

CIB on wings



Amidst Persevering Challenges

October 2014

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Dear Readers,

Caux Initiatives for Business with its different activities recognizes like everyone else that not all can be hunky-dory at all times. There have been occasions when, as you would read in the Mumbai Chapter Report, only a small group of persons met in September as compared to the much larger and promising group that met the month prior. Fittingly, the author of the Report began by quoting Confucius who said, *“It does not matter how slowly you go as long as you do not stop.”*

However, CIB has had its times of encouragement too with the news that its CIB National body in South Korea participated in a meeting with the Korean Foreign Company Association (FORCA) where they made a presentation. To add to the encouragement, preparations are underway for a Breakfast Meeting with Heads of Business in Seoul in November.

The CIB India Working Group Meeting at Asia Plateau and the Indo-Japan Business Workshop are two other newsworthy updates you will find in this issue.

We are pleased at developments that are taking place in the City Chapters of Bangalore and Jamshedpur in India. A brief peek into what is being planned unfolds in the following pages too.

To wrap up, the October issue of CIB on Wings provides you a report on the Heart of Effective Leadership (HEL) Program held in Caux, Switzerland.

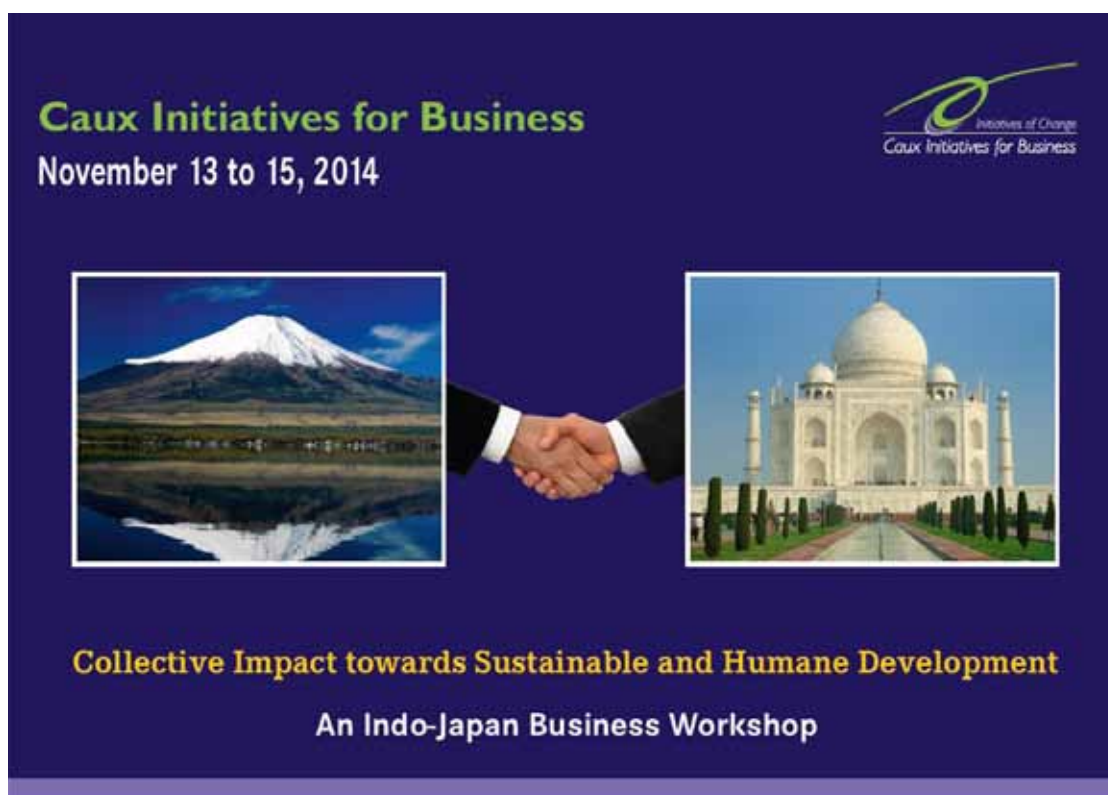
We do hope you will enjoy reading this Newsletter.

Mrs. Ishika Banerjee

Indo-Japan Business Workshop

- An Invitation to Share CSR Experiences

The Indo-Japan Workshop on the “Collective Impact towards Sustainable and Humane Development” that is planned in November has been structured to provide a platform for honest sharing on CSR Strategy and its ensuing challenges at the Implementation level. It also hopes to facilitate the cross-fertilization of ideas between the Indian and Japanese business houses.



The Japanese delegation will be initially visiting business establishments in Mumbai and Pune over a period of three days prior to the Business Workshop in Panchgani. This will give them a first-hand experience of the way business activities are carried out in India, especially with Tier II suppliers to Japanese Companies. It will also enable them to witness how some Companies carry out social initiatives for weaker sections of society. In addition the Field Visits would provide them a window to interact with CSR beneficiaries.

Some reputed Global Corporate houses from Japan which would include Mitsubishi Heavy Industries Ltd., Toshiba Corporation and Central Nippon Expressway Co. Ltd. would be interacting with Business establishments in India including some from L&T Ltd., Siemens Ltd., Tata Sons Ltd., among others.

The two-and-a-half days Workshop to be held in the pristine training and conference Centre of IofC India would also see a number of CEOs of at least half a dozen Companies sharing with delegates some of the highs and lows in the efforts of Corporates to build the social, economic and environmental framework around.

It is hoped that through these efforts to make a beautiful concept of building society, a meaningful, sustainable purpose would evolve. A limited number of seats to this Workshop are still open if one were to register with the CIB Secretariat at cib.ap.india@gmail.com before November 6 which is the last date for Registration.

November 13 (4:00 pm) to November 15 (2:00 pm)

Asia Plateau, Panchgani

Contact : CIB Global Secretariat
Email : csc@cibglobal.org
Tel. : +91-8408 940 940

CIB (India) Mumbai Chapter

Sixth Meeting Report

September 6, 2014

Venue: IofC flat at Kumaram, Worli Seaface



It was Confucius who once said, “It does not matter how slowly you go as long as you do not stop.” This is the kind of encouragement that was needed for the CIB Mumbai Chapter when they gathered at Kumaram on September 6, 2014 for their monthly meeting.

Buoyed with great confidence from the previous meeting when a large number of persons had gathered to deliberate on the road-map of the city chapter, committing to specific verticals that could be focused on; Anil Chopra, Convenor of the Mumbai Chapter hoped that much could be done in this meeting. This time however, the attendance turned out to be a bit of a dampener. Of the 10 or 12 friends who attended, only four or five of them were from the previous gathering and hence only three out of the seven verticals were represented. Encouraged however by their commitment and the presence of a couple of new persons, they persevered knowing that “no one succeeds without effort... Those who succeed owe their success to perseverance.”

Recognizing however that with each one’s responsibilities in their various professions, it was difficult for everyone to make it to the meetings every time, Anil is to request representatives of each vertical to share their thoughts on how they would like to see the projects

progress under their vertical. “This,” he said, “could be done either personally or by email before the next meeting.” A natural precursor to this was to create seven groups with the co-ordinates of all members and have these details circulated so that there could be a smooth flow of communication.

With the generous donation of an LCD projector and a screen, Anil



will create a template of slides and circulate it to facilitate the representatives of each vertical to complete it. The presentation could then be made at the meeting, explaining how the group looked at the projects and their execution in the next several months.

Prof. Virendra Shukla, Professor from S. P. Jain Institute of Management and Research, offered to help the members of each vertical to conclude at least one project from its drawing board stage by deliberating with them on their ideas. Enabling each to prioritize the projects, it was hoped that there could be a takeoff of at least seven projects, one from each vertical.

A suggestion was made to create a Facebook page for the Mumbai Chapter with the request that Anil and Tapan Parekh, Director of Dot Solutions could help in its setup.

As there was the regular Initiatives of Change (IofC) meeting scheduled at 5:00 pm, the CIB Mumbai Chapter meeting had to conclude its time. It was heartening to note that all who had attended the first meeting stayed on for the second. The IofC meeting revolved around the aspects of Organ donation. Members were treated with several

interesting facts as they listened to Dr. Sanjay Nagral, Gastrointestinal Surgeon, Jaslok Hospital and the Joint Secretary, Zonal Transplant Co-ordination Centre (ZTCC) along with three Social Workers speak on how one could help save another.

As there were a series of public holidays around the first Saturday of October, it was decided to postpone the Chapter meeting to the second Saturday. Anil however made a simple plea to request that everyone try and make it to Kumaram before 3:30 pm so that the next meeting scheduled at 5:00 pm would not be affected.



Launch of CIB City Chapters

CIB is very pleased to announce the proposed launch of two more City Chapters in India to help encourage business that it is possible to be ethical while still remaining competitive.

Bangalore City Chapter

Proposed Date: November 28, 2014

Proposed Time: 3:00 pm to 5:00 pm

RSVP: Dilip Patel

Email: cib.bangalore.india@gmail.com

Cell: +91-9845025812



Jamshedpur City Chapter

Proposed Date: November 29, 2014

Proposed Time: 7:00 pm

RSVP: Harsh Jha / Dr. Amit Mukherjee

Email: cib.jamshedpur.india@gmail.com

Cell: +91-9831082206 / +91-98351 78258



CIB (India)

Working Group Meeting

September 14, 2014
Asia Plateau, Panchgani

The CIB India Working Group met for a day at Asia Plateau, Panchgani on September 14, 2014. Colleagues took the trouble to come from distant places to deliberate on the various activities of CIB, with particular focus on the upcoming Indo-Japan Business Workshop on Corporate Social Responsibility.

News from different nations and Indian cities involved with CIB activities was either read out or was shared by the Convenors present.

Besides the day-long meeting, various other matters were discussed including CIB's new website and the improvement to the Japanese Garden at Asia Plateau.



CIB (South Korea)

Presentation made to FORCA

Considering the great need for business leaders to share from their heart their concerns, challenges and good business practices, Yeon Yuk Jeong and Mrs. Jisun Jung of Caux Initiatives for Business (CIB) Korea made a presentation on September 12, 2014 to the Korean Foreign Company Association (FORCA).

Dr. Alex Wanki Jun, Regional Director - Korea, Rolls-Royce International Ltd. made the welcome, introductions and opening remarks.

Yeon Yuk and Jisun then shared about CIB and its activities and its proposed Round Table (RTs) for CEO's of Industry in Korea. They also shared of plans to conduct a Program for Senior Management titled "Heart of Effective Leadership" at a later date.

It was encouraging to see the interest that some of the CEO's had shown to participate in these proposed events.



Round Table Deliberations

Sustainability and Ethical Practices of Corporates

Host: MRA/Initiatives of Change

Sponsor: Human Development Institute

Date: Nov 20, 2014

Time: 7:00 am to 10:00 am

Venue: Hotel The Plaze (4F, Orchid Hall)

AN INVITATION

Caux Initiatives for Business (CIB), a program of Initiatives of Change (IofC), a global network organization focuses on people-centered corporate culture. With the efforts of business stalwarts such as Frits Philips, of Philips Company since the 1970s, and others, the organization has strived to build trust across the world's divides.

CIB recognizes that remaining ethical in business is not easy. Through sharings of success stories and providing opportunity to interact with those who have faced and overcome similar challenges in their

enterprise, CIB encourages all in business that it is possible to be ethical while still remaining competitive. Through the years, CIB has observed that such encouragement is not only desirable but essential to give one the courage and the patience to face one's own obstacles.

With this in the background, we would like to warmly invite you to a special open-hearted breakfast meeting. We look forward to welcoming you.

Sarosh Ghandy, Director, CIB

Kwang-son Cha, Chairman, MRA/IC Korea

Opening Address: Sarosh Ghandy, Director of CIB International
(Former MD of TELCON and former Executive Director of TATA Motors Ltd.)

Moderator: Man-key Chang, Chair, Korea Human Development Institute

CIB Round Table Program

07:00 - 07:30	Breakfast
07:30 - 08:15	Expectations and Challenges
08:15 - 09:00	Solutions
09:00 - 09:30	Comments and Impression
09:30 - 10:00	Group photo and Personal talks

RSVP: by November 10, 2014

** Program will be in Korean. There will be NO recording for honest conversations.*

MRA/Initiatives of Change Korea

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Inner Governance at the Heart of Effective Leadership

*A Report on the first European Training Programme on
“The Heart of Effective Leadership”
September 19 to 21, 2014 at Caux, Switzerland*

“It gives me hope that this holistic approach could become a significant influence in Europe”, wrote back a participant from among the 21 business leaders, consultants and staff from national IofC bodies who gathered at scenic Caux for three days to explore what lies at the heart of inspiring leadership.

The faculty team of six included Peter Vickers from the UK and Vivek Asrani from India, who lead their own family-promoted industrial companies, Dr. Amit Mukherjee, a senior hospital and company administrator from India, Dr. John Carlisle, a business consultant and management professor from the UK, Rhea D’Souza, a McKinsey trainer from India and Bhavesh Patel an IofC training facilitator from Moldova, who also anchored the programme. Each of them, sharing their own personal and business experiences, invited participants to explore the role of inner governance in their lives as a source of effective leadership in the face of big ethical challenges.

The keynote of the programme was struck by opening speaker Dr. Feena May, Head of Learning & Development, International Committee of the Red Cross from Geneva, by expounding on five key cornerstones of effective leaders:

- Presence
- Relations
- Sense
- Action
- Service

I) Presence

“I cannot lead where I am not”

Starting with the fundamental yet at times neglected idea of presence, Feena May explained the importance of fully living in the present moment. According to her presence also strengthens character, which is the essence of a good leader. She gave the example of the former four-star US Army General Norman Schwarzkopf who went as far as to say “leadership is a potent combination of strategy and character. But if you must be without one, be without strategy”. The several personal stories shared by the faculty also brought forth the crucial role of a leader’s character and values, no less if not more important than their skills and competencies. It is character that enables leaders to have the courage of their convictions and to see them manifest into reality.

II) Relations

“What is not authentic will not be effective”

Our relations with others are strongly influenced by our needs, wishes and expectations. But when we don’t listen to ourselves our tendency may be to stifle them. Can we be good listeners if we cannot listen to ourselves? According to Vivek Asrani only when we listen to others can we

build authentic relationships and provide empowering leadership, and, according to Peter Vickers it primarily starts in the family. Connecting with others and sharing our individuality is a lifetime process that undeniably also has its place in the professional sphere. Professor John Carlisle advanced that “the more authentic our relationships are, the more successful the collaboration turns out to be, leading to more profitable business”.

III) Sense

“Change. But start slowly because direction is more important than speed.”

Leaders are those who have a clear vision to offer; first of all to themselves, only then to others. The HEL faculty publicly shared their own testimonies of deep personal change, exposing their own vulnerability. These ranged from stories of admitting to hurtful shame to stealing pennies. Their honesty led them to a shift from a position of blame to responsibility. No matter what mistakes one might have made, every moment is a new moment in which one can see where one has gone wrong and what to aim for. “Change. But start slowly because direction is more important than speed” is the first line from a poem of novelist and journalist Clarice Lispector. She was a Brazilian writer, born Ukrainian and Jewish in 1920. Her words found an echo in Rhea’s story. She led silent morning walks as a way to find one’s inner guide and source of direction and purpose, which are essential to effective leadership.

IV) Action

“Translating inner transformation into outer manifestation”

The stories of the faculty underpinned the importance of applying

ethics with integrity in every decision-making process for being a transformational leader. “There is a price to being ethical; but there is a greater price to being unethical” advocated Vivek Asrani, giving examples from his own business experiences.

A film based on the case study of another Indian company, Transasia Bio-Medicals, made a similar point. It is a very successful medical diagnostics multinational company that cares for its customers, the employees, the wider community and the country. All that happened as a result its founder Suresh Vazirani following his inner inspiration to bring change to a commonly held perception that in business one cannot be ethical and successful.

Sharing his personal story, Dr. Amit Mukherjee, a former administrator of TATA Tinplate Company illustrated with examples how inner transformation can translate into outer manifestation and organizational transformation. Drawing illustrations from his own business challenges, Vivek Asrani outlined how “being ethical forced them to explore their creative potential”.

V) Serving

“Work is Love made Visible.”

Dr. Feena May believes that a higher goal makes one extremely powerful in the most gentle way. According to her, managing is a career; leadership is a calling - a call that arises from the heart. It requires a major shift from leading from the head to leading from the heart. According to the faculty from India, such a shift, which grows from one’s inner-governance, is at the heart of effective leadership.

How well the HEL succeeded in conveying this message can be

judged from what some of the participants have written back after the programme:

“I learnt about strengthening my inner self and that good leadership requires trust and integrity. Everything you do should have a purpose - a greater good.”

“Altogether the programme added up to an extremely powerful picture of the possibility of a different world going forward. A re-envisioning of the truth that the personal really does matter, really does have an impact, and actually can affect the national.”

“I will not to let fear hold me back from decisions with potentially far reaching consequences.”

A group from among the faculty and participants met after the programme to consider how the HEL may be taken forward in Europe.

Report by Cristina Vizir

