

CIB on wings



Deliberating on an Ethical Tomorrow

September 2014

Caux Initiatives for Business
Global Secretariat
Asia Plateau
Panchgani
412805 India

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



Initiatives of Change
Caux Initiatives for Business

Dear Readers,

Our apologies for the late release of this September issue. It has been a taxing month on all fronts.

This issue begins with an appeal from Sarosh Ghandy, Director, Caux Initiatives for Business to CEO's of business and industry to nominate one delegate to the upcoming Indo-Japan Business Workshop from November 13 to 15.

This September issue of CIB on Wings also provides you with updates on the Chapter meetings held in Pune and Mumbai last month.

Another update in the ensuing pages brings to you a brief report on the one-day Workshop that the United Nations Office on Drugs and Crime (UNODC) conducted in Mumbai. Several CIB members participated in this event that dealt with the subject, "On-line Anti-corruption Sensitisation Modules" – and Good Practices to Mitigate Corruption in Business.

Trust and Integrity in the Global Economy (TIGE) is conducting a program in London on October 6, 2014. If you happen to be in the capital of UK around that time, you may want to participate in the event.

We were so grateful for the overwhelmingly positive feedback we had received in our last quarterly issue of CIB eSPIRIT that focused on "Unveiling Good Leaders". However since that is to be sent out only in November, we thought of including this in the monthly updates.

We do hope you enjoy reading this issue of CIB on Wings.

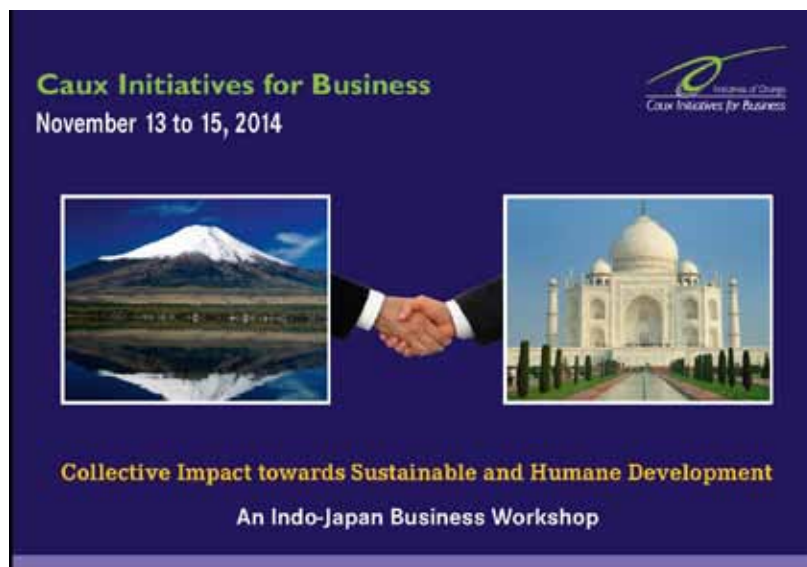
Happy Reading!

Mrs. Ishika Banerjee

Indo-Japan Business Workshop

- An Invitation to Share CSR Experiences

I would like to announce that CIB is preparing for an Indo-Japan Business Workshop at Asia Plateau, Panchgani from November 13 to 15, 2014. During this time, we hope to exchange and share thoughts and experiences in Corporate Social Responsibility (CSR) activities with Japanese and Indian company representatives in order to try and



better understand how CSR works in countries and how we could cross-fertilize ideas to improve the practices which we use.

The title of this Workshop is, “Collective Impact towards Sustainable and Humane Development”.

On behalf of CIB, I would be most grateful if you would agree to nominate one of your Executives to represent your company as a delegate at the above Workshop and share with our guests from Japan your CSR experiences and the effect they are having in the community around you. We would also greatly value if you would please send this request to anyone from industry, having experience in the field of CSR, who you feel may like to participate.

At the time of the Workshop, we are hoping to have Speakers such as Hironori Yano, former Chairman, Central Nippon Expressway Company, Tokyo among other Japanese Speakers; Dr. Bhaskar Chatterjee (IAS), Director and CEO, India Institute of Corporate Affairs, Ministry of Corporate Affairs, New Delhi [Dr. Chatterjee was instrumental in drafting the ammended Indian Company Act with a new focus on CSR]; Dr. Mukund Rajan, Brand Custodian & Group

Chief Ethics Officer, Tata Group, Mumbai; Ramesh Shankar, Exec. VP and Cluster HR Head – South Asia, Siemens Ltd., Pune; and Mrs. Rati Forbes, Director, Forbes Marshall Pvt. Ltd., Pune; Prabhat Kumar (IAS Retd.), Former Cabinet Secretary, Govt. of India.

The delegates will also have an opportunity to interact with CEO's from various companies that have implemented CSR programs. Some of the persons expected are: Sunil Mathur, MD and CEO, Siemens Ltd., Mumbai; Shishir Joshipura, MD, SKF India Ltd., Pune; Kishor Chaukar, former Chairman, Tata Business Support Services Ltd., Pune; Rajeev Dubey, President, Group HR, Corporate Services and Aftermarket Sector, Mahindra & Mahindra Ltd., Mumbai; and Farhad Forbes, Director, Forbes Marshall Pvt. Ltd., Pune; among others.



We would be grateful to receive your company nomination to the CIB Global Secretariat before October 31, 2014.

With love, because.....

Only Love is Real!!

Sarosh J. Ghandy

Director

Caux Initiatives for Business

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

Fifth Meeting Report

August 2, 2014

Venue: IofC flat at Kumaram, Worli Seaface



For the benefit of the eight or so new members who participated in the 5th meeting of the CIB Mumbai Chapter, Anil Chopra, the Convener of the Chapter provided a brief overview of CIB's objectives on a global and national level as well as what it hoped to do through City

Chapters. Zeroing attention to the CIB Mumbai Chapter, he spoke of the purpose of the meetings; the proposed focus over 2 to 3 years; and the various projects the team hoped to undertake in this period.

Addressing the over 25 strong participants, Prof. Virendra Shukla then drew their attention to the agenda at hand – envisioning the course that the Chapter should be working towards over the next couple of years. Reminding the gathering of the purpose of CIB he said, “The aim is to encourage all in business and industry that it is possible to be ethical while still being competitive.”

Providing each with three post-it notes, he prompted everyone to write down their expectations from the CIB Mumbai Chapter; one example of how they built trust through ethical decisions; and two ideas or thoughts on what projects



the Chapter could undertake in order to achieve the objectives of CIB.

Gathering the 60-or-so ideas that each contributed, they broadly sorted these and discovered that nearly 60% of the ideas had practical project ideas that CIB could possibly pursue. Sorting these ideas into seven project groups, they divided all present to discuss for 15 to 20 minutes what possible action could be detailed out from each project.

The topics that each group focused on were:

1. Purpose of Business
2. Beyond Self
3. Ethical Practices in Business
4. Collaboration – The group that delved on this theme looked at projects where they could interact with 10 Compliance Officers who could share their companies' best practices. They in turn could take the interaction to the next level of pooling the best practices and sharing the same with their sales and/or purchase teams.

Another form of collaboration that was considered was interaction with the Chamber of Commerce and the Central Vigilance Commission (CVC).



5. Role Model and Youth

6. Sustainability of CIB – This group considered the financial sustainability of the CIB Mumbai Chapter and the ways of maintaining interest of Chapter members.

7. Measures through Education – The focus of deliberations in this group revolved around enhancing projects that promote the value of ethical conduct in children and youth.

Providing each group an opportunity to present the outcome of their deliberations, they listened to each representative outline what and how they perceived the CIB Mumbai Chapter move forward in each of the areas they discussed.

To further crystallize the outcome of the exercise, it was felt that when they regroup again on the first Saturday of September, the group members would present each of their projects detailing out the way forward. To do this, the email addresses and contact numbers were exchanged so as to facilitate easy working.

It was also agreed that at the next meeting, the projects would be prioritized in the order of what the Chapter could take up in the next one year.

Since several IofC friends meet on the first Saturday of each month at Kumaram, Dr. R K Anand suggested that the CIB Chapter meeting be rescheduled from the last Saturday of the month to the first Saturday. The CIB Chapter meeting will now be held from 3:30 pm to 5:00 pm and the MRA-IofC meeting would follow immediately thereafter.



CIB (India) Pune Chapter

Fourth Meeting Report

August 9, 2014

*Venue: Maharashtra Knowledge Corporation Ltd. (MKCL)
Conference Room*

When you're surrounded by people who share a passionate commitment around a common purpose, anything is possible.

Howard Schultz

It is with this common purpose that the CIB Pune Chapter team have been meeting quite regularly at the MKCL Conference Room. Their hope is that as more and more like-minded persons sharing a passionate commitment towards running business competitively while still being ethical meet and deliberate, it could catalyse the mind-set of several business persons in the city to join in making such a philosophy increasingly the norm.

Welcoming the ten delegates from industry that had gathered for the fourth Chapter meeting, T. P. Mukherjee, Convenor of the Pune Chapter provided a brief introduction of CIB to the newcomers. Sharing of some of the activities that the CIB Pune Chapter had been doing in the past months, he said, “Besides the regular meetings that the core team and have been conducting, we have also spent some time with various outreach programs involving industry captains and educational institutions.” Citing the recent Conference on Integrity and Ethics in collaboration with Symbiosis Institute of Information and Technology (SCIT) and IBM Corporation he spoke of the increasing need to inculcate value-based business culture in the youth of today. “I am pleased that Symbiosis Institute of Computer Studies and Research (SICSR) is another Management Institute that has actively been participating in CIB’s activities.”

Recognizing however that in addition to conducting activities there must of necessity be a pooling of ideas from active participants with the objective of achieving an effective and sustainable strategy, he urged the small gathering to look at the next hour of the meeting to consider three questions:

1. Do you think practicing ethics in the current business scenario has challenges?
2. If so, what could this movement do for the business according to you?
3. In which way could you participate in this movement?



Placing the floor open for the delegates to express themselves on the above questions, Raman Kumar, Chairman of Ador Welding Academy began

by sharing how despite the challenges in the current business scenario, there was a way to be ethical is one had the desire and will. Speaking from his personal experience as MD of Ador Welding, he shared how a Government officer wanted to prosecute him. Recalling the incident, he spoke of how various reasons were being brought up to establish a case. The underlining reason however was that the Inspector was upset at not being appeased by the Plant Head who was working under him (incidentally the Plant Head was T. P. Mukherjee himself). He then shared how this crisis was overcome ethically and in a right manner by approaching the minister concerned. A proper representation was made

to the Minister and the prosecution was withdrawn unconditionally.

Lauding the CIB movement in Pune and its activities, Mr. Kumar committed his active participation in organising awareness programs and co-ordination with other organizations and institutions. He has committed to write articles in the CIB publications and speak in the CIB sensitization programs.

Asis Ray, MD, Chemetal India Pvt. Ltd. shared candidly how it was extremely challenging to practise ethics in the current business scenario. Citing two reasons he said:

There now exists a much greater appreciation for ethics and less resistance especially when dealing with firms in the private sector

“While it is not that difficult for one to follow ethics in his/her area of involvement, it is sometimes challenging to get the team, including the top management, to get on board fully.” However, quickly bringing cheer, he shared that in the couple of decades of his experience in industry, there now exists a much greater appreciation for ethics and less resistance especially when dealing with firms in the private sector.

“What is however unfortunate,” he continued “is that it is far more difficult when dealing with both Government and Statutory body’s even now. One needs to be doubly careful with one’s own records/statutory issues to ensure total compliance, if one has to take a firm stand on these issues.”

Continuing to respond to what CIB could do to contribute to an ethical business environment, he said, “What this movement can do is to create a platform for the business people to derive strength and support when faced with challenges in their own turf. We however need to be doubly careful so as not to get too prominent and loud

which sometimes leads to loss of credibility like what happened to the Aam Aadmi Party (AAP)* movement recently. It should ideally be a movement of like-minded people deriving strength from each other by gaining from each other's expertise and experience.”

On his own participation to CIB he told his listeners, “I believe the best contribution one can make is to ‘walk the talk’ and follow it through in every area of influence to start with. That in itself would be a great contribution to the cause. Apart from this, I am willing to share my own expertise and experience, if needed, for anyone who may be interested and willing.”

Sharing how he could help CIB, Shantanu Sen Sharma, Chief Mentor and Co-founder, Ozone Education Consultancy, first expressed the need to doing some sessions with Corporate Houses on business ethics. “I think the emphasis will need to be on the following,” he explained.

- Why business ethics makes business sense
- The price of non-conformance vis-à-vis cost of conformance
- Cascading values from mission and vision - ethics and values need to have some uniqueness for each organization
- Personal qualities that Managers need to develop and
- How an organization can implement and how CIB could help at check points.

Sharing of his willingness to run his training material through, he reminded his listeners that he had conducted two workshops for two days each. Continuing further he said that he could help in spreading some of CIB's activities, particularly personal values and professionalism to the student community of MBAs that his organization mentors.

Prof. Shaji Joseph of SCIT and his student, Pradeep Kumar made a wonderful video presentation of the recently held Conference on ethics and values at SCIT that CIB had collaborated with.

P. C. Jain, former MD of Bajaj Group company promised to conduct some of the future programs that the CIB Pune Chapter would hold and actively contribute in its other activities.

Mohan Nair, MD, Next-Gen Solutions committed to his active involvement too.

Ramani Iyer, retired Senior Executive, Forbes Marshall Pvt. Ltd. promised to actively participate as a core team member and also connect CIB to various other similar initiatives and sensitization activities through his network in the Confederation of Indian Industry (CII) and the United Nations Office on Drugs and Crime (UNODC).

Other delegates present were Rahul Shirodkar, Sr. Manager – Technical Purchase, Bosch Chassis System and Sudhir Gogate, Director, Keihin FIE Ltd. Their involvement to the IofC Movement and CIB has been active and in the case of Mr. Gogate, very valuable.

Expressing uncertainty of a definite date for the next meeting in the month of September, T. P. Mukherjee thanked everyone for their time and willing commitment and promised to include them on the date of the next meeting when there was clarity.

**The AAP is a newly founded political party that shot into prominence on the plank of fighting corruption in India.*

Next meeting: October 12 at 5:00 pm

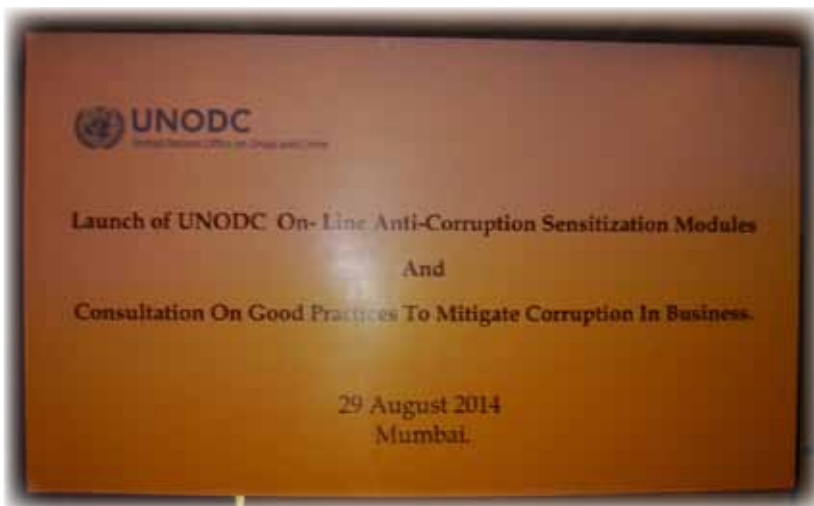
Venue: MKCL Conference Room, 5th Floor, "B" Wing
ICC Trade Tower, Senapati Bapat Road

RSVP: T P Mukherjee
cib.pune.india@gmail.com / +91-9552 626262

United Nations Office on Drugs and Crime

- A One-day Workshop Report

While participating in the CIB Pune Chapter meeting on August 9, 2014, Ramani Iyer, a retired senior Executive, Forbes Marshall Pvt. Ltd. had assured those attending that he would connect CIB to various other similar initiatives and sensitization activities through his network in the Confederation of Indian Industry (CII) and the United Nations Office on Drugs and Crime (UNODC).



So when the UNODC organized a one-day workshop at the Lalit Hotel, Mumbai on August 29, it was heartening to see several members of the CIB Mumbai and Pune Chapters take time out to attend this workshop.

The subject, “On-line Anti-corruption Sensitisation Modules” – and Good Practices to Mitigate Corruption in Business, saw several very senior officials participate. Sajjad Naqvi, Special Director of Enforcement Directorate; Rajnish Seth, Additional Director General of the Anti-Corruption Bureau, Maharashtra; Dr. Atul Fulzele, Head of ACB, Pune; Mrs. Jayashree Rao, Dy. Superintendent of Police, Central Bureau of Investigation; Ms. Jeny John of Securities and Exchange Board of India; among many others. Members of the Caux Initiatives for Business Chapters in Mumbai and Pune also participated in good numbers in this interactive exchange program.

Miss Neha Bansal, Project Officer, UNODC welcomed every one and launched the on-line anticorruption module. Mr. Fulzele, in providing

the Keynote Address expressed the need of such sensitization modules for spreading awareness among industry and public in general.

Mukesh Arya of Red Flag Oversight Consultancy Services, conducted a quick run-through of the sensitization and business integrity module. This was followed by other presentations and interactions on topics such as Probity in Public Procurement.

Ramani Iyer shared his experiences on good practices and challenges of doing business the ethical way while Neville Gandhi, Lead Country Compliance Officer, Siemens Ltd. presented good practices followed in Siemens, to run business ethically while still remaining competitive.”

Noor Naqschbandi of Alliance for Integrity, Germany enlightened the audience with his presentation on prevention of corruption and the six steps to effective compliance management. Useful information such as data modules, case studies, resource guides and compliance hand-books, were made available on CD's to the participants.

UNODC and Alliance For Integrity expressed their willingness to work with CIB in future.



TRUST and INTEGRITY in the GLOBAL ECONOMY



16th October 2014
4pm - 8.45pm

St Ethelburga's Centre
for Reconciliation & Peace
78 Bishopsgate,
London,
EC2N 4AG

TIGERoadshows brings together highly regarded speakers, corporate delegates, social entrepreneurs, students and other interested business stakeholders. The Roadshow is a forum for access to specialist organisational and personal support, consultancy and networks. This will help you to implement the organisational changes needed to bring about the right approach to resilience.

St Ethelburga's City Forum in
partnership with Relume presents

TIGERoadshow

Resilient Leadership: Challenging existing paradigms in business and finance

Established corporate norms values and practices are struggling to respond to the challenges of the 21st century. What does it mean to be a leader at this time and in this context? How can we develop and maintain the spirit and capacity to skilfully challenge the status quo and elegantly facilitate profound change?

This series of the City Forum collaborates with IofC's TIGER Programme to explore the theme of Resilience with a public event and follow-on collaborative enquiries (23rd & 30th October) for more in depth and intimate discussions on the 'elegant challenger' and 'resilient leader'.

St Ethelburga's City Forum aims to encourage conversations about what is emerging in the City at this time of transition to enable us to actively co-create the future.

Community and Conversations for Emergent Times:
Values, resilience, leadership, community of influence.

This will be a compelling, lively and thought provoking event. Join us to learn from sharing insights, and stories grounded in a moral and ethical framework of resilience for you to apply in your business.

In partnership with:



Speakers:

Margaret Heffernan, renowned business woman, Huffington Post blogger, CEO and best selling author of the new business book 'A Bigger Prize'.

Claire Breeze, co-founder of the research and advisory firm Relume, and co-author of 'The Challenger Spirit', who runs a retreat in mindfulness and resilience that is regarded as the pinnacle of leadership development.

Mark Goyder, speaker, author, broadcaster and has 15 years' experience as a manager in manufacturing businesses. Founder Director of Tomorrow's Company, the agenda-setting think-tank.

Wendy Addison, author, development coach and motivational speaker who spent 20 years in treasury management. Wendy's core sense of integrity was vividly demonstrated by her act of reporting corruption in the biggest corporate disaster in South African history. Wendy is a contributing member of UNCAC Coalition.

For more information and to book a place on this unique event please visit: <http://tinyurl.com/orkfzbn>
Or contact taliam.smith@uk.iofc.org

TIGERoadshow: Early bird: £35, standard: £40
Follow-on enquiry group: £25 (part 1 & part 2 sessions)
Package discount: TIGERoadshow + Enquiry group: £50

Feedback from CIB eSPIRIT

Unveiling Good Leaders

This is a really interesting newsletter. Thank you for sending it to me. Well done on all your great work.

Ms. Talia Smith, UK

Thank you for sending e-newsletter.

The article on managing skills by Rockefeller was inspiring.

Zubin Mistry, India

You are doing helpful work through these wonderful models of good behavior in difficult situations. It is good to tell the story for ideas of hope and optimism toward moving things forward.

Ms. Sue Snyder, USA

It's a superb issue. I am going to circulate it among my family members and close friends. I started reading it with the mail and couldn't stop it till the last page.

Atmaram Saraogi, India

Thank you so much for this inspiring issue. Great read!

Bharat Avalani, Malaysia

Thank you for the July-September edition of eSpirit.

As always, it was inspiring to read; especially the piece by Mr. Lala, which I've read so many times earlier, but which remains ever stimulating!

Bharat Wakhlu, India

Excellent! Thank you for sending it across.

Arun Jaura, India