

CIB (India) Mumbai Chapter

Second Meeting Report

March 22, 2014

Venue: IofC flat at Kumaram, Worli Seaface

The 'Sanskar' (values) that defines people is what makes a 'Sanskriti' (civilization).

In life, we must be courageous to take a stand for what we believe is ethical and right. People will accept you.

Such statements defined the spirit of the second CIB Mumbai Chapter Meeting that was held on March 22, 2014 at the IofC flat, Kumaram on Worli Sea-face, Mumbai. The meeting was attended by 12 persons, some of whom were participating for the first time. It was also heartening to see many who were present for the Inaugural meeting last month, make the effort to come again. There were several who had phoned saying that they eagerly desired to be present but could not and looked forward to the next meeting in April. All this was of great encouragement to a fledgling, young group trying to make a difference in a world of greed and selfishness.

After a brief word of welcome from Anil Chopra, VP (SCM-IM), Siemens Ltd., Mumbai and Convener of the CIB Mumbai Chapter, the meeting began with a couple of inspiring stories from Prof. Virendra Shukla, a Professor from S.P. Jain Institute of Management and Research, Mumbai.



Prof. Virendra Shukla (left) and Vijay Paranjape

In one of these stories, he recounted his experience in the Aditya Birla Company when all employees were expected to sign a Code of Conduct. He shared how on reading this document he came across the statement that one would not give or take anything for illegitimate reasons. The word "illegitimate" troubled him; his

conscience immediately questioning if it was alright then to give or take amounts for "legitimate reasons"? He mustered up boldness recognizing that he could face consequences as a result of his action and added the word, "legitimate" to the

statement. Needless to say, this hand-written addition came to the notice of the Chairman of the company who called Prof. Shukla to his office and commended him for his stand and courage. Highlighting the reason for the story, he said that it was important for every individual to take a stand for what s/he felt was ethical and right. When we do this he added, people will accept the stand you take. However he also cautioned that one must be prepared to face the consequences, more often negative than not, as a result of such a stand.

Supplementing this story, Anil Chopra shared his own recent experience with a notarized document and another with renewing his driver's license saying that there was often temptation to give in to what one called "speed money", an amount given to help get work done quickly without having to go through the cumbersome, time-consuming process that one otherwise needs to go through to get work done. He reiterated what Prof. Shukla stated, that if we are convinced that the path of change in bringing ethics into our life and work is with our decisions, then we must be willing to take a stand and prepare to face some amount of discomfort that would eat away time and effort.

Ms. Asha Verma, Principal of Children's Academy, Mumbai brought in another aspect of humaneness in work ethics. She said that though the written rule in her school was that an applicant for a school bonafide certificate must wait four working days for the document, the same could actually be given in just 15 minutes. Stating that in order to relieve parents of the burden of having to return a few days later to collect the certificate she instructed the office to provide the document immediately.



"Values and ethics start with parenting," said Prof. Shukla. "To have its desired effect in society, this must begin with parents teaching their children by example." This thought was reiterated by Mr. Guruprasad Shenai, a Partner in InSync Training and Consultancy, Mumbai who also added that in the past the focus was on Knowledge, Training and Attitude, in that order. Today the need is reversed where attitude has become a priority.

Following this, Rajendra Gandhi, Vice Chairman & MD, GRP Ltd., Mumbai shared how the emphasis of education in business schools today was to teach the students the science of management while the actual crying need was to impart to them the

science of leadership. He amplified by saying that unless this begins at a personal level and reflects in our experiences, such leadership will be hard to come about. Crowning his sharing beautifully, he said, "The 'Sanskar' (values) that defines people is what makes a 'Sanskriti' (civilization)."

Vijay Paranjape, former Group Director and Exec. VP and CEO of Industry Sector, Siemens Ltd., Mumbai while sharing his experience in the multi-national company said that in 1999, bribing was an accepted norm and though on the personal front there was no compromise, on the business front, it was an accepted policy. However, after the great debacle the company suffered, that policy has now changed to a zero-tolerance one. He shared with a great sense of pride of how this change was effectively implemented at all levels in the company and how successfully the company has retained its market share, without making any compromises.

Outcome of the Meeting:

Three distinct outcomes were espoused in the meeting. These were:

1. Vijay Paranjape offered that in the next meeting, he could continue with the thought where Rajendra Gandhi left off by preparing a brief session on the immediate need for "Teaching Science of Ethical Leadership, instead of just Science of Management" at our Business Schools.
2. Taking further the outcome of the Chapter's Inaugural Meeting to carry the message of ethical living to schools, it was suggested that since such initiatives could begin only in the next academic year, from June onwards, this intervening time could be used to prepare a module that would focus on three categories – Students, Parents and Teachers. Anil Chopra offered to, with the help of the Chapter members, prepare the content and structure of the module over the next four weeks. The film, "Be the Change" that was widely used by a couple of organizations including the Public Concern and Governance Trust (PCGT) could be one of the features in the content. In order to make the 22 minute documentary more interactive, it was suggested that it be split into parts so as to allow for discussion. Ms. Rekha Shahani-Jagasia, Principal, Kamla High School, Mumbai agreed that her school could be used as a pilot for the initiative.
3. It was also felt that in order to give direction to the CIB Mumbai Chapter, a time would be set aside in the April meeting to draft a Mission Statement, list out its objectives and graphically visualize the way forward. Prof. Shukla offered to help in this process.

Anil Chopra invited those present to fill in the CIB Membership forms and send them to the Secretariat. To increase participation, it was felt that officers from Mumbai Corporation of Greater Mumbai, the municipal body in the city and others could also be invited to the meeting.

The thought of inviting resourceful and experienced persons in various fields to advice and counsel the members was another point that was remembered. The names of Prasad Chandran, BASF and S. S. Puri, Retd. Director General, Anti-Corruption Bureau were among others suggested in addition to that of Julio Ribeiro, former Director General of Police.

Next CIB Mumbai Chapter Meeting

It was agreed that the meetings should continue on a monthly basis.

The next CIB Mumbai Chapter meeting is therefore planned to be held at 4:30 pm on April 26, 2014 in Kumaram, Worli Sea-face. If you are visiting Mumbai at this time and would like to attend, please contact Anil Chopra at cib.mumbai.india@gmail.com or +91-9920803282 so that he can prepare for you.

Once again, Mrs. Asha Anand took pains to ensure that a delightful spread was placed on the tea table. Dr. and Mrs. Anand were thanked for so graciously hosting the meeting.



(Clockwise from left) Prof. V. Shukla, Professor, SP Jain College; V. Paranjape, former Group Director and Exec. VP and CEO of Industry Sector, Siemens Ltd.; Ms. A. Verma, Principal, Children's Academy; A. Sanghi, Director, SP Sanghi Airconditioning Pvt. Ltd.; Ms. R. Shahani-Jagasia, Principal, Kamla High School; Ms. Kritika Makhija, Co-ordinator, Pre-Primary Section, HVB Academy; G. Shenai, Partner, InSync Training and Consultancy; R. Gandhi, Vice Chairman & MD, GRP Ltd. listen as Anil Chopra makes a point. *(Not in picture)* Dr. R.K. Anand, Pediatrician and former Medical Director, Jaslok Hospital, Mrs. Asha Anand, Homemaker and Charles Fernandes, CIB Secretariat