



Society Year 2024-25

Management by Objectives (MBOs)



**Presented by:
Anuj Gupta**

Indian Society of Heating, Refrigerating and Air Conditioning Engineers (ISHRAE)

<https://ishrae.in/>

COMMITTEE



Name of the Committee: Youth@ISHRAE



Vision:

To empower and inspire young professionals in the HVAC&R industry, fostering innovation, leadership, and sustainable practices for a better future.

Objective:

The Youth@ISHRAE committee aims to:

- Provide a platform for networking and knowledge sharing among young professionals.
- Encourage participation in industry events, competitions, and educational programs.
- Promote career development through mentorship and learning opportunities.
- Advocate for sustainable practices and technological advancements in the HVAC&R industry.
- Cultivate leadership skills and a sense of community among young ISHRAE members.



COMMITTEE MEMBERS



Introduction of Committee Members



Anuj Gupta
Chair



Irfan Zuberi
Vice Chair



Mohit Tripathi
Zonal Chair - North



Arka Majumder
Zonal Chair - East



Prabhat Pavecha
Zonal Chair - West



Sandeep Vasant
Zonal Chair - South

Roles and Responsibilities

We are working on roles and responsibilities as per the team member interest and level of activities. We shall keep you posted about this.

ANNUAL ACTION PLAN



- **Full-Day Program:** Organize a comprehensive program at the chapter level, blending technical and non-technical elements. – All Zonal Chairs
- **Decarbonization Initiatives:** Drive initiatives like Tech Talks on GWP, Energy Efficiency in HVAC Plant Rooms, Heat Load Calculation, etc. Also, organize Plantation Drives at the Chapter level. – Sandeep, Prabhat
- **Skill Development:** Conduct Soft Skill programs on Marketing, Personal Branding, Presentation, Designing, and AI to enhance members' skills. – Anuj, Mohit
- **Zonal Level Connect & Meet-ups:** Facilitate networking and collaboration by organizing meet-ups with Youth@ISHRAE chapter teams – Irfan, Arka



ANNUAL ACTION PLAN



- **Industry Myths:** Host sessions to debunk myths about the HVAC industry and educate members. – Arka, Anuj
- **Chapter Level Targets:** Establish targets or challenges to engage youth members effectively and ensure accountability at regional and national levels. – Prabhat, Mohit
- **Inclusion in TGs:** Include youth members in Technical Groups (TGs) for involvement and learning opportunities. – Anuj, Sandeep
- **National-Level Activities:** Focus on impactful activities like Youth Leadership Weekend, Technical Webinar Series, Shadow Program, Podcast with Industry Leaders etc. – All Team Members



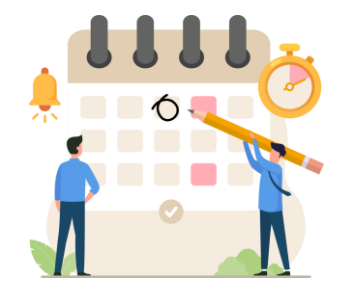
ANNUAL ACTION PLAN



- **Student Chapter Mentors:** Nominate one youth member as a mentor to each student chapter to bridge the gap between students and the industry. – Mohit, Irfan
- **LIFE Mission:** Promote the LIFE Mission at various levels to encourage sustainable living practices among members. – Mohit, Prabhat

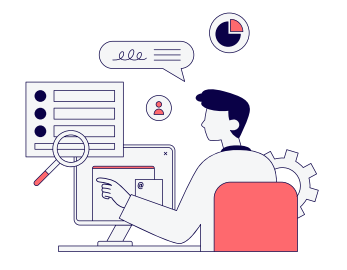


STRATEGY TO ACHIEVE MILESTONE



**Planning and
Coordination**

**Monitoring and
Evaluation**



**Engagement and
Communication**

**Feedback and
Improvement**



**Collaboration
with Stakeholders**

**Recognition and
Rewards**



**Training and
Development**

**Sustainability
and Continuity**



BUDGET PROJECTION



Committee Meetings:

- 1st Physical Meeting - April/May 2024 = $6 \times 20,000 = 1,20,000$
- 2nd Physical Meeting - During Youth Leadership Weekend (Sept/Oct 2024) = $6 \times 25,000 = 1,50,000$
- 1 Virtual Meeting in every 2 months = NIL

Committee Travel

- Chair Travel for 3 NBOG = $3 \times 30,000 = 90,000$
- Zonal Chairs Travel for 3 RCCs = $4 \times 3 \times 20,000 = 2,40,000$

Committee Core Programs / Activities

- National Shadow Program (NBOG) = $2 \times 30,000 = 60,000$
- Regional Shadow Program (RCC) = $7 \times 20,000 = 1,40,000$
- Leadership Weekend = **To be decided**
- Creative Designs = **25,000**
- Awards & Recognition = $2 \times 20,000 = 40,000$



HIGHLIGHT MAJOR CHANGES BEING IMPLEMENTED IN THE S.Y. 2024-25



ANY OTHER POINTS PONDER



*Thank
you!*

ISHRAE

