JOY OF CONTENTMENT

Decades and centuries have gone by; Millennia have disappeared but nature continues to perform its task regularly and consistently for the benefit of mankind.

We, the mortals, have been given the freedom to choose what is good and what is not. However, we have allowed our mind (one of the most invaluable treasures embodied in our body) to waver a lot unfortunately leaning more towards the wrong side of the human conduct.

Trade, Business, Commerce, Industry, Entrepreneurship, Professionalism, etc. will flourish if we tread the path of Righteousness. The basic aim is to do good for the humanity in general through these pursuits. Unfortunately, what we see around us is nothing but deceit, extra-ordinary greed and lust for power. Humility is considered as weakness and the virtues of contentment have been thrown out of the window into the oblivion. Financial honesty and intellectual integrity are replaced by scandals and scams. “Make money” is the single point agenda.

Our worthy ancestors firmly believed in doing good for the humanity. In their own lives, they were contented and continuously enjoyed in improving their standard of giving for the betterment of their fellow human beings. Lord Buddha taught us to overcome greed by contentment. Albert Einstein was also of the same view, namely “only a life lived for others is the life worth living”.

Let us follow the path of righteousness during the New Year and beyond. Let Almighty give wisdom to all of us to distinguish “ambition” from “greed”. Temptation leads to moral degradation. Contentment leads to nobility. Let honest business flourish. TATA family and many others continuously followed this path. Let us, therefore, follow these ideals and make our lives worth living. Let us be contented with what we have and disappointed with what we are. Let us read and re-read what Dr. M. N. Dhalla writes in his book “Homage Unto Ahura Mazda”, which is mentioned in the following beautiful lines:

“Avarice has been the ruling passion of Kings and virile races. They have always regarded their weak neighbors’ possessions as theirs and the whole world as theirs. War-like nations make the world bankrupt, leaving ruin on mankind and then civilization into a nightmare. May mankind emerge wiser from the purging fire of the colossal war. May the last for avarice in the hearts of individuals and nation perish. May the poison of avarice never be inoculated in my veins and may I ever live in contentment, Ahura Mazda”.

Happy New Year to all our Members and Friends. May GOD be with you.
Dr. Pourus Mehta, a Life Member of WZCC, received endorsements from Senior World renowned Scientist for his book – “A Treatise on the Development of the Silicon Drift Detector”. Many senior reputed scientists expressed interest in this book even before it hit the stands. This book is published by LAP Lambert Academic Publishing, Germany and is priced at Euro 85 per copy.

Dr. Pourus Mehta, received his Ph.D. degree in Physics from Mumbai University through research conducted at Bhabha Atomic Research Centre and Indian Institute of Technology - Bombay in year 2007. His doctoral thesis was centered on the development of Silicon Drift Detectors (Proto-type & Commercial grade) for X-ray spectroscopy applications. He subsequently joined Indian Institute of Technology – Bombay as Sr. Research Engineer where he conducted research on Diamond based Alpha Particle detectors. In year 2008, he received a Post-Doctoral fellowship from Tata Institute of Fundamental Research - Mumbai for conducting research on Silicon Photo-multiplier devices. In the same year, he was selected for a permanent position as Scientist with the Bhabha Atomic Research Centre. He has been a member of the India-CMS Collaboration and contributed to the discovery of the Higg’s Boson (Nobel Prize in Physics - 2013) at the CMS detector at CERN, Geneva in year 2010. He is a reviewer for various peer reviewed international research journals like the Global Journals Inc. (U.S.A.), International Journal of Physics (U.S.A.) etc. He has the distinction of having authored more than 120 international journal papers (personal & CMS Collaboration-CERN) together with 9 conference publications and a book. His interests dwell in the fields of Semiconductor Device Physics and Technology, Bio-medical electronics, Integrated Circuit design & Embedded Systems design. He has more than 12 years of active research experience and has been a member of various scientific societies (IEEE-Mumbai chapter, IOP-UK, etc.). Apart from his scientific endeavors, he is also a fervent admirer of art and culture and has written more than 140 poems in English, Hindi & Urdu languages.

Dr. Pourus Mehta can be contacted on his email id pourusmehta@gmail.com
The World Zarathushti Chamber of Commerce, India Region, organized its 11th Annual General Meeting for the year ended 31 March 2014 on Saturday, 27 September 2014 at 6.15 p.m at the West End Hotel, New Marine Lines, Mumbai.

Basically AGM serves as a platform for interaction between its Chapters spread worldwide to exchange ideas, experiences, as also professional and business expertise. Representatives of various Chapters participated enthusiastically, mainly with the prime objective of proliferation of Trade, Commerce, Industry, Entrepreneurship and professionalism.

The meeting took off with the welcome address by the Global President, Mr. Minoo R. Shroff. He elaborated the economic indices of India’s economic indicators and expressed the confidence that under the current scenario, India is poised for a very fruitful take-off. Then Mr Xerxes Dastur, Hon. Treasurer presented the financial accounts and Mr. Adil Dadachanji, Hon. Secretary narrated the series of interesting events which were held almost every month covering various subjects relevant to Business, Trade, Commerce, Industry, etc.

Mr. Adi Siganporia elaborated the achievements of WZCC spread over a period of last few years. He mentioned that several young individuals are now on the right track and have succeeded in their ventures. They are now the bright stars on the horizon and with their enthusiasm and initiatives will continue to do well.

Mr. P. P. Kharas, Director-International Board is now actively considering formation of Business Advisory Service which can be of immense use to the upcoming Entrepreneurs and Professionals. This Service, he said, will consist of well-qualified and well-experienced individuals who are ready to spend their time and energy to help youth who are eager to do well in their chosen fields.

Ms Homai Mehta, Chairperson, ‘WE’ Wing of WZCC, addressed the audience saying that WZCC has given a platform to Women to come forward, without any inhibitions, for training, mentoring, networking to plunge into Entrepreneurship / Professionalism. She requested all members to get their spouse along from the next time, to encourage more women to join in as there were a very few ladies this time. She profusely thanked her predecessor Ms Dolly Dhamodiwala for her significant contribution towards formation and work of ‘WE.

Viraf Deboo, Pune Chapter Chair, narrated Events held in Pune during the year, including their 10th Anniversary celebrations and also informed members about the future plans that are envisaged and expressed his views on the importance of Entrepreneurship. He said that we need to find a key to attract Parsi youth into the mainstream and make them ambitious, otherwise we are missing out something very special because elders now do not have the pulse unlike youth. He further informed the gathering that his term as a Chairman expires on 30th September 2014 and MsMahrukh Bharucha has been appointed as the new Chairperson to carry on the baton.

Mr. Adi Siganporia introduced Maj. Gen. Pavri who was present with his gracious wife Jasmine, in glowing terms.

Major General Soli Pavri, AVSM, YSM, (Retd) presented his Keynote address (Leadership Lessons from the Battlefield). With his disciplined approach together with a slide presentation, he exhibited how Kargil Battle was fought and how “Operation Vijay” was conducted. He paid rich tributes to all those soldiers and officers who fought for our country keeping aside their self and conveniences and that too under the most terrifying and gruesome circumstances and natures fury. He also narrated how a Security Officer with Morgan Stanley located at the World Trade Centre in New York, on the fateful day of 9/11, saved thousands of employees from a certain death by his strategies and leadership.

The audience gave a thunderous round of applause and gave a standing ovation to Major General Soli Pavri AVSM, YSM (Retd.) in view of his most distinguished service of 37 long years, winning the Yudh Seva Medal, Ati Vishist Seva Medal together with 16 other campaign stars and medals.

Mr. Xerxes Dastur, Vice Chairman of the Mumbai Chapter then introduced Ms Indrani Malkani, a social activist and Trustee “V Citizens Action Network” Mumbai. Ms Malkani was awarded the Mumbai Achievers Award 2012 by Giants International, Mumbai Police Gaurav Patra and Medal in September 2012 and she featured amongst the 26 Mumbai heroes by the Mumbai Mirror in 2013, apart from various other Awards she has received earlier. She narrated various instances and enthused the participants as to how to be a “Smart Citizen”. She forcefully inspired the audience and made them realize their rights. She emphatically concluded that if “change” is required in the Civic Life, Women are certainly the Best Change Agents.”

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The audience appreciated the distinguished work done by Ms Malkani and gave her a thunderous applause.

Mr. P. P. Kharas then concluded the meeting with an announcement coupled with details about the upcoming Event of “Enterprise Dubai” and the Global Annual General Meeting of WZCC to be held in Dubai during 18th to 21st December 2014.

The Event ended with cocktails and sumptuous dinner along with healthy networking amongst the guests present.
For many years now, the Houston Chapter of the World Zoroastrian Chamber of Commerce (WZCC) has presented numerous events for the benefit of its members and non-members. The presentations, featuring accomplished experts in several fields and addressing topics related to personal and professional development, have been much appreciated. This Chapter was put together by members of the Zoroastrian Association of Houston (ZAH).

In keeping with this tradition of excellence, WZCC was proud to present three accomplished members of our community on Wednesday, November 12 at the Madras Pavilion. Sonia Rash, Tenaz Sunavala, and Nasreen Khosravian shared their experiences, achievements and unique issues faced by “Women in Business”.

**OUR TAKE ON THIS SEMINAR**…It was a terrific opportunity for WZCC - Houston to showcase our three entrepreneurs; to listen and learn from these successful women. In Houston we are blessed to have an enviable membership list and especially if you have not attended a WZCC event in the past, we urge you to join the group of loyal attendees who regularly attend and appreciate what WZCC offers at such Seminars.

The seminar was terrific, the speakers dynamic and fearless! The audience was attentive and the Q & A session after the end of the speeches displayed that this session was appreciated.

Here is a brief synopsis of what each speaker stated:

### SONIA RASH
**Attorney at Law**
**BEHRANA LAW FIRM**

There are many reasons to start your own business. For me, I wanted to spend more time with my family. I know it may not be the best reason for many people and it’s not the most exciting reason, but it was my reason to start my own business. So I gave up my corporate job, safety in salary & benefits and jumped into being my own boss.

Some of the challenges or frustrations made the start difficult, what do I practice? Where do I start? How do I succeed? Will I be able to produce income for myself? No one will be feeding me, not my clients or work if I do not do well. These very thoughts were the impetus that propelled me into starting the Behrana Law Firm...

Then came my goals and how to achieve them. I would now have to pay my own taxes & healthcare as there was no salary deductions anymore. One must do many things for oneself, from setting up the office, phone system to buying paper.

But, there are also some benefits of having your own business and they consist of: a flexible schedule. More time with your family. Select the type of product or case you want to work on. There will now be no one to micro manage you. However, careful now, you must be disciplined and self-motivated to get the work done.

These are all things you have to consider. It is hard work having your own business, but the benefits can outweigh the frustration if you do your homework and prepare. If you feel passionate about starting your own business and you are willing to work hard, you can accomplish your goal.

Lastly, never let anyone stop you.
The Houston Chapter was formed in April of 2001 right after the launch of the World WZCC at the 2000 World Congress in Houston. Ever since then we have seen steady growth and heard numerous success stories from members residing in the Greater Houston area. The strength of this Chapter is two-fold and lies firstly in its dedicated executive team and the operating style that borders around the plan to showcase the inherent talent & success stories of local Houstonians ZAH.

THE HOUSTON CHAPTER EXECUTIVE TEAM
L - R …. Jehangir Mistry, Rustom Engineer, Sharmeen Irani, Zarir Sethna, Kershaw Khumbatta, Homi Davier & Jal Sethna

TENAZ SUNAVALA
Founder & President
PEGASUS VISAS

It was an absolute novel event WZCC- Houston, put together on November 12, 2014. I was honored to be invited as one of their guest speakers on the topic “Zarathushti Women in Business”

From being a home maker and raising two awesome college going kids, I founded Pegasus Visas International Consulting. What started as a home grown business is now a full service travel visa company offering visas for individuals and corporations. I faced many setbacks and challenges but my motivation, faith and a positive attitude allowed me to keep the momentum going. The road to my current success was difficult, I did stumble along the way but always asked questions, learned and forged ahead. Once determined to succeed, it is not that difficult for women to enter Mainstream USA’s business world and carve out a niche for oneself.

Starting next year, Pegasus Visas will offer Passport Renewals (US and non-US) and will receive accreditation from the Board of Immigration Appeals to offer Immigration services and work with Immigrants and Corporations.

We work with clients globally and share with pride the fact that our clients love our top quality customer service.
Dubai, UAE, a dynamic International business destination with its robust infrastructure and transparent business friendly policies positioned midway between Europe and the Far East, was the destination for the World Zarathushti Chamber of Commerce Global AGM 2014, which was held at the world renowned prestigious 5-star Hotel, the Crowne Plaza situated at Sheikh Zayed Road, opposite the Dubai International Convention Center.

The gathering at the AGM was truly of an International flavor with the Zarathushti diaspora from all over the Globe which included the expats Zarathushitis from Dubai.

Mr. Minoo Shroff, the Global President welcomed the guests in his exclusive and proficient style and emphasized the objectives of WZCC. He informed the gathering that WZCC was spreading its wings in India to other centres besides Mumbai and Pune and are targeting fast developing cities in the States of Gujarat and Maharashtra which are now coming important industrial hubs. He informed the members about the MOU signed with Goa Chamber of Commerce & Industry to collaborate programs and networking. After the usual formalities, Mr. Firdosh Mehta of Houston gave a presentation on “Corporate Social Responsibilities”. He emphasized the importance of this aspect particularly in the context of today’s complex world and appreciated the efforts put in by the House of Tata.

This was followed by the Economic Forum Panel Discussion, Topic – ‘Ups & Downs of Entrepreneurial Ethos’. The Anchor for this Panel was Mr. Phil K. Kharas, Entrepreneur and Director-International Board and the Speakers were: Capt. Percy Master, Chairman & Managing Director of Master Group of Company, Mr. Edul Daver (Entrepreneur from USA) and Mr. Adi Siganporia, Chairman-WZCC Mumbai Chapter.

Capt. Percy Master narrated his journey towards being a successful entrepreneur and mentioned practical aspects of how he tackled various barriers coming in his way with determination, zeal and perseverance. With continuous tenacity and sincerity of purpose ultimately lead him to his desired goals.

Mr. Edul Daver also came out with practical instances of how enthusiasm and spirit of moving further without inhibition made him highly successful entrepreneur that too in a most competitive country like U.K. He exhibited his tactful understanding of Human Relations and financial prudence together with Cost Efficiency which finally made fruitful contribution to his business.

Mr. Adi Siganporia then narrated interesting episodes of how the House of Tata activated ideal characteristics of Honesty and Humility and how these characteristics got imbibed in people down the line.

The Anchor, Mr. Kharas steered the Panel Discussion with interesting queries which brought the best out of the Panel Members.

Lunch was then followed by a Jashan ceremony led by the Vada Dasturji Khurshed Dastur from Udvada. The Jashan was very well attended by our Members and others from Dubai and upcountry diaspora.

The much awaited Event of the Day – “The Award Ceremony” – was steered by Global President, Mr. Minoo R. Shroff who welcomed the Chief Guest, Lord Karan Billimoria, O.B.E., D.L. along with the huge and elite gathering of our Community. Mr. Shroff congratulated Lord Karan Billimoria for being installed as the Chancellor of University of Birmingham in July 2014. In his inimitable style he pronounced the hopeful phase for Indian Economy now lead by decisive and bold leadership of Mr. Narendra Modi. He then narrated the excellent efforts put in by the two most vibrant Chapters of WZCC – namely Mumbai and Pune along with the nurturing zeal of "WE" – Women Entrepreneurs.

Lord Karan Billimoria addressed the elite gathering by narrating his entrepreneurial adventure of founding of Cobra Beer. He stated that his entrepreneurial journey started by importing polo sticks from India into U.K. He also experimented with importing of fashion goods, fabrics and other products from India. In 1989, after completing his import-export venture, he along with his friend, Mr. Arjun Reddy, founded the Cobra Beer in a little flat in Fulham, London. The idea for the beer had come up while he was a student at Cambridge, where he regularly ate his meals at Indian restaurants. There he noticed that the regular lager was too gassy and bloating to be enjoyed with food and ale was too bitter to accompany a meal. He then came up with the concept for a beer that had “the refreshing qualities of a lager” but “the smoothness and drinkability of an ale” to accompany food – in particular Indian food and curry. At that time, he stated, he had a student debt of £ 20,000 and funds to start the business were not easy to find. He borrowed money from various sources including from a bank and Cobra commenced operations.

Cobra was brewed in Bangalore and it was imported to Britain. In a battered old Citroën, he himself began distributing 15 cases of beer at a time across London and subsequently outside it. The task was very challenging because penetrating Britain’s highly competitive business market required an innovative approach and UK was also in an economic recession. Cobra took off in these circumstances by creating a niche for itself in the market. It was marketed and sold as a perfect drink to go with Indian food. Cobra began to be sold across the United Kingdom in thousands of India restaurants and the business began to grow extending into the pub and bar sector and also being sold in major supermarkets.
Lord Karan Billimoria exhibited how self-confidence, innovation and total commitment to achieve the desired goal can transform dreams into a reality. Cobra Beer took birth and created a storm, that too in a very competitive atmosphere, in U.K. within five years. This Brand scored one million mark in Sales Revenue. By 2001, the turnover reached £13 Million. By 2007, Cobra got sold in 45 countries and crossed £100 million target by 2010.

Mr. Minocher Patel then regaled the audience with his Keynote speech on “Power of Happy Leadership”. He urged the audience that they should all the time remain positive oriented, be happy and ensure that they make other Happy. His talk was full of humour and very well appreciated by all those who were present.

The well-known Health Guru, Mr. Mickey Mehta took the audience on an interesting journey towards Good Health coupled with the useful principles of Zoroastrian Religion. He emphasized that physical and mental exercises together with Spiritual/Religious bent of mind can keep all of us with "Disease-free Life" for our community which will alone lead to reversal of ageing process.

Ms Behroze Daruwalla, Global Secretary-International Board, then announced the Awardees for the year 2014.

The Outstanding Zarathushti Entrepreneur Award for the Year 2014 was presented to Mr. Edul Daver of New Jersey, USA. Edul Daver came to the US in 1966, after attending the Doon School in Dehradun and obtaining his B.Tech. in Metallurgical Engineering from IIT-Bombay, India. This was followed by an MS in Metallurgical Engineering from the University of Wisconsin, Madison in 1967, an MBA in Industrial Management from Farleigh Dickinson University, NJ in 1976 and OPM (Owner President Manager) Program from Harvard University in 1999.

Edul then started disinvesting downstream companies to concentrate on its core business. Edul proactively approached Alcan about buying the Powder’s Division. An agreement was finally reached and he quickly learned about asset-based financing and put together a leveraged management buy-out. He invited seven other employees to participate and was able to keep 100% of the equity within the group.

The new company, ACuPowder International LLC wa a very risky, highly leveraged buyout venture, at a debt to equity 60:1 ratio. Edul as CEO/Present, implemented “Open Book Management” techniques with all employees have a stake in the business and sharing 20% of pretax profits. The employees responded and the results were better than Edul’s wildest expectations. It was magic.

Edul is a strong believer in giving back to the organizations, community and country that shaped his values and helped to create opportunities for him.

The Outstanding Zarathushti Professional Award for the Year 2014 was presented to Ms Nina Adil Godiwalla, Banker at Morgan Stanley, Best-selling author of Suits: A Woman on Wall Street, Nationally and Internationally Renowned Speaker, Entrepreneur: Founder and CEO of MindWorks Leadership.
In 2011 Ms. Godiwalla made history with the launch of her internationally best selling book, Suits: A Woman on Wall Street. She's the first minority woman to write an insider’s account of the investment banking world. Suits is about her experience at Morgan Stanley, considered one of Wall Street’s most powerful banks. USA Today and Texas Monthly chose Suits as a top pick and FORTUNE Magazine and CNN describe it as a “must read.” After reading about her international press, several MBA programs including University of Texas and New York University chose Suits as required reading.

At Morgan Stanley she closed some of the year’s most notable financial transactions including a $2.5 billion debt offering by Tyco International and $1 billion equity offering by Gillette. After UT, she continued her strong educational track record with scholarships for two Ivy League masters degrees, an MA from Dartmouth and an MBA from The Wharton School of Business.

She is the CEO of MindWorks Leadership, a member of one of the most prestigious speakers' bureaus in the US, and is an often sought speaker internationally. MindWorks’ mission is to create leaders who are comfortable “Leading from Within” or changing their mindset to better lead others. She teaches values based on Zoroastrianism's Good thoughts. Good Words. Good Deeds.

Nina is a dynamic leader and an excellent speaker. She is very forthcoming with the challenges that she has faced as the daughter of immigrants. Her book chronicles those experiences with love and humor. Through her many ventures and connections she is not only a good entrepreneur but great an ambassador for the Zoroastrian community.

Ms Godiwalla unfortunately could not be present at the Awards Ceremony due to personal reasons.

Shirrin moved to New York City in 2003 as an Intermediate Designer and over the last decade has risen to Associate Principal at Pierre Court Design. She heads the Hospitality Design Team of more than 15 people spread over three offices in New York, USA; Lyon, France and Manama, Bahrain.

In 2011, the entrepreneurial urge got the better of Shirrin and she started her own design studio under the name of MAZDA Designs. This new business allows Shirrin the flexibility to choose projects where she can push the design boundary out of the regular norm and allows her the choice to work with clients who like very unique one-off design solutions, be it entire residences or custom furniture pieces.

In the short two and a half years, MAZDA Designs has showcased design excellence and Zarathushhti entrepreneurial skills to carve out a niche amongst design professionals. Shirrin strives to create design solutions that are not dependent on large unlimited budgets. She inculcates her personal philosophy of creating happiness for the user in the spaces she designs, as her first principle of design.

Shirrin is an active member of the Zoroastrial Association of greater New York and a regular at its events and functions. Last year she performed salsa at the XVI North American Zarathushti Congress in Rye, New York at the Grand Banquet Night.

Shirrin is passionate about Parsi matters and about the inter-twining of culture and society in a radically changing world. Her main thrust is to understand the continuation of traditions and practices in the Zarathushhti diaspora especially in North America.

The Global President then honoured the WZCC-GEMS by presenting Mementos to Ms Meher Bhesania (who along with her team, created a most glittering and amazing event – Enterprise Dubai), Ms Behroze Daruwalla, Mr Yazdi Tantra, Mr Phili Kharas, Mr Adi Siganporia and Mr Aspi Antia. These Gems according to Mr. Shroff fully dedicated their efforts selflessly towards the objectives of WZCC.

The evening ended with cocktails and sumptuous dinner provided by Hotel Crowne Plaza.

And then from next day, there was Enterprise Dubai …
WE the Women Entrepreneurs’ Wing of WZCC organized an interesting workshop on Importance of First Impression on Saturday, October 11, at Ripon Club, Fort.

With Diwali round the corner, every woman wishes to look and feel good at work and on social occasions, by creating a positive and winning First Impression. WE called upon Farida Dahee, WZCC Member with an experience of 15 years in the corporate world & a Certified Image Consultant, to do a presentation on the Importance of First Impression along with tips on dressing as per body shape and make-up to look attractive.

Image is the physical representation of who you are and what you are all about—your attitudes, appearance and actions. Everyone produces an image, consciously or unconsciously. In today’s competitive world creating a positive and winning Impression is extremely important to get a chance to perform. Besides, the elements essential to present oneself better are all visual.

Homai Mehta, Chairperson WE welcomed participants and applauded the fact that many had shown interest in becoming members of WZCC Members, WE Wing. She said, “We conduct such workshops frequently to enable women entrepreneurs, professionals and homemakers to avail of the opportunity to network with other successful women. We invited Farida to make us aware on how important first impression is whether you are a professional, a homemaker or an entrepreneur. Creating a positive and winning impression goes a long way in opening doors to opportunities faster.”

“We has also decided to give an opportunity to two members to promote their business or professional services at every WE event,” she adds.

Homai also introduced her team to the participants consisting of Dolly Dhamodiwala, Past Chairperson WE, Behroze Daruwalla, Board Member WZCC Global Committee and WE, Villie Daruvala, Secretary WE and Veera Mundroina, Committee Member WZCC and WE. This was followed by each participant giving a brief introduction of herself and her business or profession.

During the workshop women got to learn techniques of professional dressing as per International & Indian style scale, Discussed the 4-A’s—Dress Appropriately for your roles, goals & occasions, Authentic—to be true to oneself, Attractive—to look pleasant & Affordable—not pinch your pocket.

Farida emphasized that your image to others is your ‘visual resume’ in all situations, especially when you want to have an edge over others. She says, “We all carry certain skills, knowledge and intent, however the people we meet, evaluate us on the basis of what meets their eye. They look for signs in us that inspire confidence and likability. Image management is the art and science of projecting an appropriate and powerful image consistently.”

With the help of a Power Point Presentation she also explained that in order to be successful you need to get a chance to perform and that chance comes only when you are able to create a positive & winning Image. She talked about importance of Makeup to help boost confidence, counter facial variations, create a ‘feel good factor’ and get positive attention. She also spoke about discovering your personal style to be comfortable in whatever you wear.
WZCC in India has created an opportunity for the Community’s younger generation for learning to succeed as professionals and early-stage entrepreneurs.

The value obtained by a few members (summarized in their words in the attached advertisement), prompted WZCC to form a Business Advisory Service (BAS).

Starting your own business or profession is a tempting thought, more so, when you realize that you do not have the opportunity to perform to your full potential, as an employee in an organization. Many individuals with a potentially viable idea hesitate to start a venture, because they are the sole bread-winners of their family and the loss of a regular monthly income can pose problems.

One of the biggest challenges that new entrepreneurs face is to convert the idea into a viable business model. The biggest hurdle is to generate data on the size of the potential market or customer base, the competitive situation and the external environment. Recently, I read about the fervor for entrepreneurship in India, the like of which has never been seen before. The Economic Times (14th November 2014) reports that several hundred companies are born each year; about 18000 Crores has been invested by ‘Seed’ and ‘Venture Capital’ firms since the year 2007. The payback has been discouraging at around 6000 Crores, which demonstrates the magnitude of the challenge.

While India offers many unique opportunities for start-ups, that developed markets do not have, there are some operational issues, such as:

- Lack of mentors, to guide start-ups
- Lack of Bank and Institutional funding for start-ups without collateral
- The time it takes to launch a business in India is 3 months as against 3 days in the US

The World Bank has ranked India 142 out of 189 countries in Ease Of Doing Business Index 2015.

One of the challenges for a start-up is to make a viable business model, whether the business model is in e-commerce or for a product or service. It is most important that the business idea is unique, in the sense, that it is original, different or new, that will get a foothold in the market and benefit the customer or society.

Mentoring is the first essential step that provides tacit knowledge by a mentor to a protégé, to develop an idea into a business model. Mentoring is the offering of advice, information or guidance, by a person with useful experience, skills or expertise, for another individual’s personal or professional development. The mentor encourages new ways of thinking and acting and pushes the protégé to stretch his or her capabilities.

A good match between a mentor and a protégé is an essential element of success. A WZCC Core Committee will refer the protégé to the appropriate mentor from the list, based on a review of the information or guidance sought by the protégé; provided that the protégé has made credible efforts and has of clear vision on what he wants to know, where a mentor’s role becomes essential, for his/her progress.

A guide to mentoring has been provided to members on the mentoring panel, based on a reference to the book ‘Coaching and Mentoring’, one of the ‘Harvard Business Essentials’ series.

For developing a business one needs resources in terms of: finance, HR, land, building and equipment or machinery. The work involved in generating and organizing these resources is a herculean task and is often a deterrent for a young start-up and a potential entrepreneur.

There is a way of overcoming this hurdle and is based on my personal experience, of starting a company to produce plastic multi-layer films for flexible packaging and other industrial applications, for the first time in India, in 1981-82. It involved partnering with an existing mid-size company.

My partner accepted my suggestion that we form a private limited company (a joint venture) to produce multi-layer films, so that it is an independent entity, not linked to the sole proprietary business, which produced mono-layer polyethylene films, for the textile industry and commodity packaging.

Very often established businesses see value in a new business idea, that is in some way relevant for the growth or diversity of their business. This growth strategy enables an organization to retain focus on its core competence and at the same time, leverage the strengths of the new partner to expand the customer base for it products or services leading to mutual rapid business growth for both partners.

To implement the concept of the Business Advisory Service, we will need to form a team – a core committee – to carry out the following broadly defined action plan:

1. Promote the concept of the BAS extensively within the Community; not only in Mumbai but other towns and cities. Also, promote the concept through social media sites.
2. Keep expanding the panel of mentors from the present level of 12 and post their specific expertise and business experience on the WZCC Website.
3. Develop a database of business houses, managed by Zoroastrians along with the service or product offered / sold by them.
4. Communicate with business houses on the concept of the BAS, to obtain their reaction on partnering with potential entrepreneurs or start-ups, as and when a mentor approves the business plan.

The most essential attribute for a successful partnership is TRUST, between the key members of the partnering organizations. If this pre-requisite is missing, creating a partnership is futile.

To conclude, I can say that the success of the BAS will depend upon our promotional efforts, the ability of the young entrepreneurs to come up with unique ideas and the foresight shown by Zoroastrian businesses to partner with young entrepreneurs, for their mutual benefit.

P. P. Kharas
Director – International Board
Fuel your Business or Profession with WZCC like many others have!

"WZCC has been very helpful to me over the past few years. WZCC members have offered me great advice, recommended me to potential customers and connected me to many professionals. I got the opportunity to discuss my business difficulties and WZCC helped me make a systematic plan to target new customers, followed by introductions to well established companies - this was a big step forward. I also got inputs to run a software development business. WZCC is an excellent platform for professionals to grow, get advice and to get a helping hand when needed."

Custoval Poonawala is the founder of Mahesh Corporation founded in October 2010 and dealing in solar energy products.

"Being a part of the WZCC, and being mentored by senior members of this organisation has been inspirational for me on many levels. But what has helped me most, was the guidance I received on the continuous self motivation that an entrepreneur requires and the ability to deal with obstacles and hurdles along the way. These are areas that probably no business school or formal training prepares an entrepreneur for."

Jehan Bhujwala is the founder of Shergarh, a luxury wildlife camp located in the world renowned Kazha Tiger Reserve.

"The WZCC has been very helpful to me over the past few years. WZCC members have offered me great advice, recommended me to potential customers and connected me to many professionals. I got the opportunity to discuss my business difficulties with Mr Pheroze Kharas. WZCC Director of the International Board, who helped me make a systematic plan to target new customers, followed by introductions to well established companies - this was a big step forward. Prior to that, I received guidance from Mr. Yashid Tarla, WZCC Chair of the Technical Committee, on various important aspects required to run a software development business. The WZCC is an excellent platform for professionals to grow, get advice and to get a helping hand when needed. I am very grateful to the WZCC members for all their valuable time and support."

Karmesh Gujar is the proprietor of Embody Solutions, a company providing software development services, web-based 3D applications and cloud computing.

"WZCC has helped me build contacts with business owners & professionals at various stages in my career. Not only has it given me a platform to meet people many years my senior but has allowed me to meet people my age. Being actively involved on the committee has brought me closer to a lot of influential members of our community which I know will help me & my business in future when I need mentoring, advice or even raising capital."

Murad Curruvalla, Mumbai. Age - 35 years is the founder of CG Lab, a post production house based in Mumbai that works on ads, TV shows, music videos for US, UK & Canada.

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- Zarine: 022 - 23532522 / 32968175
- www.wzcc.net
- wzccindia@on-lyne.com

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<table>
<thead>
<tr>
<th>Nature of Payments</th>
<th>Period</th>
<th>Due Date of Payment</th>
<th>Due Date of Submission of Return</th>
</tr>
</thead>
<tbody>
<tr>
<td>TDS</td>
<td>Deducted during the month of March</td>
<td>On or before 30th April</td>
<td>15th May</td>
</tr>
<tr>
<td>Excise</td>
<td>For All Assesses except SSI &amp; If Period of Removal of Goods is from April to February</td>
<td>5th of Next Month</td>
<td>10th of Next Month</td>
</tr>
<tr>
<td>Excise</td>
<td>For All Assesses except SSI &amp; If Period of Removal of Goods is in the month of March</td>
<td>31st March</td>
<td>10th of Next Month</td>
</tr>
<tr>
<td>Excise</td>
<td>For SSI &amp; If Period of Removal of Goods is from April to February</td>
<td>5th of Next Month</td>
<td>20th of following qtr (Qtrly return)</td>
</tr>
<tr>
<td>Excise</td>
<td>For SSI &amp; If Period of Removal of Goods is in the month of March</td>
<td>31st March</td>
<td>20th of following qtr (Qtrly return)</td>
</tr>
<tr>
<td>Excise</td>
<td>For First stage and Second Stage Dealer</td>
<td></td>
<td>15th of month succeeding completed quarter</td>
</tr>
<tr>
<td>Service Tax (Corporate, Trust, Societies)</td>
<td>If Service tax charged on revenue from April to February</td>
<td>5th of Next Month (For e-payment 6th of Next Month)</td>
<td>Half year ended on 30th Sep, return to be filed by 25th October</td>
</tr>
<tr>
<td>Service Tax (Corporate, Trust, Societies)</td>
<td>If Service tax charged on revenue in the month of March</td>
<td>31st March</td>
<td>Half year ended on 31st March, return to be filed by 25th April</td>
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<tr>
<td>Service Tax (Individual, LLP, firm, proprietorship)</td>
<td>April to Dec (for 3 qtrs)</td>
<td>5th of the month after end of each quarter (For e-payment 6th of the month)</td>
<td>Half year ended on 30th Sep, return to be filed by 25th October</td>
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<tr>
<td>Service Tax (Individual, LLP, firm, proprietorship)</td>
<td>Jan to Mar</td>
<td>31st March</td>
<td>Half year ended on 31st March, return to be filed by 25th April</td>
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<tr>
<td>Provident Fund</td>
<td>Monthly</td>
<td>15th of Next Month</td>
<td>21th of Next month</td>
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<td>Employees' State Insurance</td>
<td>Monthly</td>
<td>21st of Next Month</td>
<td>Half year ended on 30th September, return to be filed by 11th November</td>
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<tr>
<td>Employees’ State Insurance</td>
<td>Monthly</td>
<td>21st of Next Month</td>
<td>Half year ended on 31st March, return to be filed by 12th May</td>
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<tr>
<td>Issue of Form 16A</td>
<td>From Apr to Dec (Q1 to Q3)</td>
<td>N.A.</td>
<td>30th of Month after end of each quarter</td>
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<td>Issue of Form 16A</td>
<td>From Jan to Mar (Q4)</td>
<td>N.A.</td>
<td>31st May</td>
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<td>Issue of Form 16</td>
<td>From Apr to Mar</td>
<td>N.A.</td>
<td>31st May</td>
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<tr>
<td>Due Date of Filing of Income Tax Return</td>
<td>Company which is require to furnish report u/s 92E</td>
<td>N.A.</td>
<td>30th Nov of Assessment Year</td>
</tr>
<tr>
<td>Due Date of Filing of Income Tax Return</td>
<td>i. Company (other than referred above)</td>
<td>N.A.</td>
<td>30th Sep of Assessment Year</td>
</tr>
<tr>
<td>Due Date of Filing of Income Tax Return</td>
<td>ii. a person (other than a Company)/ a working partner of firm whose accounts are required to be audited under Income tax Act or under any other law</td>
<td>N.A.</td>
<td>30th Sep of Assessment Year</td>
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<tr>
<td>Due Date of Filing of Income Tax Return</td>
<td>In case of any other Assessee</td>
<td>N.A.</td>
<td>31st Jul of Assessment Year</td>
</tr>
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<td>Wealth Tax</td>
<td>As per Income Tax Return Categories</td>
<td>N.A.</td>
<td>As per Income Tax Return Categories</td>
</tr>
<tr>
<td>Maharashtra VAT</td>
<td>If Monthly</td>
<td>21st of Next Month</td>
<td>21st of Next Month</td>
</tr>
<tr>
<td>Maharashtra VAT</td>
<td>If Quarterly</td>
<td>21st of Next Quarter</td>
<td>21st of Next Quarter</td>
</tr>
<tr>
<td>Maharashtra VAT</td>
<td>If Quarterly (Not Liable to File Form F704)</td>
<td>21st of Next Quarter</td>
<td>30th June (For Q4)</td>
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<tr>
<td>Maharashtra VAT</td>
<td>If Half Yearly</td>
<td>30th of Next Month</td>
<td>30th of Next Month</td>
</tr>
<tr>
<td>Maharashtra VAT</td>
<td>If Half Yearly (Not Liable to File Form F704)</td>
<td>30th of Next Month</td>
<td>30th June (For Oct-Mar)</td>
</tr>
<tr>
<td>Profession Tax</td>
<td>PTEC Holder</td>
<td>30th June</td>
<td>30th June</td>
</tr>
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In the world of family business, the entrepreneurs we celebrate are usually founders of companies. These clever, hardworking individuals identify a good business opportunity, scrape together some money and loyal employees, and start a company that takes off. The heirs of the founder and later generations of the family are supposed to take care of and grow the founder’s creation; they are not expected to be entrepreneurs themselves. Even attempting to reinvent the family company can be seen as disloyal by the family. This constraint often kills the family business.

We think it is time to reassess the importance of entrepreneurs for not only the continuation of the family company, but for the continued success of the family itself.

Managers inside your core business who think like entrepreneurs (we call them intrapreneurs) can identify opportunities that move your family company into new lines of business, rejuvenate the founder’s legacy, and put the enterprise on a new growth path. Entrepreneurs (typically family members) working outside the business but with family financial support can keep talented kin inside a broader “family enterprise,” diversify business activities, and build assets.

Families that want to stay in business for another generation don’t have a choice except to encourage entrepreneurship in and out of their company. There are business reasons and family reasons why we think this is true.

THE BUSINESS REASONS

In today’s competitive environment of rapid technological change and quickly evolving industries, it doesn’t pay to become too attached to current lines of business or methods for serving customer needs. You need to regularly change what you make and sell, and probably how you make and sell it. You must be nimble and, as certain lines of business wane, be able to identify growth opportunities in and out of the core industry and pursue them in experimental, cost-effective ways. For that, you need the risk-taking, resourceful attitude of an entrepreneur. Entrepreneurs are good at identifying commercial opportunities and getting new products and services off the ground, even when they don’t control the people and resources needed to do it. They know how to attract talent to help them when their idea is unproven, borrow resources they can’t afford to buy, and build buyers’ interest in their activity. Others may see them as risk takers, but good entrepreneurs are actually good at getting other folks to take risks. You need some people like this in your family company and in your family.

THE FAMILY REASONS

We’ve spent a lot of time studying why some families stay financially successful over generations and others don’t. (Actually, most don’t.) There are three reasons why families succeed.

First, successful families see important changes in their industry and adapt by diversifying into new activities that can grow. Simply put, successful families are entrepreneurial.

Second, families succeed because they invest in productive activities (including the development of the next generation), emphasize growing assets, and consume relatively little of their wealth. These families maintain a culture that encourages family members to create things of lasting value. It’s not surprising that these families encourage entrepreneurs.

Third, successful families remain reasonably united, keeping supportive members loyal to one another and to the family’s mission. Over generations, as families become more diverse, it is likely that only a few relatives per generation will directly work in the business. Outside-the-business members might still support family philanthropic efforts or social activities, and sometimes that level of involvement is enough to maintain family unity. But investing in family entrepreneurs can also keep talented members contributing to the broader family’s wealth and mission. (The new Millennial generation—ages 15 to 30—seems especially interested in being entrepreneurs.)

Investing in family entrepreneurs has to be done objectively based on the feasibility of their business plans, and also fairly within the family. Even if some entrepreneurial projects don’t succeed, these investments will help you spot talent to keep your business growing. And you are sending an important message: this family is committed to creating value.

About The Author

Michael Roberts is recently retired after 25 years on the Harvard Business School faculty where he served in the Entrepreneurship unit and was executive director of the Arthur Rock Center for Entrepreneurship. He also served as executive director of the School’s case development efforts and continues to develop case studies for HBS.

John Davis is a senior lecturer at Harvard Business School where he teaches and researches in the family business, family wealth, and life planning fields.
As the Crow Flies - When lost or unsure of their position in coastal waters, ships would release a caged crow. The crow would fly straight towards the nearest land thus giving the vessel some sort of a navigational fix. The tallest lookout platform on a ship came to be known as the crow’s nest.

Windfall - A sudden unexpected rush of wind from a mountainous shore which allowed a ship more leeway.

To Know the Ropes - There was miles and miles of cordage in the rigging of a square rigged ship. The only way of keeping track of and knowing the function of all of these lines was to know where they were located. It took an experienced seaman to know the ropes.

Dressing Down - Thin and worn sails were often treated with oil or wax to renew their effectiveness. This was called “dressing down”. An officer or sailor who was reprimanded or scolded received a dressing down.

Footloose - The bottom portion of a sail is called the foot. If it is not secured, it is footloose and it dances randomly in the wind.

Pipe Down - Means stop talking and be quiet. The Pipe Down was the last signal from the Bosun’s pipe each day which meant "lights out" and "silence".

Chock-a-Block - Meaning something is filled to capacity or overloaded. If two blocks of rigging tackle were so hard together they couldn’t be tightened further, it was said they were “Chock-a-Block”.

By and Large - Currently means in all cases or in any case. From the nautical: by meaning into the wind and large meaning with the wind: as in, "By and Large the ship handled very well."

Toe the Line - When called to line up at attention, the ship’s crew would form up with their toes touching a seam in the deck planking.

Under the Weather - If a crewman is standing watch on the weather side of the bow, he will be subject to the constant beating of the sea and the ocean spray. He will be under the weather.

Between the Devil and the Deep Blue Sea - The devil seam was the curved seam in the deck planking closest to the side of the ship and next to the scupper gutters. If a sailor slipped on the deck, he could find himself between the devil and the deep blue sea.

Let the Cat Out of the Bag - In the Royal Navy the punishment prescribed for most serious crimes was flogging. This was administered by the Bosun’s Mate using a whip called a cat o’ nine tails. The “cat” was kept in a leather or baize bag. It was considered bad news indeed when the cat was let out of the bag.

No Room to Swing a Cat - The entire ship’s company was required to witness flogging at close hand. The crew might crowd around so that the Bosun’s Mate might not have enough room to swing his cat o’ nine tails.

Start Over with a Clean Slate - A slate tablet was kept near the helm on which the watch keeper would record the speeds, distances, headings and tacks during the watch. If there were no problems during the watch, the slate would be wiped clean so that the new watch could start over with a clean slate.

Touch and Go - This referred to a ship’s keel touching the bottom and getting right off again.

One never realized that so many of the words and phrases, we use extensively, were derived from the Navy.

Courtesy of The Phrase Finder and a large number of listswains.