“The Mission of WZCC is to energize the Entrepreneurial Spirit of Zarathushtis around the World” and the other is, “Entrepreneurship is the pursuit of Opportunity beyond the resources currently controlled”.

As such we can see that Entrepreneurship implies, limited resources, innovation, creativity, persistence, and calculated risk to accomplish our goals and dreams. It also becomes clear that Entrepreneurship is not limited to start-ups & small companies but also pockets of large corporations, professional entities & even Government & Home Makers. Therefore the scope of WZCC is wide and applicable across the board. Please beat the drums to spread this message.

We live today in very unusual & unpredictable times. In 1989 the WALLS came down and Windows went up triggering Globalization. The walls refer to the Berlin wall and Windows refer to Microsoft & Internet. This has created immense business opportunities, growth & wealth around the world. However, it has disrupted business norms and impacted large groups of people in the developed world, negatively. These people had taken “good times” for granted and would not or could not adjust to the new order by retraining and many expected the Government to meet their needs. This has resulted in a backlash in the West with increase in Nationalism and an angry electorate resulting in Brexit, Donald Trump and with more to come and this will slow down Globalization, atleast temporarily.

We can draw similarity with this scenario closer to home in India. Our fore fathers were outstanding entrepreneurs who built fabulous companies & fortunes and shared their successes with the Zoroastrian community. The community, also took the good times for granted and many lost their motivation and desire to chase their dreams. Today in a more globalized & competitive world WZCC is working hard to re-energize this very important and needed “entrepreneurial spirit”.

How are we doing this:
- By offering opportunities to learn from experts and each other, and with net working which is an indispensable tool especially for small businesses.
- By communicating across the globe with pertinent business news & motivating success stories in close to real time.
- With a website which has a jobs portal and interactive page.
- With a Business Fund which will facilitate financing needs of young businesses. This is still work in progress and a major objective for 2017.
- India under PM Modi is a much improved environment for entrepreneurial opportunities.
- Iran is slowly but surely preparing to participate in global trade and business.
- In line with the opportunities being offered by both India and Iran we are working to organize a WZCC Trade Mission to Iran with participation from all regions around the world.
- By doing Socio-business projects in Gujarat, in conjunction with WZOT, which would help the rural population and also bring WZCC exposure, recognition and good will.
- Another major objective we are working hard on is greater participation of our young adults who have the most to gain.

And the list goes on & on.

So friends you can see that opportunities abound in today’s world and WZCC is impatient and in a hurry to make sure Zarathushtis, whose population is so miniscule, are ready to take advantage of it and do not get left behind.

Today you will meet some outstanding Zarathushti entrepreneurs and professionals, and hear their success stories. The nominations received for the awards were many and the non-winner’s achievements are not much behind those of the winners. They all bring PRIDE to our community and a reminder that the Zarathushti entrepreneurial spirit is glowing bright.

In conclusion WZCC is striving to make people chase their dreams by believing that “Not Failure but Low Aim is Crime” and having them “Shoot for the Moon, even if they miss they will land among the Stars”.

MESSAGE FROM GLOBAL PRESIDENT, MR. EDUL DAVER AT WZCC GALA AWARDS NIGHT - 17TH DECEMBER, 2016, HONGKONG

Member’s Profile
Mr. Jamshed Mistry 02
Mr. Jehaan Kotwal 02

Recent Events
Emphasis on Education 04
The Joys and Pangs of Running Your Own Business 05
Global Annual General Meeting at Hong Kong 06
WZCC charms Hong Kong 08
Keynote Address at WZCC Global AGM 10

Noteworthy Information
Critical Performance Area 12

Did you know?
Live to a Ripe Old Age 14
MEMBER’S PROFILE

MR. JAMSHED MISTRY

Mr. Jamshed Mistry is a WZCC Life Member. He appears as Counsel in the Supreme Court and in various High Courts all over India. He is also an Associate member of the Canadian Bar Association and has appeared in the Supreme Court of British Columbia. His clients include several corporate companies as well as public sector corporations and institutions such as the Reserve Bank of India, the Brihanmumbai Electric Supply and Transport Undertaking etc. He is a known specialist in the circles of media and entertainment law. His clients have included several corporate media and production houses, Hollywood studios and Bollywood celebrities, corporate entities as well as public sector corporations and institutions.

He was a legal consultant in Canada to the Times of India Film Awards given way in Vancouver in April 2013. He has been appointed Legal Advisor to the International Delphic Council who are in the process of organizing the International Delphic Games (on the lines of the Olympics for Art, Performing Arts, and Culture) in India. He is the Founder of International Legal Alliance (ILA) which is a worldwide network of lawyers. In October 2016, he was recognized for his valued membership with the Canadian Bar Association and was honored with a Commemorative Pin for his contribution to the profession, the judicial system and to Canadian Society as a whole.

He works actively for social causes like the rights of disabled persons, beach safety (Goa Action Plan), the setting up of distinct hawking and non-hawking zones in Mumbai, Spastics Society of India, etc. to name of few.

He can be contacted on email: jamshedmistry@gmail.com

MR. JEHAAN KOTWAL

Mr. Jehaan Kotwal is a Life Member with WZCC. At the young age of 17 Jehaan founded a Cafeteria on his college campus (FLAME) From a two product operation he and his two partners turned it into a 200 Product operation in three years having 4 different cuisines. They have served over 5000 students in many college Campuses all over Pune.

At the age of 26 Jehaan Kotwal has swiftly become one of the most sought after young entrepreneurs to look out for. He has not only taken over the family company JFK Transporters but taken it to new heights, opening offices all over the country, introducing new technology and contributing to the field of Road transportation. Recently winning the Castrol best Transporter award is a testament to that. Starting his first venture at the age of 17, Jehaan has a dedicated work ethic and pours vigorous passion in whatever he does. Being a Zoroastrian Priest and International level sports champion (skating and swimming) helps him lead a well-balanced life.

After completing his major in Entrepreneurship and minor in International studies from FLAME (Foundation of Liberal and Management Education, Pune) in 2012, Jehaan Kotwal has been leading JFK Transporters and AvaInd Logistics. One of India’s most reputed transportation services.

Jehaan has introduced the latest technological development in the field of Road Logistics, to continue to be the leader in this segment.

He can be contacted on email: jehaan@jfktransporters.com
1.1 BILLION CONSUMERS GLOBALLY

Our business portfolio ranges from daily household and personal care products to home appliances and tastefully designed home and office furniture. From animal feeds that enhance the yield of India’s agrarian economy to high-end engines that form part of India’s mission to the moon & Mars, we have been present everywhere. Trusted for 118 years, Godrej has been consistently rated among the Top 10 most valuable Indian brands by Interbrand. Through performance, design, durability and a social conscience, every Godrej product has an idea that makes consumer lives brighter - हर idea से जिंदगी मुस्कुरायें.

TO KNOW MORE ABOUT OUR LATEST INNOVATIONS

GIVE A MISSED CALL TO

0 99808 99808
This year the India Region of World Zarathushti Chamber of Commerce held its 13th Annual General Meeting on Saturday, 24 September 2016 at 5.30 p.m. at a fresh venue ‘YIAMAS’ The Experimental Space at Ballard Estate, Mumbai.

An AGM is a mechanism for the Organization’s Governing Body to be accountable for their performance as Board Members and review the performance of the Organization. In WZCC, it serves as an interaction between its Chapters, a chance to harness ideas, share experiences and Business & Professional Expertise and conduct planning for the future of the Organization.

The AGM started with the Welcome Address by Capt. Percy Master, President-India Region which was followed by a talk by Mr. Edul Daver, WZCC-Global President, who had specially flown in from New York to attend the AGM. He spoke about the challenging times ahead – creating jobs and business opportunities. He emphasized that Business endeavor is a two-way street and WZCC should strive to bring the Global Community together.

Ms Behroze Daruwalla, Chairperson of Women’s Entrepreneur Wing – International Board, was the compere for the evening. She declared the AGM open and requested Mr. Farrokh Rustomji to conduct the proceedings.

Mr. Adi Siganporia, Chairman-Mumbai Chapter and Mr. Viraf Deboo who represented Pune Chapter, presented the Annual Reports and narrated the series of events conducted by the Chapters during the year covering Trade, Commerce, Industry etc.

Mr. Farrokh Rustomji then concluded the AGM after completion of all formalities.

Thereafter, it was the turn of the Chief Guest of the evening, Dr. Indu Shahani, Ex-Sheriff of Mumbai and Ex-Dean of H R College of Commerce & Economics. Though she needed no introduction, Mr. Adi Siganporia welcomed her and gave her brief background and described her as an “ICON” in the field of Education.

Dr. Indu Shahani spoke on “Education – The Elixir of Life”. In a very lucid manner, she described the education scenario in India and emphasized how important Education is in one’s life. With several anecdotes, she indicated how she has been able to transform the lives of several students and Small Entrepreneurs. She then explained her future plan of action which involves Indian School of Management and Entrepreneurship in Mumbai along with the Institute of Design & Innovation and School of Communication. She is now fully absorbed with these Institutes as its President & Chairperson. She then laid stress on the “VALUES” and “BUSINESS ETHICS” and stated with reference to Parsi Community how it has preserved these treasures lead by the House of TATA. She paid glowing tribute to TATA Organization for this unique and most sought after characteristics. Her talk was inspiring and was an eye-opener as to the vast scope that lies to give good education to a large part of our population. She was spontaneously given a standing ovation.

Then it was the turn of the evening’s entertainment. The gathering was regaled by magic tricks performed by the teenage magician Ms. Zeenia Bhumgara, the awardee of the Merlin Award by the International Magicians Association, USA. What is Merlin Award to magicians is Oscar Award to Movies. The Magic show continued with Mr. Mhelly Bhumgara (Zeenia’s father), a well-known “Illusionist” and “Mentalist” who further entertained the audience with his astonishing performance.

The highlight of the evening was a musical recital by a budding teenager, a talented Violinist - Ms Leah Divecha. Leah has been learning the Violin for the last two years at the NCPA School of Music under the teachers from Kazakhstan. She has performed in several concerts where the students participate with the teachers who are members of the Symphony Orchestra of India.

The meeting ended with exquisite wines sponsored by Ms. Nainaz Shroff, MD-Taylor & Shroff and a sumptuous dinner provided by YIAMAS, the new venue.
On Saturday, 1 October, 2016 WE wing of WZCC, hosted a session on “The Joys and Pangs of Running Your Own Business”. The event was attended by 40 members and guests.

Homai H. Mehta, Chairperson, WE, gave a brief introduction to WE, the Women’s Wing of the World Zarathushti Chamber of Commerce (WZCC). She explained that WE did not just stand for Women Entrepreneurs but also for Women Empowerment. Professionals/Entrepreneurs were welcomed to join WE as opportunities for networking, mentorship and professional development were open to both.

Behroze Daruwala, Chairperson of Women’s Entrepreneur Wing – International Board, gave a brief introduction to Edul Daver, WZCC – Global President. She also stated that WE was established in 2012 to help Women Entrepreneurs and Professionals to unleash their potential and excel in their business or profession.

Edul Daver went on to outline WZCC’s vision for the next two years. He quoted, “Entrepreneurship is pursuit of opportunities beyond resources in our control.” He emphasised that its a two-way street for WZCC members, who have to give to receive. Everyone has to work hard with creativity, innovation and calculated risks. In this context, he felt women gamble less and gauge risks better. Besides, women get along well with people as their egos are not loaded.

The first speaker, Naazneen Katrak, MD and Founder of Mustang Socks, was introduced by Homai Mehta. Mustang Socks was founded in 1987 by Naazneen and in 2004 Lubeina Shahpurwala joined her as Co-Founder. Today, Mustang manufactures more that 1 million pairs of socks every month and has 36 distributors across India.

Naazneen started her business with an amount of Rs.500/- she borrowed from her aunt. All she had was her belief in herself and in what they were doing. Today, they have tie-ups with some of the largest International Brands, Retailers and E-Retailers like Amazon, FirstCry and Hopscotch. Fifty percent of the workforce at Mustang is comprised of women, who are paid equal wages as men. Dolly Dhamodiwalla, Immediate Past President and Committee member, WE, introduced the second speaker, Nainaz Shroff who is the ‘Pioneer, Innovator and Creator’ of the first wines in the world to be enjoyed with hot & spicy Indian foods. She achieved this status at a young age of just 21. She has been awarded for the INNOVATION of these wines which are termed as “TAYLOR & SHROFF Wines - Best Served Poured on Ice”. She makes five types of wines: WHITE, RED, APRICOT, CHERRY and GINGER. Nainaz has created her company’s own independent identity in the International Wine & Spirits industry, in the category of NEW WORLD WINES.

Nainaz traced her journey as a young student on scholarship in the UK to her current status as Managing Director of Taylor and Shroff. It was interesting to hear how she converted a college project into a full-fledged wine-making business.

Nainaz’s achievement is an inspiration for many young entrepreneurs trying to make their mark in the world of business. What makes her success even more remarkable is that she is able to hold her own in a male-dominated industry.

After their address, the two speakers interacted with the audience in a question and answer round that was lively and educational.

The evening concluded with a vote of thanks by Percis Dubash, Secretary, WE.
GLOBAL ANNUAL GENERAL MEETING

Some of the WZCC Global Team

-Mr. Yazdi Tantra, Vice President, handing the memento to the Keynote Speaker, Mr. Stephen Ng, Chairman & MD of Wharf Holdings and Chairman of Hong Kong General Chamber of Commerce.

Mr. Mehdi Fakheri, Iranian Consul General in Hong Kong

Members
MEETING AT HONG KONG

Members during the AGM

Phili Kharas felicitating Mr. Y.K. Yang, Dy. Chairman of Jardine Matheson & Hong Kong Land Ltd.

Ms. Delna Bhesania receiving the Award from Mr. Nadir Godrej for the Outstanding Zarathushti Entrepreneur of the Year 2016

Hon. Treasurer Katayun Kapadia with Indian Consul General to Hong Kong, Mr. Puneet Agrawal

Neville Shroff Felicitating Meher Bhesania

Distinguished Guests & Members at the Gala Awards Nite.
In its pursuit of attaining its goals to promote Entrepreneurship and Professionalism, WZCC’s venue for this year’s Global Meet was Hong Kong – strategically located at the mouth of the Pearl River Delta in Southern China, with its lush green hill slopes, secluded beaches, leisurely rural landscape and rocky shoreline.

The Global Meet held on Saturday, 17 December 2016 at Regal Hongkong Hotel at Causeway Bay was attended by not only the Global Zarathushtis but also the Zarathushti diaspora from Hong Kong. The gathering was indeed of an International flavor. This was the first time a major Global Zoroastrian event was held in Hong Kong.

The Event was a great success and this was only possible because WZCC received tremendous support from the Hong Kong Anjuman led by its President, Mr. Neville Shroff and his team of Trustees – Ms Dilnavaz Daver, Mr. Viraf Parekh, Mr. Rustom Jokhi and Mr. Homiar Poonawalla and of course, the Hong Kong Zoroastrian Community.

In his opening address, Mr. Edul Daver, who completed one year as the Global President mentioned about the new Board’s objective to make all Regions more inclusive and improve Global communication. He made it clear that all Directors need to participate in the working of their Regions / Chapters and make them successful. He informed the gathering that two new Chapters had joined the WZCC fold – Bangalore (India) and Florida (USA). He further identified other objectives which were in offing : New improved website, Iran Trade Mission, etc.

The formal proceedings were then conducted by the Corporate Secretary, Mr. Adi Siganporia and member of the International Board. This was followed by presentations from various Directors, who spelled out the immense opportunities for Zoroastrian Youth to launch out into business and professions in various fields.

The scene then shifted to the Panel discussion, the Moderator being Mr. Neville Shroff and the topic – “The Impact of Doing Business in a Globally Volatile & Political Environment – The Challenges & Opportunities in Shaping Business Success”. The Panelists were - Mr. Siavosh Kaviani -Iran, Mr. Arzan Wadia-USA, Mr. Jehaan Kotwal-India, Ms. Thrity Kenny-Hong Kong, Mr. Rasheed Shroff-Hong Kong, Mr. Danny Khursigara-Hong Kong.

The moderator, Neville Shroff, initiated the discussions, with strong opening remarks that it will be a challenging year for business in general, and that Technology is advancing at an unprecedented pace, and what worked 5 years ago may now be largely obsolete. He mentioned that businesses today are facing a continually evolving landscape, with regulatory changes imposing a strain on doing business. This was echoed by one of the panelists Ms Thrity Kenny, who agreed that the increasing compliance and governance issues are causing customers to be frustrated; but at the same time she said that it was absolutely necessary. Rasheed Shroff found that consumer behavioral changes were motivated by the millennials and that on line shopping was escalating. Arzan Wadia, spoke on utilising his technology skills and incorporating it into architectural splendor.

Neville concluded that what we could take away from the panelists was: That 2017 will be a year of decisions from the outcome of Geopolitics of Brexit, and from the transactional dynamics of the incoming Presidency of Donald Trump; which will undoubtedly only lead to a higher degree of uncertainty either for the better or worse. And that there will be more of regulation in the financial sectors which is yet to come. This was followed by a sumptuous lunch at the Craigengower Cricket Club, Hong Kong.

Every year, WZCC honours achievers in our Community and present them Outstanding Awards of the year. At this year’s Awards Gala Nite, the Guest of Honour was Mr. Nadir Godrej, Managing Director, Godrej Industries Ltd. Mr. Nadir Godrej gave his Keynote Address in a verse form which was so apt as regards WZCC’s Objectives & Mission that one and all gave Mr. Nadir Godrej a standing ovation with a thumping applause.

There were two Chief Guests – Mr. Puneet Agrawal, Indian Consul General in Hong Kong and Mr. Mehdi Fakheri, Iranian Consul General in Hong Kong. There were also two eminent Keynote Speakers from Hong Kong – Mr. Stephen Ng, Chairman & MD of Wharf Holdings and Chairman of Hong Kong General Chamber of
Commerce and Mr. Y. K. Pang, Dy. Chairman of Jardine Matheson & Hong Kong Land Ltd. who spoke very highly of the Parsi Community and gave details of how great Companies in Hong Kong were founded by the Parsis in the 18th and 19th centuries.

Besides these dignitaries, this Event was attended by members from the five continents as well as an impressive contingent from the Hong Kong Zoroastrian Community.

The entire Awards Ceremony Nite was ably conducted by Chairperson, ‘WE’ Sub-Committee, International Board – Ms Behroze Daruwalla.

Ms Behroze Daruwalla announced the Awardees as under:

1. Outstanding Zarathushti Entrepreneur of the Year 2016

Ms. Delna Bhesania - USA
CEO & Co-Founder of Bardel Entertainment Inc.
The Award was conferred for her entrepreneurial zeal, pioneering efforts, commitment and vision in the field of animation.

2. Outstanding Zarathushti Professional of the Year 2016

There were two Winners.

Dr. Arnavaz Havewala – India (Co-Winner)
She was awarded for remarkable Professionalism and high commitment towards providing superior and innovative Dental Solutions

Mr. Arzan Sam Wadia – USA (Co-Winner)
He was awarded for displaying rare professional qualities in collaborative Designs & Architecture Projects and also in the Field of Digital Media and Information Technology.

3. Outstanding Young Zarathushti Entrepreneur/ Professional of the Year 2016

Mr. Hanoz Tarapore - India
He was awarded for achieving excellence in higher education and his ability to plan, process, connect & leverage relations across multiple geographies.

After the Awards Ceremony, the guests partook of a sumptuous dinner organized by the Regal Hongkong Hotel. But wait, the party was not yet over. All those present were treated to a magical entertainment. The magic was provided by Ms Zения Bhumgara (Merlin Award Winner) and her father, Mr Mhelly Bhumgara who is a Magician as well as a Mentalist. The dignitaries and the other guests were absolutely stupefied by this magical program which fascinated them and was very well appreciated.

This remarkable event ended with a Vote of Thanks delivered by the Corporate Secretary, Mr. Adi B. Siganporia, who thanked the Hong Kong Anjuman Trustees and the Hong Kong Zoroastrian Community for their immense support and presence. He also thanked the Regal Hongkong Hotel, the advertisers in our magazine – SynergyZ and also Parsiana Executives who had come all the way to Hong Kong to cover the Event and many other well-wishers of WZCC.
A new millennium was about to dawn
Seventeen years ago.
An organisation was then born
But little did we know
That where community seniors led
Everyone would go
And WZCC would spread
And over the years would grow.
And I was there to sing it's praise
On that fateful day.
And back to Houston if we gaze
This is what I did say.
"The Internet is now at hand
And all can have a shot,
If only we can understand
What latest trend is hot.
Now Parsis are spread everywhere.
And they can choose their land.
If you in the Diaspora dare
Then once again we'll stand
In the big league of enterprise
Renowned in every place.
I know we can attain the prize
If we just join the race."
What I said then, has now come true
The Internet is hot.
Disruptive models that are new
Can strike at any spot.
And politics is not immune,
Big data plays a role.
It's possible to fine tune
A message for a goal.
And truth is of no consequence
In using this technique.
And lies that seem to make some sense
Are all that readers seek.
Both Trump and Brexit won this way
And Russia played its hand.
What will come next we cannot say
But we must understand
The world's becoming very strange
And nothing is for sure,
Except that we will see much change
A fact we must endure.
The markets took an upward bump
Much to my surprise.
They very warmly welcomed Trump
But still it would be wise
Not throwing caution to the wind
And being circumspect.
For mavericks cannot be pinned.
Who knows what to expect?
Indeed it may turn out quite well
And yet an ill thought tweet
Could be enough to quickly fell
The euphoria on Wall Street.
And climate change will be denied
And coal and oil will gain.
An energy rush will be supplied
But followed by great pain
Unless businesses take the lead
With green technology.
Fortunately they can succeed
For certainly we'll see
Technology that paves the way
For a future that is green.
Technology can save the day.
Great progress will be seen.
November eighth is the date
That saw the rise of Trump.
But on that date, such is our fate
Our Mody chose to dump
All bigger notes. He thought it bold
With just a little pain.
The economy began to fold
With little sign of gain.

Most benefits were soon disproved.
The opposition screamed.
The goalposts then were quickly moved.
To most of us it seemed

The secrecy was overdone,
The planning was at fault.
The endless pain was no fun.
Our wounds were rubbed with salt!

The GST might be delayed,
A heavy price to pay.
And when the pros and cons are weighed
There's little good to say.

And China’s debt is mounting high.
The risks are growing fast.
All sorts of props they can try,
I doubt their growth can last.

And China says that it is one.
Its military is strong.
But Trump will try and have his fun
And who will say he's wrong?

Trump now thinks he is the boss
And boldly spoke to Tsai.
Convention then went for a toss.
And what will he now try?

Of course I may well be wrong
But Trump could up his game.
His next call might be Hong Kong.
Much to China’s shame.

World affairs will zig and zag.
And business must adjust
Quite rapidly without a lag
Or they might well go bust.

Sudden change will come about
And some will see a threat
But others will then work it out.
The challenge will be met.

Entrepreneurs must be prepared
For a changing world.
They can’t be unduly scared
As new threats are unfurled.

Agility will be required
And innovation too.
Entrepreneurs should be inspired
By trying out what’s new.

But those in WZCC
Have nothing much to fear.
For everyone can clearly see
That here there’s much to cheer!

New training courses are at hand
To help the members out.
Experienced hands that understand
Show how to get about.

Experts are there to give advice.
And they know how to spot
Young talent, which is very nice.
The awards that they have got

Encourage them to rise and shine
And serve the community.
All this of course is very fine
I hope that we will see

That these awards will quickly bring
More youngsters in the fold.
I also hope the Women’s Wing
Will make our Ladies bold.

Those with drive might need a skill
As well as good advice.
A course in business basics will
Most certainly suffice.

When they see it can be done
Some novices will try.
Though it is hard, it can be fun.
Soon more will try to fly.

As a consequence of the China trade
Parsis came to Hong Kong.
And their philanthropy’s what made
This city very strong.

Star Ferry had a Parsi role
As did HSBC.
Hormusje Mody's funding goal
Was the University.

And to this day they are known
For their Philanthropy.
Their global charity has grown.
A model for all to see.

What better place for us to meet
Than beautiful Hong Kong.
If we work hard and stay upbeat
We will be very strong.

Our numbers now are in decline
But our impact could be great.
If we try hard, we will be fine
Let's not think it’s our fate.

A prize might stimulate the mind.
Good thoughts should be applauded.
Solutions we will surely find
If action is rewarded.

And some day at a future meet
We will cross a million.
That would be quite a feat.
But there’s no hope for a billion!

Our journey has been truly great
From Houston to Hong Kong.
Together we can contemplate
Becoming very strong!
Managing is defined as "getting Results through and with People". Therefore, the Performance and on-going results expected for each specific type of work for a Position (eg. Sales Manager) in an Organization, has to be clearly written, for the “understanding and acceptance” of the Manager in that Position.

When you can relate somewhat complex management issues with real-life situations or examples, understanding as well as memory retention becomes effective which helps logical application to actual management work.

Today’s real-life situation is like a game of Lawn-Tennis. We will realize its significance as we discuss the subject.

Let us assume that you have heard from your tennis playing friends, that your 12 year old son is extremely talented and has the potential of becoming a National champion. Let’s say that you are also convinced.

Let’s take a very hypothetical example – just to illustrate the point. The Father who is quite an autocrat instructs his son as follows:

• You will practice 3 hours in the morning and 3 hours in the evening
• Give up your hobbies, concentrate only on homework and tennis
• Play tournaments in your holidays and I want to see results
• I don’t care how you do it I want you to be a national champion

What do you think is the most likely Result of this approach??

Now consider a Father who is well educated and a manager in a company who says:

“I want my son at around age 20 to become one of the top ten world ranked, professional tennis players.”

(He knows the higher ranked you are, the more money you make from tennis and endorsements.)

So, what do you think his approach will be:

• He will hire a “Level -1” coach or put his son in a tennis academy
• Do you think just playing tennis with the coach instructing him for five to six hours a day can make him a top ranked world player?
• The answer is that he has to do a lot many things apart from practicing tennis such as:

1. Develop stamina by running or cycling and or aerobic exercises until the heart beat is at the desired level after exercise. (Your heart must be able to pump enough blood, without straining after three hours of playing, to remove or dissolve lactic acid which accumulates in working muscles. Otherwise it will lead to stiffness, which slows movement and adversely affects eye/hand movement or leg coordination, while attempting to hit a ball on the move).

2. “Weight” or “gym” training to develop "tennis specific" muscles and strength.

3. Appropriate diet to meet specific requirements of the individual, generally rich in carbohydrates, fruits, vegetables (fibre intake) and protein.

4. Practising the right techniques of shot making:
• The grip, stance, transfer of body weight at impact of the racquet with the ball (the ball is in contact with the racquet for only four thousandth of a second).
• A systematic skills improvement process.

5. Mental training and strategizing:
• Winning the important points in a match (keeping your nerves from choking your play).
• Analysing strengths and weaknesses of your opponent, while in play.

6. Playing tournaments, to assess performance and provide leads to improvement.
• The coach observes and analyses the strengths and weakness of the player.
• He reviews your match statistics for each Set, such as:
  - Percent of first serves, that are “in”
  - Points won on 1st and 2nd serve
  - Unforced errors
  - Percentage points won at the net
  - Winners : player and opponent
  - And so on
In other words there are six or possibly more types of work required to be done by a professional tennis player in his endeavor to achieve a rank amongst the top ten ATP players. Now consider for a moment, what may happen when any one of more of the six items are ignored? You can, therefore, say that the performance in all six items (or maybe more) is critical, to achieving the result.

Excellence in work directed towards achieving results is defined as PERFORMANCE. (If work is not directed towards achieving results, it becomes an activity). There is a saying “that anything worth achieving, is always a challenge and demands from the individual, dedication perseverance and application, both mental and physical.

Having read this, is the concept difficult to understand? Or are you tempted to say “Oh” its OK for tennis but not for important positions in the organization, because we can deliver results, without having to resort to such a system. You may say, that I've been delivering results without such a system; but consider what happens if you are not there and someone else takes over. There is a high probability that he may not know all the performance parameters critical for results; and more than likely he will be blamed for not performing.

If you do not know what on-going result is expected of you, in your present position,
First : What result can you deliver?
Second : How can you be blamed if you fail to deliver?
Third : You make yourself indispensable and that is not good for an organization.

All of us take pride in belonging to an organization which is managed professionally where performance and accomplishment of results is recognized and rewarded. People in an organization move, but systems survive and drive the organization.

Now, having read this are you or are you not in favour of a Result and Performance’ Statement (“Critical Performance Area-CPA”) for key positions in the Organization?

Phil P. Kharas
Director-International Board

Note: Two examples on how the CPA is written is provided in the article titled: “Corporate Governance” – a road map for improving business performance appearing in the Newsletter of Jan-Apr 2015.
**21 RULES TO LIVE TO A RIPE OLD AGE — USE IT TO FEEL 21**

1. It's time to use the money you saved up. Use it and enjoy it.

2. Stop worrying about the financial situation of your children and/or grandchildren.

3. Keep a healthy lifestyle; eat healthy with moderate exercise (like walking every day), and always try to get a good night’s sleep.

4. Always buy the best, most beautiful items for your significant other. The key goal is to enjoy your money with your partner.

5. Try not to stress over the little things; over time this will weigh you down.

6. Regardless of your age, always keep love alive.

7. Take pride in yourself, both inside and out. Do not stop going to your hair salon or barber.

8. Don't lose sight of fashion trends for your age, but keep your own sense of style.

9. Stay in touch with your social environment. Read newspapers, watch the news. Go online and read what people are saying.

10. Respect the younger generation and their opinions.

11. Never use the phrase: “In my time.” Your time is always NOW.

12. Embrace your golden years, avoid becoming bitter and surly. Life is too short to waste your days in the latter mode.

13. Do not surrender to the temptation of living with your children or grandchildren (if you have a financial or medical choice, that is).

14. Don’t abandon your hobbies. If you don’t have any, cultivate new ones.

15. Even if you don’t feel like it, try to accept invitations. Baptisms, graduations, birthdays, weddings, conferences. Try to go . . Get out of the house, meet people you haven’t seen in a while, socialize.

16. Be a conversationalist. Talk less and listen more.

17. Pain and discomfort go hand in hand with getting older; expect it; deal with it.

18. If you’ve been hurt or offended by others, forgive them; Hanging on to Hurts is not Healthy.

19. If you have a strong belief, frequently contemplate it; savor it.

20. LIVE . . live your life to the fullest, LAUGH . . laugh as often as you can, and LOVE . . love the people and things that bring you joy.

21. Take no notice of what others say about you and even less of what they might be thinking about you.

“Live, Love, and Laugh”

Courtesy General Articles - ICCC
Dinshaw Tamboli

Mr. Nadir Godrej, MD, Godrej Industries Ltd.

Adi Siganporia felicitating Mrs. Dilnavaz Daver

Aspi Antia & Farida Shroff

Mr. Arzan Wadia – Co-Winner of the Outstanding Zarathushti Professional of the Year 2016 Award presented by our Vice President, Mr. Yuzdi Tantra

Dr. Arnavaz Havewala – Co-Winner of Outstanding Zarathushti Professional of the Year 2016

Mr. Hanoz Tarapore – Winner of the Outstanding Young Zarathushti Entrepreneur/Professional of the Year 2016

Mr. Mickey Mehta

Neville Shroff with Dr. Rati Godrej & Mr. Nadir Godrej

Mr. Nadir Godrej, MD, Godrej Industries Ltd.

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