in various chapters of the book, and explained with diagrammatic illustration much, covering integrity, empathy, and authenticity, and

connecting our role for humanity and future ahead. This book is equally useful for students, Management professionals and future leaders.

“Invisible Drivers in Management” authored by Dr. B.S.K.Naidu

Nations and Corporates developed their own priorities in implementing unique management ways. Today “Toyota ways” is established differently. "Respect the divine and love people" is what Kazuo Inamori advised, while developing his own philosophy and Amoeba Management. Similarly, OMRON Kyoto Taiyo Co. LTD. developed his own management way and philosophies under which they deploy disabled employees on work of the highest precision.

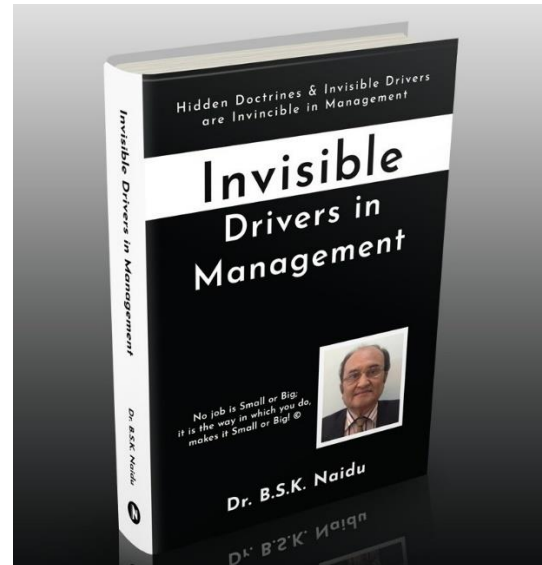
But, the most common themes to all management principals are collectively appearing in a recently published book titled **"Invisible Drivers in Management"** authored by Dr B.S.K. Naidu, a distinguished guest faculty of AAWWI.

Dr BSK Naidu, who retired as Director General of organisations of Govt. of India, and serves as Chairman Emeritus of the prestigious Great Lakes Institute of Management, Gurugram, NCR, Delhi, has rightly said, "Anything minus management is nothing."

"Invisible Drivers in Management" is "a book of 'Management Wisdom' churned out of the Author's five decades of penetrating experience in Industry and Academics, substantiated with fascinating examples." It is a rather unconventional book on Management in which he focuses on invisibles like ambition, passion, determination, intense self-application and motivation etc. Also, the hidden doctrines, vision, compassion, conscience, acumen, spiritual values, consciousness, etc. These are the kind of invisible drivers of 'All-inclusive Management'.

Hopefully to make the reading interesting, and 'easy to grasp and recall', the text is written mostly in a 'Story-telling Format'. So, it is as useful to the growing children as

professionals like us. In seven chapters of the book, he keeps one exclusively titled "Spirituality: The Root of Righteousness". "Helicopter Skill-Centric 360-Degree Training for Corporates", mentioned in the chapter titled "Dimensions of Human Potential Development", when he presented at AAWWI, he received endless clapping from the audience. I felt touched with the subject clarity and honest mind-mapping attempts of the Author.



Every hard-core technocrat feels the dire need of invisible drivers ever, to keep human chemistry on utmost priority. A project Manager, with enough alertness, ensures the timely convergence of all the resources required for the projects, in order to avert failures. So, the conviction that minus-management results nothing, is the absolute truth.

AAAWI AGM

AAAWI held its 31st AGM on 29th September 2024. Some glimpses of the event.





A Himalayan Saint in Japan

(Shashikant Sharma, Secretary, AAWI)

I worked hard, throughout my technical career, on developing my senses for science, but now I wish to devote time in understanding the science of senses. The five well-known senses relating smell, taste, sound, touch, and sight, are considered distinct, whereas these are found, on the other, highly integrated as well.

Meditation works on holistic development of 'sensory architecture'. It happens peacefully in such a way that individual, global, and universal networks work in sync with complete emptiness and silence. Every small sensory output impacts the universe and vice versa.

Whenever I get time in Japan, I love visiting meditation centres of Kyoto and Nara. I do so in India too. Under my preliminary lust of knowing different meditations, I completed recently my MA in Hindu Studies.

In Osaka I came to know about Samarpan Meditation Centre in Ashiya, Japan. Samarpan meditation is a way taught by a Himalayan Dhyanyogi and global Guru Shri Shivkrupanand Swami. This centre is run by a noted kathak dancer, Ms. Nandani Toshniwal, a noted disciple of Birju Maharaj.

At the centre I met Toshniwal meditation family which comprises many Japanese meditation-practitioners. I sat in circle to practice "Samarpan Meditation" for half an hour. I experienced enough sensations on the top of my head initially. But soon I heard rising humming sound inside my ears. Sometimes latter, it became so intense that I felt unable in sitting straight, and it made me incline at last. Subtle energies act sometimes so. I convinced myself.

When we went to the close by beach where once Baba Swami ji asked to arrange meditation session in open. People were scared in assembling there under typhoon warning. Baba Swami was saying from beginning that it might approach, but could not affect as it would get averted at last. It happened, as claimed.

Baba Swami describes individual aura as its cause. Ultimately aura around an individual ascertains his safety. under this expression, it means that extending his aura he restricted the typhoon in mid-sea only, where it got diverted in other direction. Admiring to meet such swami once, I backed to Osaka.

