



DRAFT FOR THE THIRD ISSUE OF CORPORATE COMMUNIQUÉ

E-Newsletter of the CMII

The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)



Issue No. -3

January 2010

Contents

1. Chairman's Message
2. Study Circle News
3. Report on Corporate Forum - 2010
4. Technical Paper
 - * Managing Difficult People
5. ICAI Job Portal Advertisement



Chairman, CMII

Message

It gives me immense pleasure to come up with this third issue of the e-Newsletter "Corporate Communique". We, at the Committee for Members in Industry, have always believed that the core competencies of our members have to be maintained and taken to further heights and with that belief, we present this e-newsletter before you. Committee for members in Industry is actively involved in knowledge dissemination through its e-Newsletter.

I take pride in informing you that CMII had organized its unique Annual Corporate Forum at Mumbai from 29th January to 31st January, 2010. The ICAI forum comprised of twelve high-profile concurrent events, i.e.

- Career Ascent – Mid Career Campus
- Special Campus Placement Programme
- Accounting Thrust –Career Fair for ICAI Certified Accounting Technicians
- Capital Advantage- Invest & Buy Mart
- Corporate Conclave - In Pursuit of Excellence (Four programmes)
- ICAI Awards for Excellence in Financial Reporting
- ICAI Awards 2009 – Corporate CA Achiever's Acclaim
- ICAI Career Counselling
- Go Green Run

ICAI Corporate Forum was a unique opportunity for the members of ICAI that had provided them knowledge, Career Opportunities and got recognized amongst the best in the profession. Committee has recently organized various programmes on IFRS, XBRL, and International Taxation for the benefit of Members in Industry

The CMII will be organizing its next campus placement programme for newly qualified CAs during March 2010, details of which are given elsewhere in this newsletter. I solicit your patronage to bring your organizations to participate in the campus to make it resounding success.

I request you to kindly spare your valuable time for the endeavors of the CMII and by sharing your valuable feedback on the contents and coverage of this e-newsletter.

CA. Vijay Kumar Gupta
Chairman,
Committee for Members in Industry

Study Circle for Members in Industry News

Committee for Members in Industry has formed 26 CPE study Circles for the year 2009-10. There are 5 new CPE Study Circles for Members in Industry which are under the process of constitution, details of which are given below.

S. No.	Name of the CPE Study Circle	Location
1	Reay Road CPE Study Circle	Mumbai
2	Nungambakkam CPE Study Circle	Nungambakkam
3	Electronic City, Bangalore CPE Study Circle	Bangalore
4	Vittal Mallya Road, CPE Study Circle	Bangalore
5	WCS-IT PARK-PUNE CPE Study Circle	Pune
6	North Delhi Hudson Line CPE Study Circle.	Delhi
7	Cenotaph CPE Study Circle	Chennai
8	Perungudi CPE Study Circle.	Chennai
9	Urja CPE Study Circle	Noida
10	Barakhamba Road CPE Study Circle	New Delhi
11	Surat (Hazira) CPE Study Circle	Surat (Hazira)
12	Gulmohar Road, Mumbai CPE Study Circle	Mumbai
13	Power Transmission CPE Study Circle	Mumbai
14	Bangalore Outer Ring Road ITES Industry CPE Study Circle	Bangalore
15	Dairy Circle, CPE Study Circle	Bangalore
16	Lodhi Road CPE Study Study Circle	New Delhi
17	Pharma Sector CPE Study Circle	Noida
18	Sriperumbudur CPE Study Circle	Tamil Nadu
19	Udyog Vihar CPE Study Circle	Gurgaon
20	Kandivali (E) CPE Study Circle	Mumbai
21	Rishra CPE Study Circle	Hooghly
22	MG Road, Bangalore CPE Study Circle	Bangalore
23	Automobile Industry CPE Study Circle	Gurgaon
24	Cybercity IV, Magarpatta CPE Study Circle	Pune
25	Santacruz CPE Study Circle	Mumbai
26	Kanjur Marg (E), Mumbai CPE Study Circle	Mumbai

S. No.	CPE Study Circles for Members in Industry Under Process	Location
1	Sushant Lok, Gurgaon CPE Study Circle	Gurgaon
2	Opera House CPE Study Circle	Mumbai
3	Kailasapuram CPE Study Circle	Trichy
4	Automotive CPE Study Circle	Chennai
5	Ukkunagaram CPE Study Circle	Visakhapatnam

Helpline for forming CPE Study Circle for Members in Industry:
011-30110549. cmii_events@icai.in

Corporate Forum

Ascent to Pinnacle
29th to 31st January 2010, Mumbai
A Birds Eye View

The Committee for Members in Industry of ICAI has organized the unique Annual Corporate Forum at Goregoan Sports Club, Mumbai from 29th January to 31st January, 2010.



Hon'ble Shri Oscar Fernandes, Member of Parliament with his wife Ms. Blossom Fernandes inaugurating the overall ICAI Corporate Forum. Others seen in this picture are CA. Uttam Prakash Agarwal, President, CA. Amarjit Chopra, Vice President, CA. Vijay Kumar Gupta, Chairman, CMAI, CA. Jaydeep Shah, Chairman, Board of Studies of ICAI, CA.B C Jain, Chairman, WIRC of ICAI, CA. Rajkumar Adukia, Central Council Member

ICAI Career Counseling for prospective students of CA Course and Go Green Run – to increase the awareness of environmental protection were also conducted.

1. Career Ascent – Mid Career Campus- 29th to 30th January 2010

Career Ascent has provided the opportunity to 1971 Chartered Accountants who have one year or more of industry experience and passed C.A. Final Examination on or before November 2008 with growth and Career Prospects enabling them to realize their full potential and aspirations and widen their horizon. Six companies have participated in the Career Ascent.

2. Special Campus Placement Programme – 29th to 30th January 2010

The Special Campus Placement Programme is for Chartered Accountants who have undergone the three months residential programme organized by the Institute and administered by the NIFM, Faridabad, L.

N. Mittal Institute of Information Technology, Jaipur as well as IIM, Indore and would be completing the articleship training latest by 31st March 2010. In total 61 Chartered Accountants and 6 Companies have participated for this programme.

3. Accounting Thrust – Career Fair for ICAI Certified Accounting Technicians- 30th January 2010

Accounting Technicians are considered as complete Accounting procedure solution providers in this dynamic accounting world. 44 Certified Accounting Technicians and 3 companies have participated in this programme.

The placements events were held for all three levels of accounting professionals wherein eighteen interview panels have participated. Placement events of Corporate Forum witnessed wide spectrum of prominent companies like Nestle, IBM, Kotak Bank, D E Shaw & Company, Sharaf Shipping, Yes Bank, Bharati Axa Life, SBI life Insurance ISS Integrated Facility Services Private Ltd had participated in the Placement Event on Day one and day two.

4. Corporate Conclave- In pursuit of Excellence - Details of participation

Name of the Programme	No. of Participants
Conclave on Cyber Threats & Information Systems Security and XBRL organised jointly with Committee on Information Technology, ICWAI and ICAN	190
Conclave on Inspiring Today, for Tomorrow (All India Mega Women Conference) organised jointly with Women Steering Group of ICAI	53
Conclave on Benchmarking Corporate Governance organised jointly with Committee on Corporate Governance of ICAI	110
Conclave on Challenges & Roadmap to IFRS organised jointly with Accounting Standards Board of ICAI	234

5. Capital Advantage- Invest & Buy Mart

An exhibition to showcase financial and Investment products and services to Chartered Accountants, Corporate leaders and Decision makers was conducted during 29th – 31st Jan 2010. Following organizations have participated:

- Fidelity MF
- KDK software
- Ideal e-live
- MCX-FTKMC
- LG
- BSE
- Bharati AXA Life Insurance
- United Stock Exchange
- HDFC

6. ICAI Awards for Excellence in Financial Reporting on 30th January 2010

ICAI Awards for Excellence in Financial Reporting was conducted on 30th Jan 2010.

7. ICAI's Award 2008 -Corporate CA Achievers Acclaim on 31st January 2010

ICAI Awards 2009 function was conducted amidst by a musical performance by Ms. Shreya Ghoshal (Renowned Singer) and her troupe on 31st Jan 2010.

ICAI CA Corporate Achievers Acclaim

Awards Winners for the year 2009

S. No.	Category of Award and Name of the Awardee	Current Designation	Name of the Organisation currently serving
I	BUSINESS ACHIEVER - CORPORATE		
	CA. ARUN KUMAR NANDA	EXECUTIVE DIRECTOR & PRESIDENT	MAHINDRA & MAHINDRA LTD.
II	BUSINESS ACHIEVER - SME		
	CA. PARESH JAMNADAS RAJDE	CHIEF MANAGING DIRECTOR	SUVIDHAA INFOSERVE PVT. LTD.
III	CFO - MANUFACTURING		
	CA. TARUN JAIN	CFO	VEDANTA RESOURCES PLC
IV	CFO - ENGG & CAPITAL GOODS SECTOR		
	CA. AJAY SETH	ED (FINANCE) & CFO	MARUTI SUZUKI INDIA LIMITED
V	CFO - PUBLIC SECTOR		
	CA. G .N. NAIR	DIRECTOR-FINANCE	CENTRAL WAREHOUSING CORPORATION
VI	CFO - SERVICE SECTOR		
	CA MUKUL GUPTA	CFO	OM LOGISTICS LTD.
VII	CFO - FMCG / HEALTH CARE / RETAIL SECTOR		
	CA. R. SANKARAI AH	CFO	JUBILANT ORGANOSYS LIMITED
VIII	CFO - IT / MEDIA COMMUNICATION ENTERTAINMENT SECTOR		
	CA. YUNUS ZULFIKAR BOOKWALA	FINANCE HEAD	CAPGEMINI INDIA PVT. LTD.
IX	CFO - FINANCIAL SECTOR		
	CA. RAKESH JAIN	DIRECTOR & CFO	ICICI LOMBARD GEN. INS. CO. LTD.
X	CFO - INFRA & CONSTRUCTION		
	CA. VARDHAN DHARKAR	CFO	KEC INTERNATIONAL LTD.
XI	PROFESSIONAL ACHIEVER - MANUFACTURING		
	CA. MUKESH BABU AGARWAL	FINANCE HEAD	ULTRATECH CEMENT LIMITED
XII	PROFESSIONAL ACHIEVER - ENGG & CAPITAL GOODS SECTOR		
	CA. D. D. GOYAL	CHIEF GENERAL MANAGER-FINANCE	MARUTI SUZUKI INDIA LIMITED
XIII	PROFESSIONAL ACHIEVER - SERVICE SECTOR		
	CA. VIKAS KHEMANI	EXECUTIVE PRESIDENT INSTUTIONAL EQUITY	EDELWEISS SECURITIES LTD.
XIV	PROFESSIONAL ACHIEVER - PUBLIC SECTOR		
	CA. SRINIVAS GURAZADA	DIRECTOR	CONTROLLER AND AUDITOR GENERAL OF INDIA
XV	PROFESSIONAL ACHIEVER - WOMAN		
	CA. RUPSHIKHA SAIKIA BORAH	GENERAL MANAGER - TREASURY	OIL INDIA LIMITED

TECHNICAL PAPER

Managing Difficult People

Every organisation, every workplace has people with diverse backgrounds, religions, educational qualifications, experiences etc. Most importantly, they differ in their personalities and attitudes. Most people are polite, easily accessible and cooperate with others. But every organisation has a few people who are simply difficult to deal with or difficult to manage. “Difficult people” as they are generally referred, exists in every workplace. They can be in the form of a bad boss, a difficult co-worker or a non-corporative vendor or customer.

Difficult people become the problem employees for an organisation very soon. From the organisation’s point of view, difficult people in a workplace is a problem because not only do they themselves perform feebly, but also affect other employee’s productivity, and often become a bottleneck for the people around them to perform efficiently on their jobs. A negative person can affect and hinder the organizational processes like change.

Difficult people in an organisation can be categorized into 6 categories i.e Uncooperative, Power Seekers, Complainer, Pessimists, The aggressive employee and The wild cat.

Managing Difficult People At Work:

Difficult people can be irrational, abusive, creating problems persistently or simply difficult to get along with. Every organisation has to decide whether and how to deal with them without having an adverse effect on the organisation’s environment, employee’s productivity and their morale. A few ways of dealing with them are:

Talk to Them: Be patient and polite, talk to them with a personalized touch explaining them the situation. Don’t confront or blame them, and listen to them. Give them a piece of your own mind, understand if there is some problem they are facing. Reinforce the good part of their behaviour. Don’t be a difficult person for them! Don’t rush things and explain your point of view with care. Don’t point fingers or try to judge them as a person. Be unbiased and systematic your approach.

Always agree to disagree: Talk to the person with an open mind and positivity. No two individual are alike and there can always be disagreements. Personally disliking towards a co-worker or boss should be dealt with care. Always try to find the positive way out.

And last but not the least

Take concrete action: Once you are completely aware of the problem, through with all the possible solutions and the situation doesn’t get any better, don’t shy away from taking any concrete action for the good of the organisation and to stop the problem from aggravating, even if it requires to confront the person directly.

Establish parameters and hire “right”: One of the most important and effective solution is to frame and practice the recruitment policies and procedures to judge the attitude of the person at the time of the interview and hire only the right people.

CONCLUSION:

Dealing with difficult people is a challenge. However firing them or separating them from the organisation should be the last resort, as it is always possible to help them be more productive and effective in doing their job.

Search Mantra For Accounting & Finance Professionals

ICAI Campus Placement Programme



ICAI Job Portal



ICAI Campus Placement Programme

For Newly Qualified Chartered Accountants

In today's dynamic and challenging business environment, the Campus Placement Programme provides an opportunity to the employers to identify the young talent to match the job requirements of their organizations. CAs are looked upon as Complete Business Solution Providers who are thoroughly trained practically in all avenues of Finance and Accounting.

ICAI Job Portal

For Premium Accounting and Finance Jobs For Experienced Chartered Accountants & Accounting Technicians

In order to provide world-class and convenient placement services to Chartered Accountants and Accounting Technicians, ICAI announces the ICAI Job Portal <http://jobs4CAs.icaai.org> which is designed to become the best job portal in this part of the world with world-class facilities. All you have to do is to register with us and you will find the best accounting jobs and best accounting professionals just a click away.



Committee for members in Industry
The Institute of Chartered Accountants of India
(Established by the Chartered Accountants Act, 1949)
Website : www.cmii.icaai.org; www.icaai.org

For further information and details please contact at:

placements@icaai.org

ICAI - Enriching the Nation through Professional Excellence

int/ra45/09

Editorial Board of Corporate Communique (Members of CMII of ICAI)

CA. Vijay K. Gupta, FCA, Chairman
CA. Vijay K. Garg, FCA, Vice-Chairman
CA. Uttam Prakash Agarwal, FCA, President, ICAI
CA. Amarjit Chopra, FCA, Vice President, ICAI
CA. Jaydeep N. Shah, FCA
CA. Sanjeev Maheshwari, FCA
CA. Preeti Pradip Mahatme, FCA
CA. G. Ramaswamy, FCA
CA. V. Murali, FCA
CA. K. Raghu, FCA
CA. James V.C., FCA
CA. K. P. Khandelwal, FCA
CA. Subodh Kumar Agrawal, FCA

CA. Anuj Goyal, FCA
CA. Ved Jain, FCA
CA. Harinderjit Singh, FCA
Shri Anil K. Agarwal
Shri Manoj K. Sarkar
Shri O.P. Vaish

Co-opted Members

CA. Prateek Jain
CA. Brij Gopal R. Jaju
CA. Abhinav Gupta
CA. Barindra Sanyal
CA. K. Ullas Kamath

Special invitees

CA. Govinder Singh
CA. Sushil Kumar Agarwal
CA. Sanjeev Sharma