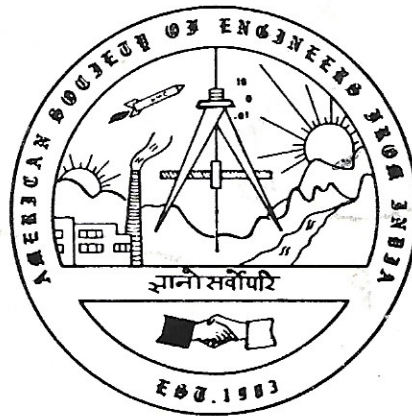


**AMERICAN SOCIETY  
OF  
ENGINEERS FROM INDIA**

**ACHIEVING YOUR POTENTIAL**

**THIRD NATIONAL CONVENTION**



**SATURDAY, AUGUST 23, 1986  
NOVI HILTON, NOVI, MICHIGAN**

**ASEI, P O Box 84407 (6850 N.Adams) \* Troy, Michigan 48099**

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JAMES J. BLANCHARD  
GOVERNOR



August 15, 1986

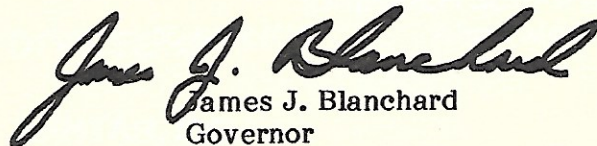
Greetings:

On behalf of the citizens of the State of Michigan, it is an honor to extend my warmest personal and official welcome to all in attendance at the Third National Convention of the American Society of Engineers from India being held on August 23, 1986, in Novi.

As members of the American Society of Engineers from India, you have every reason to be proud of your achievements and contributions in providing a cooperative and informational avenue to engineers while improving the quality of engineering capabilities.

Please accept my best wishes for a successful and worthwhile meeting.

Sincerely,

  
James J. Blanchard  
Governor



# AMERICAN SOCIETY OF ENGINEERS FROM INDIA

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TO THE MEMBERS OF THE  
AMERICAN SOCIETY OF ENGINEERS FROM INDIA

Greetings from

**Jamil Akhtar**

Attorney & Counselor at Law

LAW OFFICES OF

JAMIL AKHTAR, P.C.  
29777 Telegraph  
Onyx Plaza, Suite 3450  
Southfield, MI 48034  
(313) 357 - 1280



# AMERICAN SOCIETY OF ENGINEERS FROM INDIA

## 1986 - NATIONAL CONVENTION



Navin Pandya  
Chairman, ASEI



Noor Kapadia  
President, ASEI



Nirdosh Reddy  
Convention Co-Chairman



B.V. (Veni) Rao  
Convention Co-Chairman





Dear Members,

Let me extend to you, a welcome at The Third National Convention of our Society. The theme for the Convention is in line with one of the main objectives of our Society; and that is to help our fellow members to achieve their highest potential in their lives. The program is both informative as well as entertaining. Many dedicated members of our society have worked extremely hard to put the program.

The main challenge facing us is to attract attention of a large number of our fellow Engineers, especially from other parts of this vast country. This will give us the "critical mass" essential for sustained emergence of vast energy contained in our fellow Engineers. This is the main challenge facing us for the coming year. I would like to invite you to give us the benefit of your thoughts and suggestions in this regard. They will be greatly appreciated.

Navin Pandya  
Chairman, ASEI

Dear Members,

Welcome to the Third National Convention!

We are nearing the end of the third and very successful year since the birth of ASEI. We have grown bigger and stronger. People from various parts of the country have joined us. A lot of groups from India have shown interest in our activities. Hopefully we will have a joint international convention soon. But the success of the Society just didn't happen! It was a result of hard work of a lot of people. It was a result of very strong support from the members. My sincere thanks to you all.

We have come a long way and we still have a long way to go. ASEI has very noble goals and a dedicated team of people. With your support we are sure to succeed.

I urge the members to get more involved.

Noor Kapadia  
President, ASEI





## 1986 ASEI CONVENTION COMMITTEE



**MAHIDA, VIJAY**  
**PUBLICITY**



**VIJAYENDRAN, RAJ**  
**PUBLICITY**



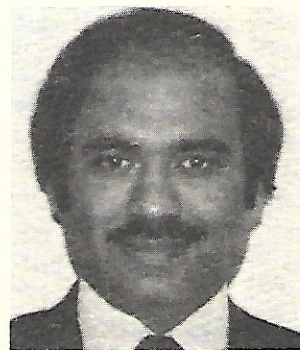
**MISTRY, JEHANGIR**  
**PUBLICITY**



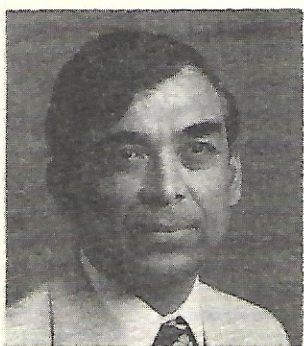
**AGRAWAL, JACK**  
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**ROHATGI, UMESH**  
**VENUE & FOOD**



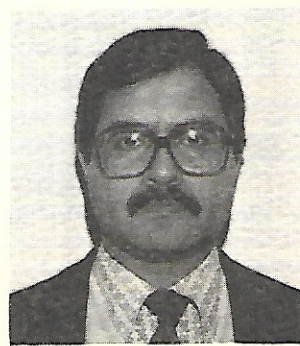
**MEHTA, KANU**  
**VENUE & FOOD**



**ANAND, YOGI**  
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**DASHAIRYA, BHAGWAN**  
**EXHIBITS**



**MANGRULKAR, RAMESH**  
**ENTERTAINMENT**





## 1986 ASEI NATIONAL CONVENTION

### ACHIEVING YOUR POTENTIAL

The theme for this year's convention, "Achieving Your Potential", has been selected with the overriding thought of benefitting the members and their spouses.

The topics in the first session, "Career Enhancement - How to go about it", have been selected to benefit you whether you are in business for yourself or you work for others. Recognizing that one's intelligence alone is not enough, the program has been structured to include a presentation on the skills necessary to achieve one's potential.

The topics in the second session, "So you got your paycheck! Then what?", are intended to focus on three significant areas that influence the attainment of one's potential: Role of the Spouse, Financial and Retirement Planning, and Social and Political Involvement.

To make this a memorable and enjoyable event for you, the Convention Committee members, shown on the left, have put in countless hours in planning and execution of every detail. Please note that the summaries of the sessions have been included in the following pages for your reference. Your comments on how to make future conventions more relevant to the needs of the members are welcome.

We hope that you will find this convention beneficial and encourage your friends to attend the future conventions.

Veni Rao  
Convention Co-Chairman

Nirdosh Reddy  
Convention Co-Chairman





## AMERICAN SOCIETY OF ENGINEERS FROM INDIA

### 1986 NATIONAL CONVENTION

### ACHIEVING YOUR POTENTIAL



KEYNOTE SPEAKER

DR. D. RAJ REDDY

Dr. Reddy is University Professor of Computer Science and Director of the Robotics Institute at Carnegie-Mellon University. Prior to joining the faculty at Carnegie-Mellon in 1969, he was an Assistant Professor of Computer Science at Stanford University (1966-1969). He received a Ph.D. degree in Computer Science from Stanford (1966) and had previously attended the University of Madras, India and the University of New South Wales, Australia.

Dr. Reddy's research interests in computer science are in the areas of artificial intelligence, man-machine communications, and signal understanding systems. In particular, he is working on speech input to computers, visual input to computers, robotics, and computer architectures. His work on speech understanding and other signal interpretation systems led to the development of a number of interesting techniques in AI such as the blackboard model, knowledge compilers, beam search, and methodologies for task oriented computer architectures. His current activities in robotics include research towards the factory of the future and autonomous mobile robots capable of operating in hazardous environments, such as undersea exploration, nuclear rescue, space manufacturing, and mining.

Dr. Reddy is on the editorial boards of Spectrum, Proceedings of the IEEE, IEEE Transactions on Pattern Analysis and Machine Intelligence, and Computer Vision, Graphics, and Image Processing. He is a Fellow of the IEEE and the Acoustical Society of America and a member of the National Academy of Engineering. He is president-elect of the American Association for Artificial Intelligence (1986-87). Dr. Reddy was awarded the Legion of Honor for his work as chief scientist of the World Center, Paris, France.



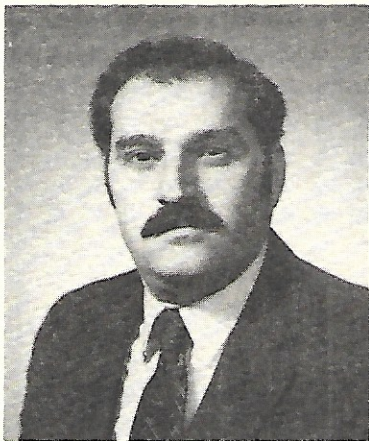
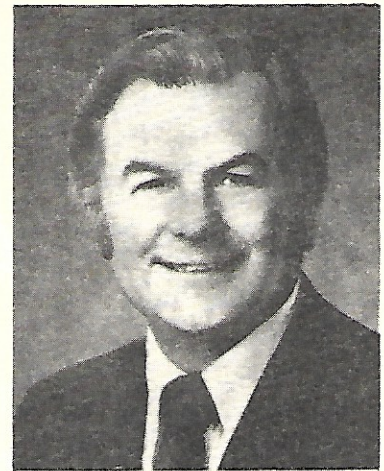
## **ACHIEVING YOUR POTENTIAL**

### **SESSION I : CAREER ENHANCEMENT - HOW TO GO ABOUT IT**



◀ **SESSION CHAIRMAN : RAJ RAJA**  
**FORD MOTOR COMPANY.**

**"MOTIVATE YOURSELF/SET GOALS/  
ACQUIRE TOOLS"**  
**SPEAKER : LLOYD LIVINGSTON**  
**DALE CARNEGIE**



◀ **"THE CORPORATE WORLD"**  
**SPEAKER : THOMAS DEGRAZIA**  
**FORD MOTOR COMPANY**

**"ENTREPRENEURSHIP"**  
**SPEAKER : RICHARD SHACKSON**  
**SHACKSON ASSOCIATES, INC.**





## SESSION I : CAREER ENHANCEMENT : HOW TO GO ABOUT IT

### Motivate Yourself / Set Goals / Acquire Tools

Lloyd Livingston

\* **POTENTIAL** : Possible but not actual. Having capacity for existence, but not yet existing.

\* In reference to personal accomplishments a two sided view must be considered. First, the actions we have taken in the past, such as: education, experience and personal background have produced an "As Is Potential". Every person has an "As Is Potential". Any self-improvement action will add to the capacity of this potential. However, it is important to recognize that even without further acts of self-improvement, most people can enhance their use of the "As Is Potential".

\* Second, to capitalize on the "As Is Potential", A person must put into motion specific factors that will guarantee that the future will be the result of the total release and use of the "As Is Potential".

\* The first important factor is purpose or end-result. This goal must be specific. Without this purpose it will be virtually impossible to maximize and utilize your complete potential. When a person knows, what he wants more than anything else, attainment of that goal is then possible.

\* Another factor is confidence and belief in ones' self that success is possible. A specific purpose coupled with confidence will generate a positive attitude and enthusiasm for life. Life will be exciting!

\* Finally, it is essential for everyone who desires 100% fulfillment of his potential to structure his time with care and discipline. All non-essentials must be eliminated and only the important pre-planned activities that lead to the target : THE FINAL RESULT, should be exercised.

\* Purpose + Confidence + Enthusiasm + Time Structuring = Actualized Potential

\* Today is the first day of the rest of your life -  
Get going and make the most of it.



## **SESSION I : CAREER ENHANCEMENT - HOW TO GO ABOUT IT**

**Session Chairman : Raj Raja**

Engineers from India have undoubtedly accomplished a great deal in this country by their professionalism, dedication and the values inherited from a rich tradition. Quest for greater goals is a never ending process. We need to continuously grow and meet new challenges.

This Session deals with the tools we need to develop for career enhancement. Three major areas identified are :

a) Motivation and Communication with confidence b) Strategy for individual growth within the corporate world and c) Strategy planning to succeed in professional/business enterprises.

Mr. Lloyd Livingston, Dale Carnegie Consultant, sets the stage on the most important component.... YOU ! Your attitude, your confidence, your enthusiasm and your discipline are critical in accomplishing your career goals.

Mr. Tom DeGrazia, Staff Planning Manager, Ford Motor Company elaborates specific steps in managing your career in a Corporation. It is a shared process and you must manage your career with a 'win-win' plan.

Mr. Richard Shackson, Vice President and Director of Oaktree Technology Corporation dispels the myths often associated with entrepreneurship and spells out the methods required and the options available to you to succeed as an entrepreneur.

The track records of our professional training and accomplishments should clearly remind us that our capabilities are second to none. The tools discussed here should help us to reach greater goals. Let us carry on with a new determination!



## **SESSION I : CAREER ENHANCEMENT : HOW TO GO ABOUT IT**

### **Corporate World**

**T.E. DeGrazia**

Enhancement of your career in the Corporate World needs your total understanding of the following four distinct areas :

#### **I. Challenge Facing Multinational Corporations**

- A. Knowledge of total business
- B. Entrepreneurial mindset
- C. Customer-driven orientation
- D. Teamwork is critical/Product quality is mandatory

#### **II. Personnel Planning - A Shared Process**

- A. Identify career paths
- B. Develop a profile of a successful employee
- C. Co-determine individual career development
- D. Skill developement is an ongoing process

#### **III. How to Begin the Process**

- A. Determine mores in your organization
- B. Evaluate relationship with your immediate supervisor
- C. Design a win-win plan
- D. Establish a long range objective
- E. Outstanding job performance is first step
- F. Leadership - make a difference
- G. Approach each work day as a job interview

#### **IV. Develop a Network with Successful Employees**





## SESSION I : CAREER ENHANCEMENT : HOW TO GO ABOUT IT

### Entrepreneurship : Myths and Methods



Richard H. Shackson

Entrepreneurship - for many years a significant economic force in both India and the United States - has recently become a fad. This popularization has created both opportunity and risk for the would-be entrepreneur, and it has had a noticeable impact on policies and behaviors of Corporate America.

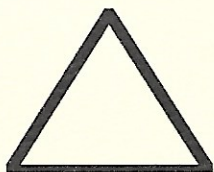
The employed engineer or other professional who is attracted to entrepreneurial ventures has several options:

He or she can remain in the Corporate world and enjoy many of the fruits of entrepreneurship by working for one of the many large companies that have established small, autonomous units to compete with entrepreneurs in niche markets. Alternately, he or she can leave the corporation by capitalizing on special early retirement plans or by organizing a leveraged buyout of one of his/her own company's business units.

Highly publicized hi-tech entrepreneurial successes are misleading. A person considering an entrepreneurial venture is advised to look beyond the mythology, develop a thorough understanding of the options, and plan carefully for success.







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**AMERICAN SOCIETY OF ENGINEERS FROM INDIA**  
**1986 NATIONAL CONVENTION**  
**AUGUST 23, 1986**

**9.30 a.m.**

**Registration**

**10.00 - 12.00**

**Workshop**

\* How To Start ASEI State Chapters

\* How To Ensure Growth Of State Chapters

**Conducted By**

\* Noor Kapadia

\* Yogi Anand

**1.30 - 3.00**

**Session I : Career Enhancement - How To Go About It**

**Chairman : Raj Raja**

\* Motivate Yourself / Set Goals / Acquire Tools  
Lloyd Livingston, Dale Carnegie

\* The Corporate World  
Thomas DeGrazia, Ford Motor Company

\* Entrepreneurship  
Richard Shackson, Shackson Associates, Inc.

**3.00 - 3.30**

**Break**

**3.30 - 5.00**

**Session II : So You Got Your Paycheck! Then What?**

**Chairman : Ramesh Patel**

\* Role Of Spouse  
Usha Raja, Department of Health  
State of Michigan

\* Financial & Retirement Planning  
Dr. Sid Mitra, Coordinated Financial  
Planning, Inc.

\* Social & Political Involvement  
Dr. J.W. Spellman, Institute of Asian  
Cultures



**AMERICAN SOCIETY OF ENGINEERS FROM INDIA**  
**1986 NATIONAL CONVENTION**  
**AUGUST 23, 1986**

**6.00 p.m.**

**Social Hour**

**7.00 - 9.00**

**Banquet**

Master of Ceremonies

- Jehangir Mistry

Welcome & Invocation

- Navin Pandya

Convention Highlights

- Veni Rao

Presidents Report

- Noor Kapadia

Keynote Address  
& Awards

- Dr. D. Raj Reddy

Closing Remarks

- Nirdosh Reddy

**9.00 - 11.00**

**Entertainment**

Introduction

- Ramesh Mangrulkar

Performances By:

Kathak Dance

: Anjani Ambegoakar

Songs

: Mala Ganguly

Sarangi

: Gulab Khan

Guru

: Pt. Sundarlaljee Gangani



**ACHIEVING YOUR POTENTIAL**  
**SESSION II : SO YOU GOT YOUR PAYCHECK! THEN WHAT?**



**SESSION CHAIRMAN : RAMESH PATEL**  
**GIFFELS ASSOCIATES, INC**

**"ROLE OF SPOUSE"**  
**SPEAKER: USHA RAJA**  
**DEPT. OF HEALTH**  
**STATE OF MICHIGAN**



**"FINANCIAL & RETIREMENT PLANNING"**  
**SPEAKER: DR. SID MITTRA**  
**COORDINATED FINANCIAL**  
**PLANNING, INC.**

**"SOCIAL & POLITICAL INVOLVEMENT"**  
**SPEAKER: DR. J.W. SPELLMAN**  
**INSTITUTE OF ASIAN CULTURES**







## **SESSION II : SO YOU GOT YOUR PAYCHECK. THEN WHAT?**

**Session Chairman : Ramesh Patel**

Engineers are trained both at school and during their business life to plan, seek alternatives for the problem or task at hand, compare the alternatives and determine the best possible solution and then implement this solution to solve the problem or task. The above problem solving technique can and should be utilized in achieving your potential in financial, social and political areas. One needs to learn to maximize return on your investment and at the same time minimize the risks involved by taking advantage of various products available in the market. For example appropriate insurance coverage reduces your risks, proper tax planning can increase your net worth and starting and managing business in the area of your expertise can provide many challenges and benefits if you succeed.

In construction/real estate area, engineers provide all the solutions to find and develop site, construct the buildings etc. However, at the time of decisions regarding financial commitment, the companies are the ones, who realize the bulk of the benefits, while engineers realize a very small portion of the total financial return for their contribution. If engineers learn to take risks in nonengineering areas and apply their skills, they will succeed and achieve their potential and realize excellent benefits.

Everyone should strive to reach a goal of realizing enough revenues from their investments whatever their annual expenses are. Then, you will be working, not because you need to but because you enjoy it.





## SESSION II : SO YOU GOT YOUR PAYCHECK! THEN WHAT?

### Role of Spouse

#### Usha Raja

Understanding and developing the proper role of a husband or wife is vitally important to fully realize our potential as individuals or families, professionals or contributors to society at large. Today, unlike in the past, this role has to be delicately balanced and managed because of the increased conflicts and competitiveness. Additionally, many of us do not have the support system that we traditionally grew up with. In this land of opportunity, as we seek more and more, we find that we must develop a family system that would provide the needed support and stability.

The role models that many of us witnessed as we grew up are somewhat obsolete: not necessarily because we question the inherent values implied in the tradition, but simply because today's sociology demands changes. We dare not fail to accept the challenge and become stagnant.

The wife has to be fully involved in family economics and must develop skills to maintain independence if tragedy strikes the family. It is imperative that the wife not stand "behind the husband's success" but march side by side on all matters be it a daily routine, career decisions, retirement planning, investment choices, insurance needs or children's education.

The enlightened role of a spouse is to fully recognize the needs of his or her spouse as an individual and provide the loving encouragement to the spouse to help to grow and to become the best person the spouse chooses to be. It is counter-productive to stop or limit this individual development using clever euphemisms such as "sacrifice", "tradition", "motherhood", "man's job", "supportive role", etc! When an individual fully develops and blossoms out as the total person of his or her choice, she or he can better contribute to the family and society at large.

The role of a spouse is interdependent as well as independent. Both set goals as a team and continuously work toward goal accomplishment. But let us not lose sight of the perspective. Goal accomplishment alone is not sufficient; the process, the trip, togetherness -- are all as important, if not more important than the goals themselves.



## SESSION II : SO YOU GOT YOUR PAYCHECK! THEN WHAT?

### Financial & Retirement Planning

Dr. Sid Mittra

I maintain that the most important word in personal financial management is **RETIRED**, because each of the seven letters stands for one important aspect of financial planning. Here are some suggestions to review and improve money-management methods.

**Risk Management** - If you own a home, is it insured for today's replacement cost? Is your life insurance adequate?

Have you reviewed life-insurance policies within the past two years to determine whether new policies may offer better terms?

Do you have adequate disability insurance? Experts say you can overcome almost any financial adversity if you are able to work.

Do you have major medical insurance with high limits? Policies are available that provide a lifetime limit of \$1,000,000 for all causes.

Is your auto-liability insurance sufficient? A claim for personal injury could almost be open-ended. Do you have adequate liability insurance?

**Educational Management** - Have you calculated the total amount you would spend on your children's education?

Do you know that besides paying after-tax dollars, you can finance children's education through gift funding, Clifford Trust and, within limits, interest-free loans?

**Taxes** - Have you started an IRA?

Do you keep withholding of income taxes to a minimum so that the IRS will have the least use of your money interest-free?

Do you know your marginal tax bracket, that is, the highest increment of your tax rate?

If you are currently in the 39.50 percent marginal tax bracket, have you considered tax shelters? Are you engaged in total tax planning?

**Investments** - Are your investments prudently diversified, that is, spread among equities and fixed income securities?

If you own stocks, do you have a well-defined investment philosophy?

If you own fixed-income securities, are you satisfied with their safety?

Are you aware that 1,300 companies offer dividend-reinvestment plans that automatically reinvest dividends at little or no cost?

Do you know how to buy treasury bills direct? A free booklet is available from Federal Reserve Bank of Richmond, Bank and Public Relations, P.O.Box 27622, Richmond, Va. 23261.

**Retirement** - Are you making provisions for a retirement that promises to be financially comfortable?

Will your retirement income be inflation resistant? Hardly any company pension plans contain a cost-of-living-adjustment(COLA). Stocks of well-managed companies with rising earnings and dividends can be a help. Are you participating in a 401(K) plan?

**Estate Planning** - Do you and other adult members of your family have wills?

Does your will take advantage of the liberalized estate-tax changes in the 1981 tax law?

Are wills, stock certificates, marriage, divorce and birth records and titles, for instance, kept in a secure place, such as a safe-deposit box?

**Desire for Financial Independence** - If you wish to become financially independent before retirement, are you making provisions to achieve your objective?

Do you know what steps should be taken to improve your chances in this area?



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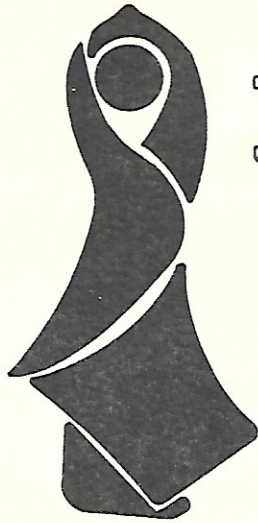
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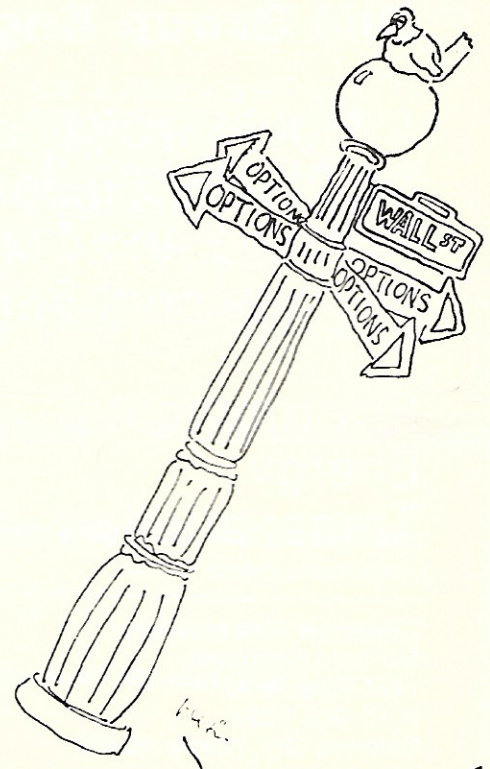


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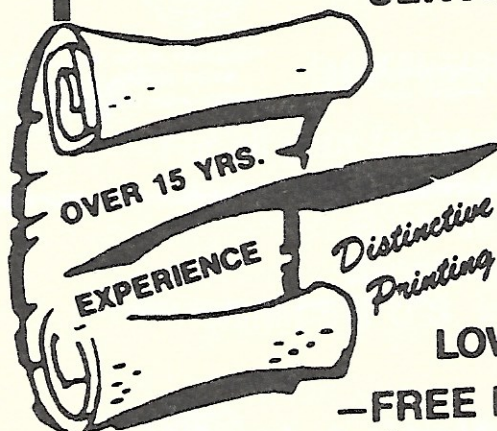
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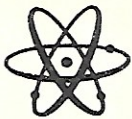
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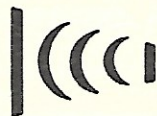
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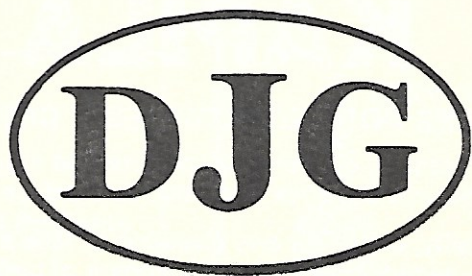
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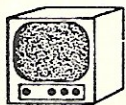
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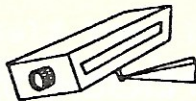
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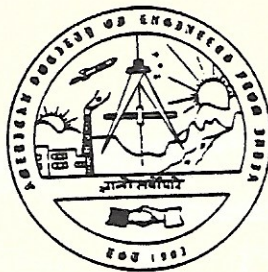
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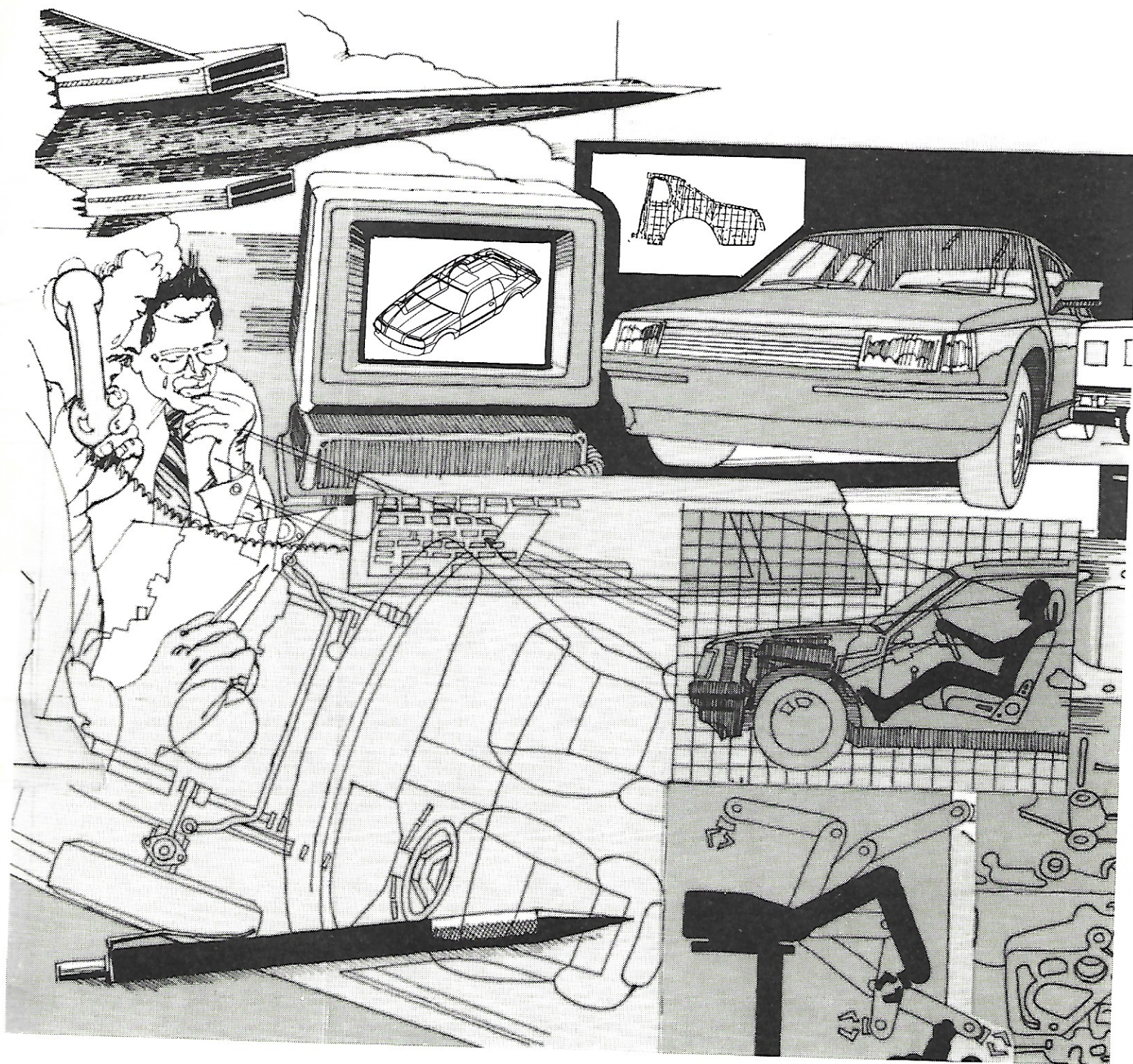


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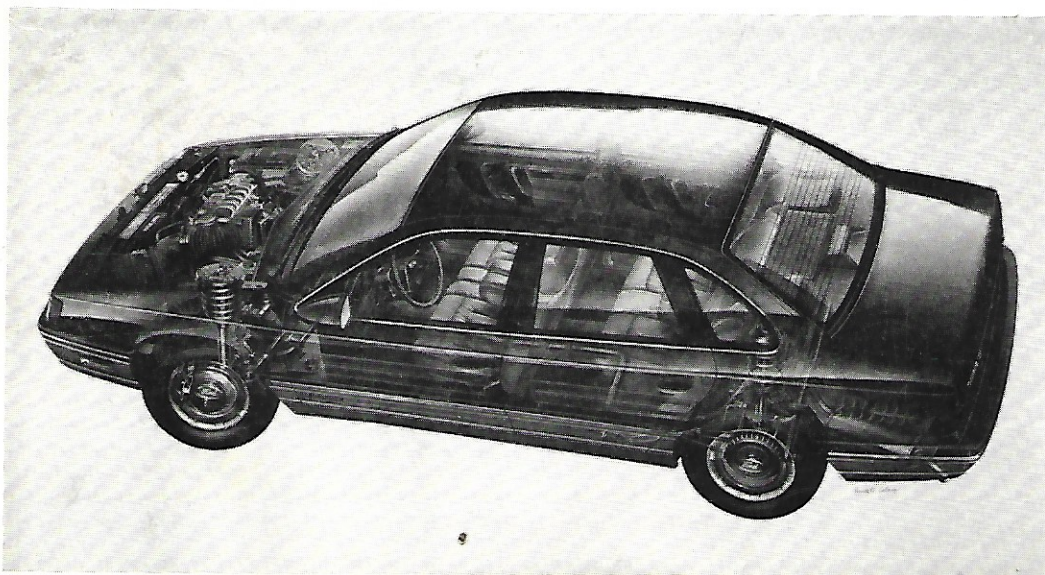
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