

CIB on wings



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Caux Initiatives for Business
Asia Plateau
Panchgani
412805 India

M cib.ap.india@gmail.com
P +91 8408 940 940
W www.in.iofc.org
www.cauxbusiness.org


Initiatives of Change
Caux Initiatives for Business

Our dear readers,

Caux Initiatives for Business appears to be buzzing with activity, not only in India but in several countries around the world and all this has given us reason to be very glad.

In this month's Newsletter, we have brought to you updates of the latest happenings. The most recent of these are the Inaugural Meeting of the CIB Mumbai Chapter and the CIB India Working Group Meeting.

The picture on the cover of this issue – where the Mumbai Chapter meeting and the Working Group Meeting took place – is the large duplex flat that Trust of IofC (India) has on Worli Sea-face in Mumbai.

We have also provided a brief on the activities of the various CIB teams in other countries and some information on upcoming IofC programs that we thought may interest you.

We are very grateful for the small yet encouraging feedback we have received from some of you, dear readers. We have thought it good to carry these in this issue, not as a self-congratulatory exercise but more to encourage you to keep writing. Like we have said in the past, your feedback and comments mean a lot to us.

- *Ms. Neha Mukherjee*

CIB Mumbai Chapter

Inaugural Meeting Report

February 22, 2014

Venue: IofC flat at Kumaram, Worli Sea-face

“I am encouraged with all that has been shared on ethics and the role that business can play to make this possible,” said Ms. Asha Verma, a school Principal, “but how can all this reach the grassroots level?”

This query was flanked between a time of sharing from various individuals on their challenges and victories in running their business ethically on one side and the poser as to what business and industry can do to promote this mindset to a larger group in society on the other.

Such was the participation from most of the 18 persons who had gathered in the IofC flat at Kumaram for CIB’s Inaugural Mumbai Chapter Meeting that one left the place with a sense that when like-minded people gather together with a purpose and focus, there is much that can be achieved.



After a round of personal introductions to get the group to know each other, Sarosh Ghandy, Director of CIB explained briefly what CIB is and how its role is to encourage, by gathering others, those who walk this “lonely path”, so that all with like purpose could run business ethically while still remaining competitive. Anil Chopra, VP (SCM-IM), Siemens Ltd., Mumbai and Convener of the CIB Mumbai Chapter then explained the purpose of the meeting before requesting Dr. R. K. Anand, Pediatrician

and former Medical Director, Jaslok Hospital to say a few words on the “Charter of an individual” and the conscience of the human soul.

R. N. Mukhija, Advisor to the Chairman, L&T Ltd. then shared how though his company was one that ran its business with a strong policy of ethics, there were always some within the company who were ethical and some who were not. Sharing from his 49 years of experience, he spoke of his tenure with the Switchgears division. He described how he managed to convince his 500-distributor-strong well-wishers who had gathered for an Annual Conference and who knew that it was his birthday, that accepting a gift could set a bad precedent to the timing and purpose that company officials could imitate while holding gatherings.



Neville Gandhi shares while (L to R) Mr. Venkatesh, Ms. Sharma and Mr. Mukhija listen

Neville Gandhi, the Lead Country Compliance Officer, Siemens Ltd., after sharing the story of change that Siemens undertook from being considered a corrupt multi-national to now being ranked a strong

ethical company, listed out several steps that Siemens takes in order to keep the company and officials constantly vigilant and ethical. “First,” he said, “we constantly have regular batches of officers participating in ethical training programs at Asia Plateau, Panchgani.”

“Second,” he continued, “we join other Industry confederates to pursue the advantages that are obtained from conducting business transparently and fairly. Third, we conduct programs that teach the young generation the importance of upholding an ethical and upright work culture and fourth, we invest a large amount of money and time to promote collective action groups with the purpose of creating awareness.”

Sarosh Ghandy at this point narrated a story of how Tata Steel Ltd.,

when procuring a huge quantum of material, gained a 7% discount that translated into enormous savings for the Company because the seller who would normally reserve this percentage for pay-offs, now had no need to, since the Tata Company ran its procurement policy above board.

Amar Madnani, a private business entrepreneur, made a passionate request to appeal to the good in people. He said that since every human being was taught to be good, it was this plea that brought people to desist from corrupt practices.

Anup Mathew, the Business Head for Godrej Construction, an affiliate of Godrej & Boyce Mfg. Co. Ltd. revealed how he found it increasingly difficult and challenging to run business in an ethical manner where

because of corrupt officials, there was inordinate delay in obtaining permissions

Since every human being was taught to be good, it was this plea that brought people to desist from corrupt practices.

and to compound the problem, the competition was not always following rules. Yet he felt encouraged to connect with like-minded people at the CIB Mumbai Chapter.

Ms. Ananya Sharma, a dynamic lawyer of AZB Partners, shared plainly that personal sharing helps while Milind Sanghvi, a trader in shares stated that we must stand for what we believe in and that the giver is as much a cause for corruption as the receiver.

To the concluding question, “Which areas can we work together?” the response came through clearly and almost single-mindedly. It was made known that CIB has strengths and together an agenda could be evolved. To begin with, there could be a focus in the field of education – where persons in business who had achieved much in their career could share with school children that it pays to live honestly and ethically and that a good leader is one who leads by good example. To

this end, Dr. R. K. Anand suggested that there was a 22 minute video for children titled, “Be the Change”, where young boys and girls play a critical role in persuading their parents to end corruption. Ms. Rekha Shahani-Jagasia, Principal of Kamla High School, invited the several business persons at the meeting to visit her school and share their experience with the children. Revealing how a visit made by Mr. Ghandy in December 2013 had such a positive impact on her school children and staff, she urged the gathering to consider her invitation seriously.



There was another outcome to the meeting. Because of unfortunate experiences in dealing with unscrupulous business parties or because of a lack of awareness, it was suggested by Anil Chopra that resourceful and experienced persons in various fields could be invited to advice and counsel the

public in an attempt to make people more mindful, aware and alert to the practices around. A few persons of repute, like former Director General of Police, Julio Ribeiro, Amit Kumar Dave, Assistant Commissioner of the Mumbai Municipal Corporation, RTI activists or consumer lawyers including Ms. Ananya Sharma and her learned colleagues of law, were some of the persons that came to mind at the meeting.

The meeting concluded with an announcement that the fourth Saturday of every month would be reserved for the CIB Mumbai Chapter Meetings. The time and venue would be 4:30 pm to 6:30 pm at Kumaram, Worli Sea-face. Anil Chopra appealed to all those gathered to block their calendar each month to ensure that the momentum gained from this meeting could continue to drive what CIB wants to achieve. If you are not a resident of Mumbai but happen to be in the

city at the time of the meetings, you are most welcome to join in. Please contact Anil Chopra at <cib.mumbai.india@gmail.com> or +91-9920803282.

Mrs. Asha Anand was praised for the delightful spread she placed on the tea table and for the gracious way that she and Dr. Anand hosted the event at the IofC flat on Worli Sea-face.

CIB Quarterly e-Magazine



We hope you would have enjoyed reading the first quarterly issue of our e-Magazine that we launched on January 26, 2014. The CIB India Working Group has decided to christen this quarterly, “eSPIRIT”.

It was thought that an opportunity should be provided to readers of the quarterly eSPIRIT to write on subjects close to their heart or if they would like CIB to assist with them. To facilitate this, it was decided that an e-Forum would be established within eSPIRIT, where a panel could respond to

questions that are asked.

If you have any issue related to business, which you would like to pose through the e-Forum, do not hesitate to write to us at <cib.ap.india@gmail.com> and we would do our best to give it attention.

News brief from CIB International Teams

News as provided by the reference persons of each CIB International team

Kenya

From Joseph Karanja:



- Bedan Mbugua, Director, Herbal Garden Ltd.; James Mageria, Chairman, Karen Hospital and Joseph Karanja, Lawyer and Businessman have been working and meeting people privately and hope to start formal CIB meetings in March 2014.

- H.E. Ms. Dorothy Nditi who attended the CIB 2013 Conference has made history by becoming the first and the only female Governor.

She took over as the Embu Governor on February 15, 2014. She is keen to have the CIB Embu Chapter launched and have regular Round Tables.

- The CIB Baringo Chapter is almost ready for launching.

South Korea

From Yeon Yuk Jeong:



- Folker Mittag from Germany and Yeon Yuk Jeong, Chairman, First Steps of Change, are working together in Seoul currently to meet various senior officers from business and industry. They plan to organize a business Round Table around May or June this year and explore the possibility of programs for senior managers titled, “Heart of Effective Leadership” in Korea. Folker who has gone to Seoul specially for this purpose has been there from February 22 and will continue to work with the Korean team till March 8.

Germany

From Folker Mittag:

- Heinrich Pick and Ludger Elfgen, Partners, Elfgenpick GmbH & Co. KG, both of whom had attended the CIB 2013 Conference have invited Folker Mittag, Former International Controller of VARTA and his wife, Monica to address a gathering in April 2014 where 40 business leaders have been invited.
- Folker has also been invited to attend an international week at Flensburg and lecture on the theme, “The relationship between the EU and India”. Delegates from different European universities, from Namibia and also two students from Symbiosis Institute of International Business, Pune, India will be participating.



Colombia

Kiran Gandhi, Member, International Council, Initiatives of Change shared the following of his recent visit to Columbia

- An opening for CIB has been found in Bogota where a family based business entrepreneur woman has expressed interest to form a CIB team.



UK

From Michael Smith:

- The TIGERoadshow (Trust and Integrity in the Global Economy) is being planned in Edinburgh on May 7, 2014. Details of this event have been made available in the pages of this Newsletter.

Lebanon



From Eugene Sensenig-Dabbous:

- In a project aimed to study over a period of 5 years the impact of the Resource Curse or the Dutch Disease on the Lebanese Political System, Norwegian ties in the business sector and Caux Roundtable are looked at as possible partners for the working group.

CIB India Working Group Meeting

Eight persons from the Working Group of CIB India met on February 22, 2014 at Kumaram, Mumbai to discuss various important issues. Some travelled long distances such as Bangalore, Goa and Pune just to be present.



Front Row (L-R): Anil Chopra, T P Mukherjee,
Sarosh Ghandy, Luis Gomes

Standing (L-R): Dilip Patel, Allan Burby, Shaji Joseph

Some of the issues discussed included the theme and timing of the next CIB Conference. They also deliberated on a possible International Workshop in November this year for persons from business and industry.

Another outcome of the meeting was the inputs received by way of critique to the brief documentary

that a young enthusiastic media team at Asia Plateau, led by Mike Muikia from Kenya, produced. A word of gratitude was expressed to Mike.

It would go without saying that we shall definitely keep you updated and informed about all that is carried out and executed as an outcome from this meeting.

Trust and Integrity in the Global Economy (TIGE) Roadshows

TIGERoadshows offer participants insights, and stories grounded in a moral and ethical framework for you to apply immediately in your organisation or through your work. The Roadshow will emphasise that the best businesses exist to meet the needs of all stakeholders, not just shareholders.



(Photo: Dan Thurgood)

TIGERoadshows draw together highly regarded speakers, corporate delegates, social entrepreneurs and local authorities around embedding integrity and trust into our organisations and business life.

The aim is to explore and understand the ethical dimension as a fundamental aspect of good business; to propagate new social and ethical enterprise models; and to share in the learning and experiences of leading practitioners. The Roadshow is also a forum for access to specialist organisational and personal support, consultancy and networks. This will help you to implement the organisational changes that bring about the right ethical values for a good organisation.

This will be a compelling, lively and thought provoking event, coming at a critical time. Join us to learn from people and organisations who are getting it right. Let's get motivated by a dynamic day and a shared commitment to economic change!

The event is to be held on Wednesday, 7th May 2014 from 9.30am – 4.30pm at Tods Murray Law Firm, Edinburgh Quay, 133 Fountainbridge, Edinburgh, UK. The capacity for this event is 60 people on a first-come first-served basis.

To book a place on this unique event contact:
Talia Smith Business Programmes Project Manager,
Initiatives of Change, <talia.smith@uk.iofc.org>

20th Asia Pacific Youth Conference 2014

Building Trust Across the World's Divides -Youth's Roles and Responsibilities

WHEN: August 2 to 9, 2014

WHERE: Taipei, Kaohsiung and Tainan, Taiwan

WHO: Youth aged 18-35 from the Asia-Pacific region and beyond

INTRODUCTION:

Today's social, political, economic and environmental crises demonstrate humanity's interdependence and the need for global cooperation on a new scale. Yet, many of us are unwilling to change our living and thinking, determined to hang on to the illusion of independence and self-sufficiency. What is needed is bridge-building: between personal and global change; between the past, present and future; between the grassroots practitioners and policymakers; between countries, cultures and peoples divided from each other. These bridges are built when people's motives and living are transformed.

Bridging the divides that have blocked many people from living up to their full potential individually and collectively requires the best human endeavor in trust-building, which mitigates conflicts and clashes between many countries and cultures; ethical leadership, which addresses corruptions and moral decays in the business and public sectors; and sustainable living, which brings a sense of meaning and purpose to life in the age of information. This conference aims to provide a space for concerned youths from Asia Pacific region and beyond to have honest and sincere dialogues with themselves and with each other on how individuals can identify their roles in and take personal responsibilities for major issues of our world today and find specific steps that they can take to stop being part of the problem and start living the answer.

CONFERENCE FEATURES:

Plenary Sessions

- Dynamics of being a changemaker
- Exploring personal roles and responsibilities in a globalized world in the 21st century
- Trust-building: breaking down the wall of hatred and indifference
- Ethical leadership: just governance for all and at all levels
- Sustainable living: the moral factor in economic and social life
- Programs and activities
- Interactive plenary sessions with panelists addressing relevant issues
- Training sessions exploring ideas and practice of Change at all levels
- Workshops on a range of topics relevant to the youth
- In-depth sharing of personal stories in small groups
- Inner Reflection/ Quiet Time for personal spiritual growth
- Cultural and creative presentations from respective countries
- Field trips to sites and organizations of interests
- Homestay in Tainan (on August 9, 2014)

FEE: The conference fee is US\$500. Fees can be paid upon arrival to the conference in US dollars. Scholarships are available upon request. The said registration fee covers only part of the actual costs, e.g. accommodation, transportation, food, conference materials and programs, for organizing this conference. To make APYC financially viable and available to all, we count on the generous donations by individuals and groups who are convinced of the benefits that APYC brings to its participants. We appreciate any contribution towards APYC and for those who are not able to pay for their own participation.

VISA: Nationals of certain countries do not need a visa to visit Taiwan but others do. Please check with the Taiwan Embassy/Representative Office in your respective country for visa arrangements beforehand. An invitation letter may be issued by the conference organizer to registered participants for visa application purpose.

ARRIVAL and DEPARTURE: International participants are advised to land at Taoyuan (Taipei) International Airport by 2 pm, August 2, the latest, as the official opening ceremony starts at 5 pm, August 2, 2014 in Taipei. The conference ends in Tainan at 5:30 pm, August 9, and international participants are advised to book their outbound flights on August 10, 2014.

ORGANIZER: Initiatives of Change Taiwan

Initiatives of Change (IofC) is a global network of people committed to changing themselves and engaging other people to create answers for the world. IofC operates on the principles of absolute honesty, purity, unselfishness and love and encourages people to find corrections and directions in life through the daily practice of listening to the inner voice. IofC Taiwan, a registered national NGO in Taiwan and a full member of IofC International, organized the first APYC in 1990 and has hosted 5 APYCs in the past.

SECRETARIAT: APYC 2014 – Taiwan

15, Lane 772, Gongyuan Road, Tainan City, Taiwan 704

Phone: +886(6)2820320 Fax: +886(6)2820330

E-mail: apyc@iofc.org Website: apyc.iofc.org

Contact Persons: Mr. HSU Shoufeng and Mrs. OUYANG Huifang

Please write to the APYC Secretariat for the Registration Form



Feedback from our last Newsletter

Keep it up.... Good job!

Anil Chopra, VP (SCM-IM), Siemens Ltd., Mumbai, India

Thanks for it. Good work done.

Folker Mittag, Former International Controller of VARTA, Germany

Thanks for the newsletter for Jan and Feb. Very informative!

H. E. Mathew Tuitoek, Dy. Governor, Baringo County, Kenya

It is great to see your inaugural program in Pune take-off so successfully. The Newsletter is also very well presented. My compliments and best wishes for your success.

Raman Kumar, Chairman, Ador Welding Academy Pvt. Ltd., Pune, India

Many thanks for this interesting and encouraging news about the Pune and Mumbai chapters of CIB (India).

Mike Smith, Journalist and Author; Head of Business Programs, IofC (UK)