

CIB on wings



August 2015

Caux Initiatives for Business
Global Secretariat
Asia Plateau
Panchgani
412805 India

M csc@cibglobal.org
P +91 8408 940 940
W www.cibglobal.org


Initiatives of Change
Caux Initiatives for Business

Dear Readers,

Caux Initiatives for Business is excited at the number of activities that are taking place in quick succession. The Editor has her tasks cut out, with each event jostling for space in the monthly updates. Some of the happenings that missed out in this August issue were just as interesting as those that made it – but then not everything can be served at once can it?

The events that came up to the front are carried out in the ensuing pages. Among them are two reports of activities that took place in Kenya; each written so differently, yet capturing the same picture with the uniqueness present in each writer.

The CIB Mumbai Chapter meeting, the Working Group meeting of the CIB India team and a peek into one of the several events that is planned for the CIB 2016 Conference in January take up the rest of the pages.

We hope you will enjoy reading each news item with much the same enthusiasm as we have shown to prepare it.

Mrs. Ishika Banerjee



New Beginnings

A Report from Kenya by Joseph Karanja

Caux Initiatives for Business (CIB) has finally come of age in Kenya. This follows a successful visit to Kenya by CIB Chairman, Sarosh Ghandy from India and Folker Mittag, a member of the CIB core team, from Germany. Their visit from May 23 to 30, 2015 came at a time when a national debate was going on. The theme of the debate was on how ethically we conduct our national affairs. Both Sarosh and Folker quickly familiarised themselves with the country.



The first day, Sunday, was spent with Initiatives of Change (IofC) friends in Nairobi at the residence of Joseph Karanja who hosted the two guests. They were briefed how the ensuing days were lined up - visits to several CEOs, two high profile engagements with both business and political leaders are some of the

Sarosh and Folker with some of the IofC team members activities. The highlight was to be the first ever CIB Round Table where close to 30 business Executives attended, courtesy of Tata Chemicals Magadi.

In a bid to support CIB Kenya, courtesy calls were made. Ms. Wacheke Gachukia, Business Administration Manager, Siemens (Proprietary) Ltd. - Kenya Branch and her team warmly received the visitors together with Joseph Karanja at their Nairobi Office. Sarosh and Folker introduced CIB and what it stands for. The idea was very well received by the hosts. They expressed their support in helping CIB take root in Kenya.

The following day, Fountain Media was the next stop. The MD, Bedan Mbugua and Editorial Director, Johnson Mwakazi hosted the three of us in their Lavington Office. The two hosts shared with us their

work with businesses. How to incorporate CIB in their work featured prominently. As I write this report, CIB's idea of Round Tables has been fully accepted by the Media House, and the wider Fountain Group. I will be writing more on this before the end of August.

Dr. James Mageria is a prominent Kenyan, especially in business circles. He is widely regarded as the father of CEOs in Kenya. He is currently the Chairman of The Karen Hospital, one of the best private health providers on the Continent. He hosted us for afternoon tea in his boardroom and shared deeply of his conviction and his engagement with business and the leadership. The meeting was powerful, humorous and uplifting for all. Dr. Mageria and Joseph are great team-mates who, together, initiated national dialogues that changed the governance structures of the country. Dr. Mageria's influence in business was evident in the activities that followed in the next two days.

Sarosh, Folker and Joseph had a busy Wednesday and Thursday, meeting with other top business leaders and Members of Parliament at the Safari Park Hotel. The national leaders were discussing, "DOING THINGS RIGHT". Sarosh and Folker got to meet and exchange pleasantries with some of them. The two never wasted a chance to plant the CIB seed. Former Mayor of Nairobi, Nathan Kahara was hugely impressed. He is assembling business leaders this August for me share about CIB.

On Thursday, May 28, we attended the Annual National Prayer Breakfast at the Safari Park Hotel, Nairobi. The Honourable President and the Deputy President of Kenya graced the event. One of the highlights was a moving testimony of forgiveness by Hon. Hassan, MP, Kamukunji



Sarosh & Joseph at the National Prayer Breakfast, Nairobi

constituency, Nairobi. Hon. Hassan is recovering from a terrorist bomb attack outside a mosque in his constituency. The MP, a businessman himself moved everybody when he said “I found peace when I decided to forgive my attackers.” He challenged all of us to uphold good, both in private and public life. The MP, a good friend of Joseph Karanja is keen to attend future CIB conferences. His condition however does not allow him to come to Panchgani, India in January.

Tata Group is a natural leader when it comes to ethics in business. Tata Chemicals Magadi Ltd., Kenya is no exception. Thanks to its Managing Director, Engineer Jack Mbui, the event crowned the visit for Sarosh and Folker. Tata Chemicals Magadi not only hosted and sponsored the event but actively participated in the first ever CIB Round Table



Introducing CIB at the Round Table

on Kenyan soil. The event that took place at the 5 Star Panafric Hotel, Nairobi attracted close to 30 participants from big, medium and small business establishments. The Tata philosophy, developed over many decades was very well put by Eng. Jack while opening and welcoming participants to the Round Table. Their engagement with other participants was very helpful to those facing challenges of ethics in their businesses. Engineer Jack had personally travelled all the way from Magadi, two weeks before the visit to meet with Joseph Karanja to plan for the Round Table and the visit in general. This was an outstanding act of humility and commitment.

The RT was ably facilitated by Sarosh and Folker. Dr. Mageria gave an input that set the stage for a meaningful conversation. Experiences were shared, both positive and negative, and the beauty of it all was the realization that the answers to many of the challenges were with

the people around the table. Sarosh's other talent was exposed when he and Mike Muikia beautifully sang a song from IofC titled, The Gap. The hunger for such Round Tables was evident, with many calling for more Round Tables across Kenya.

I'm greatly encouraged and inspired by the story of Tata Chemicals. Their philosophy needs to be replicated many times. CIB is a seed that we must nurture for our growth.

The meeting formally ended at lunch time. Participants had lunch by the pool, taking the opportunity to make friendships and discussing strategies for future engagements. Things are cooking right now and will be the subject of the next report that is coming within a month.

Here are a few comments from some of the participants:

- Ms. Anastasia Muthoni, Electric 2000 Ltd: The Round Table has been a meeting of minds and hearts. It is a prerequisite for the survival of businesses and economic growth of Kenya.
- Mr. Lakshmi, CEO, Nairobi Tanneries: CIB is a bold initiative that has come to Kenya when it is needed most.
- Mr. Kepta Ombati, former CEO of a donor agency, and currently CEO of an Agribusiness: I'm greatly encouraged and inspired by the story of Tata Chemicals. Their philosophy needs to be replicated many times. CIB is a seed that we must nurture for our growth.

It was a week that was rewarding and rich. Gratitude to Sarosh and Folker for coming to Kenya and all those who spared time to interact with them. To Eng. Jack and his PA, Ms. Carol Opondo and the entire Tata Chemicals Magadi for providing a car and a driver for the guests, right from arrival to departure and for hosting the Round Table and the preparation around it. To CIB India, Allan Burby, GM, Tata Quality Management Services (TQMS), Luis Gomes, Dr. Amit Mukerjee (all from India). I can't possibly exhaust the list IofC Kenya. You are all great. Keep it up!

An Attempt to Grow CIB in Kenya

Sarosh Ghandy writes of his experience in Kenya

Joseph Karanja (alias Joe) was anxious that we help him spread the message of CIB in Kenya so Folker Mittag and I decided to spend a week in that country in May of this year.

For me, Kenya was a revelation. It reminded me of India in many ways. The people are warm and hospitable; their food may be different but their ways of living are similar and they seem to be facing the same problems we do – corruption, poverty, a lack of education among the poor and a large population. However, I also perceived some differences. They are very proud of their country; as a people they are upbeat and despite the tribal conflicts which they face, they are anxious to move ahead.



Delegates from Uganda who participated at the RT in Kenya

Folker and I met some remarkable individuals in Nairobi. Despite corruption all-round, these individuals have been waging a war against corrupt practices and are showing the way to do business and work

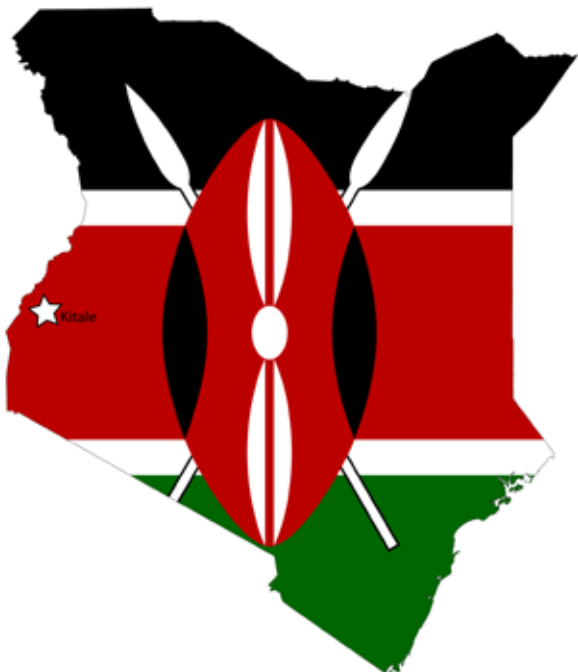
without stooping to unethical ways. The President of Kenya, Uhuru Kenyatta, not only told his Ministers, Governors and Parliamentarians last year to “Do things Right!” but has challenged them to “Self Examine” their actions of the past year and see what needs to be corrected during this year. He has prosecuted and arrested his own Ministers who have been found to be corrupt and is creating an air of hope among his people. Then there was Dr. James Mageria who started life as a Police Officer,

who reformed the Prison System in Kenya; went on to establish a University; helped draft the Constitution of Kenya; created a hospital to improve medical treatment for the poor, spearheaded a “Clean Kenya Campaign” during the last Presidential election along with Joe Karanja and along with some friends started the practice of an annual “National Prayer Breakfast”. (At this even the President invites all his Ministers, Governors of the States, Parliamentarians and eminent leaders of society for a Prayer Breakfast on the last Thursday of May each year; prays with them and exhorts them to new challenges for the coming year – a truly remarkable occasion.) We also met Bedan Mbugua, MD, Fountain Media, a journalist who was imprisoned by a previous regime for speaking out against corruption. He was one of the first graduates from James Mageria’s University and today runs a Media House in which he is focusing on “Celebrating Good”.

Apart from individual meetings that included one with Ms. W. Gachukia, BA Manager, Siemens (Proprietary) Ltd., Kenya, Folker and I led a Round Table where about 25 Kenyan CEOs of Business shared their experiences and concerns about “Being Ethical in Business and still remaining Competitive”. The Round Table was hosted by Jack Mbui, the MD, Tata Chemicals Magadi Ltd. in Kenya. The discussions were very positive and at the end many of the participants requested Joe

Karanja to organise such get-togethers each month so that they could exchange views and benefit from each other’s experiences. We sensed the seeds of a possible CIB Chapter.

Joe was an extraordinary host. We stayed with him and thoroughly enjoyed our stay thanks to his hospitality.



CIB (India) Mumbai Chapter

Meeting Report

July 4, 2015 / Venue: Kumaram, Worli Seaface

Since this meeting fell in the period of vacations, only four persons could attend the meeting. This however did not dampen the enthusiasm but instead the meeting saw the four-some put their heads together to see how they could continue with the efforts of making the CIB Mumbai Chapter a vibrant body.

Anoop Sehan, VP, Sharaf Travels shared about his meeting with Skål International, a professional organisation of tourism leaders around the world, promoting global tourism and friendship (<http://www.skål.org>). Skål has a large presence in India. Following this he mentioned that CIB was invited to present to their Executive Committee a brief presentation on its activities and that of Initiatives of Change (IofC) the parent organization under whose aegis CIB runs its programs. It was agreed that apart from the four present, that is, Anoop Sehan, Amit Dave, the former Assistant Commissioner of the Mumbai Municipal Corporation, Prof. Virendra Shukla, Professor from S. P. Jain Institute of Management and Research, Anil Chopra, Convenor of the CIB Mumbai Chapter and VP - Technical Skill Development Environment and Safety, Siemens Ltd. India, they would also take with them Vivek Asrani, MD, Kaymo Fastener Company. The meeting with the EC of Skål took place on July 31. It was also revealed that at a later opportunity they could be invited to the organization's larger gathering (which is held every quarter) for a group discussion. The focus of the Chapter's interaction was to share best business practices with Skål and look for areas of co-operation.

Amit Dave offered to help get the CIB Chapter in Mumbai connect with those Mumbai Municipal Corporation (BMC) staff that had

attended the Heart of Effective Leadership (HEL) Program at Asia Plateau, Panchgani. The group decided that such an engagement would be on a similar approach that has been adopted with the Siemens Ltd. staff who had attended HEL programs. The idea was to encourage and follow-up on the interest and enthusiasm that had been cultivated at the residential training program that they received while in Panchgani. For those unfamiliar with HEL, it is a three and a half day program designed for middle or senior level managers of Industry with a focus on introspecting how one initiate change in the work environment by first beginning with oneself. A highly successful program that has been on for several years; participants are seen resolving firm commitments to make a difference wherever they are.

In order to get this plan activated with the BMC staff, Mr. Dave suggested that he first get in touch with the relevant officers in the organization and propose the plan with them. To help get a more focused group, Mr. Sehan suggested that the CIB Mumbai Chapter should initiate contact with the BMC participants first with a brief questionnaire. The



L to R: Amit Dave, Anoop Sehan, Anil Chopra and Prof. Virendra Shukla

idea was to trigger an interest for engagement even before they come for the meeting. Anil Chopra offered to draft such a questionnaire and circulate it to the other three present for their final inputs before sending it to the invitees to the proposed meeting.

Prof. Shukla suggested that the Mumbai Chapter define a broad agenda for this year (July 2015 to June 2016) so as to focus on targeted plan allotted. This led to several suggestions, some of them being:

- Reach out to the selected travel associations with the help of Anoop Sehan
- Reach out to selected Chambers in Mumbai, such as – Bombay Chamber of Commerce; Thane-Belapur Industries Association; PHD Chamber of Commerce; Association of Freight Forwarder; and All India Dental Association who are scheduled to hold a National Conference in Mumbai later in the year
- Reconnect with selected colleges with the help of Prof. Shukla and others from the Mumbai Chapter so as to intensify engagements with Management students.

The meeting ended with thanks to each other.



CIB (India) Working Group Meeting

To prepare for the series of events lined up from September right up to the CIB 2016 Conference, the CIB India Working Group has been meeting fairly consistently. The meeting that was held on July 19, 2015 at the IofC flat in Kumaram, Mumbai continued to build on the discussions that they had initiated in previous meetings. The fact that several took the time off, some travelling from long distances to meet, deliberate, debate and decide revealed the interest that went into the planning.

Some of the highlights of the deliberations were:

- to develop a broad program design for the CIB 2016 Conference. A road-map of the desired destination that CIB should take was also discussed.
- three Round Table deliberations were planned in different cities of India, Pune (Sept. 25); Bangalore (Oct. 30) and Mumbai (Nov. 27). The focus of the discussions that would involve senior business leaders from Industry is on the theme, “Is Business Ready to Change itself to Change India?”

Other matters interwoven with the above events were also taken up.



The result was that at the end there was greater clarity of thought and purpose; a smile on each face and a long list of tasks for the CIB Secretariat to act on.



Russi M Lala Memorial Lecture Series

CIB has adopted one more event into its fold, an Special Lecture Series held as a memorial to the late Russi Lala.

“As an Editor of the Himmat magazine and also as an author of several books, Russi M. Lala exemplified courage, ethics and trust in God as a way of life. Russi was one of the guiding spirits behind Initiatives of Change (IofC) and his passing away in 2012 deprived it of his spiritual and intellectual guidance.

In commemoration of his contribution to the IofC movement, Caux Initiatives for Business has decided to institute a Memorial Lecture Series to further sustainability and the importance of ethics and values in economic life and growth,” wrote Sarosh Ghandy, Chairman, CIB while describing a man who had been an inspiration to many.

Sarosh Ghandy was clear that a fitting Inaugural lecture to kick off the special series should be by a towering figure who worked with Russi over the decades. So he waited patiently for the man he had in mind to say yes.

Caux Initiatives for Business is delighted to announce that the first Russi Lala Memorial lecture will be delivered by Rajmohan Gandhi. This will take place as an event within the biennial International Conference that CIB has planned in January 2016. It has been scheduled that Rajmohan Gandhi will speak to the delegates of the Conference on January 23, 2016.