

CIB on wings



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Initiatives of Change
Caux Initiatives for Business

Dear Readers,

The CIB Pune Chapter had organized its first Round Table inviting over 25 Heads of business and industry, government and academia from Pune. The deliberations that ensued brought focus on what could each do within themselves to change business, especially in the city. Some comments and suggestions captured during this time highlights the sincerity with which delegates sought solutions. A number of initiatives to introduce new tools at the Round Table contributed to making this event unique.

A collection of a few pictures from the CIB 2016 Conference has also been added to this issue of CIB on Wings. To those who could not make it, we hope you will enjoy glancing at these. For those who attended, we hope it will bring back fond memories.

Mrs. Ishika Banerjee



CIB Pune Chapter Round Table

A Report

The Pune Chapter of Caux Initiatives for Business (CIB) left no stone unturned when they prepared for the Round Table (RT) that was held on December 18, 2015, at Pune. Over 25 Heads of business and industry, government and academia from Pune gathered together to introspect on the theme, “Are we willing to change ourselves, to change business?”



Thanks to the generous sponsorship for the event by Keihin FIE Pvt. Ltd. and its Director, Sudhir Gogate and the gracious sharing by Anant Sardeshmukh, Director General,

Mahratta Chamber of Commerce, Industry and Agriculture (MCCIA) and for the use of MCCIA’s state-of-the-art Board Room, the ambience was just right for the RT deliberations.

Anil Chopra, VP - Technical Skill Development Environment & Safety, Siemens Ltd. and Convener of CIB’s Mumbai Chapter, in his inimitable endearing and affectionate style, helped bring to the deliberations keen focus and a high level of engagement amongst delegates.

A few bold initiatives by the Pune Chapter team made the event unique in many ways. For one, they invited a hand-full of Business management students to observe the deliberations. This initiative not only provided the students the opportunity to understand the various challenges that industry faced but also helped them revive their faith

in the principle that conducting one's business ethically is the best business strategy for it creates trust and strengthens the foundations to a sustainable enterprise. Most of all, participating in a conversation at this level, provided the students with a renewed sense of faith that all was not bad and hopeless in industry and government today. It helped them join hands in the collective to operate clean business, starting with Pune.

Another initiative involved the introduction of a few tools at these deliberations that added to the event's uniqueness aligned to CIB's mission. These were:



- Quiet Time. Practicing this received all round appreciation. All present observed 10 minutes of silence. Delegates then shared experiences of how they had benefited by the practice of silent listening/ quiet time in the business context. Three very powerful experience narratives were heard as a result. The delegates unanimously recommended that the practice of “Quiet Time” be made an integral part of future Round Tables, going forward.

- The initiative for crafting a case-story format for documenting stories of practice of ethical decision making and actions in business was seen by the participants as a very good construct for classifying and

capturing the underlying process and outcomes for guiding other practitioners. A number of story leads were collected from delegates of the RT for further development as raw material to be documented into a case-story based compilation. This project would take a few months and shared with all delegates, it was announced.

- Next, Sachin Shinde, Director, Deloitte Haskins and Sells LLP, was invited to spread awareness about the nuances, benefits and implications of the imminent Goods and Services Tax (GST) Bill. The introduction of topic-based sessions such as these brought

in a different value added perspective to the event.

Setting the tone, Anant Sardeshmukh, provided the desired direction and impetus for an open and interactive exchange of



thoughts/ ideas and experiences. Here are some of the key suggestions that were generated for the spread of ethics movement in business:

- Ensure that ethics is made a key selection criterion in recruitment/ sourcing.
- Debate upon what is a reasonable amount of profitability in a business. What is the right manner of pricing for a product or a service?
- Influence & engage the media and advertising industry in such endeavours, considering that their impact on society is huge.
- Care for the unorganised sector to generate a mass revolution in values – reaching the bottom most rungs of the ladder in society.
- Business must give up its attitude of outsourcing the ‘management’ of ethical challenges.

After a time of silence and reflection (Quiet Time) there was some honest and sincere sharing. Some of the statements that reflect this sharing are listed below:

- We all have a propensity for double standards; hence. Need to build safeguards against this tendency.
- Ethics is not only about compliance but also about equitable

development and growth of all stake-holders, in a sustainable, fair and just manner.

- If business is run on the basis of ethics it may not earn much, but the business will last longer.
- Review and correct the
- Discrimination in benefits to different categories of workforce (Employees, Unionised category workers, Contract workmen, Casual labour, etc.)
- Quoting N.R. Narayanmurthy, one delegate said, “The real power of money is in giving it away.”
- Understanding the human being and providing for his or her needs, is ethics.
- Ethics is about self – it starts and ends with ourselves.
- Ethics is what you do when no one is looking.



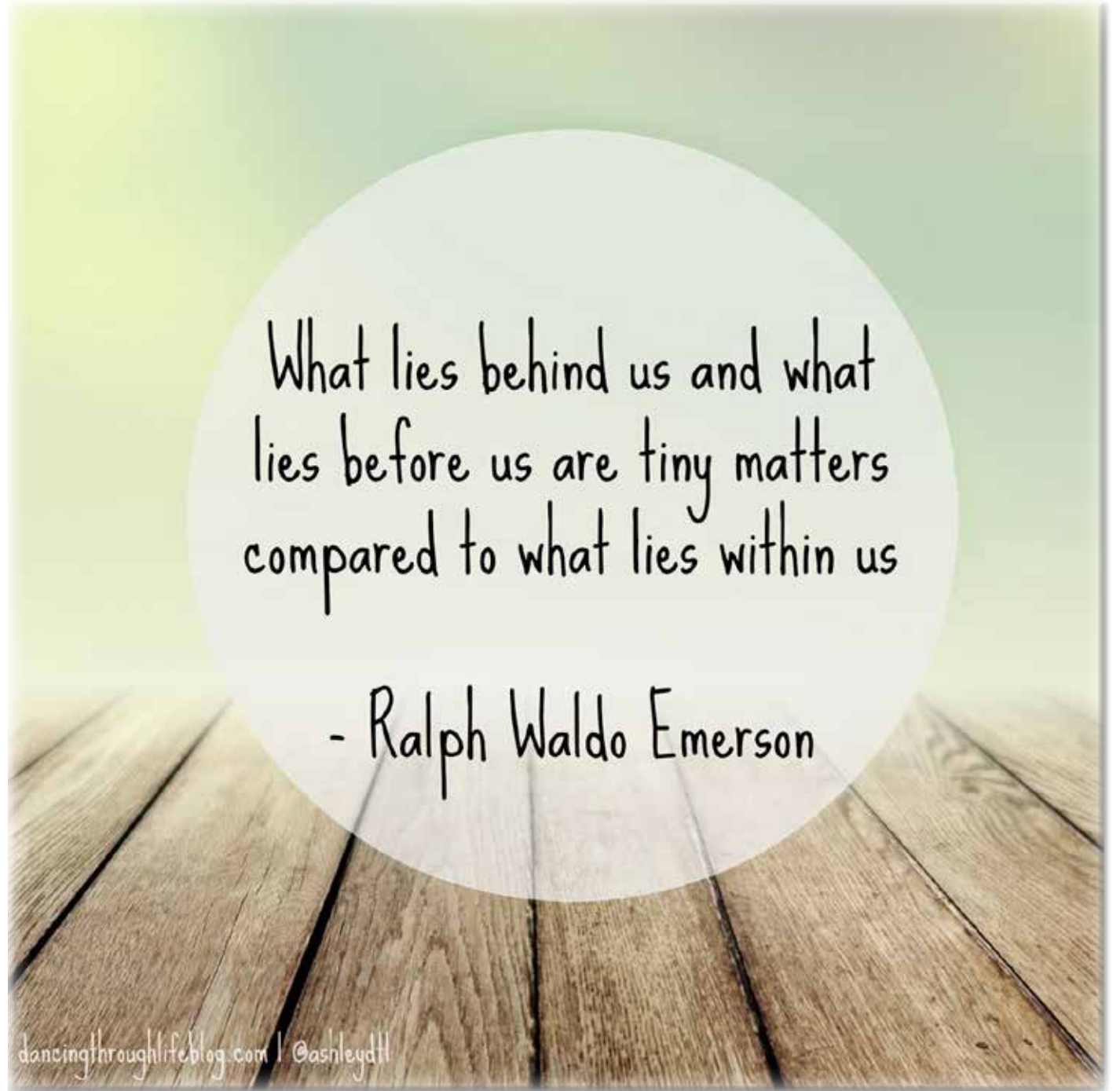
- Ethics starts with the individual, but has to go beyond to the manner in which business is conducted.

CIB Biennial International Conference – January 2016

Charles from the central CIB Secretariat, reminded the audience about the dates for the international conference being from January 22 to 26, 2016 at Asia Plateau in Panchgani. They were requested to send in their confirmations to attend either a part or the whole conference, by January 5, 2016.

With such a wide spectrum of sessions offered in such a short span of time, the RT was a commendable feat. Soon after lunch that day, the core team got into a huddle to deliberate upon the evaluation and improvement imperatives for the next RT.

The event conduct revealed the close-knit co-ordination amongst the CIB Pune Chapter core team led by Sudhir Gogate, Kiran Gandhi, Anant Nadkarni, Sanjiv Mehta & Allan Burby, with the adept moderation by Anil Chopra from Mumbai and sterling support by Charles.



What lies behind us and what
lies before us are tiny matters
compared to what lies within us

- Ralph Waldo Emerson

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Quote displayed at one of the sessions at the Round Table

CIB 2016 International Conference

A Collage



