

# CIB on wings



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Initiatives of Change  
Caux Initiatives for Business

Dear Readers,

In this issue of CIB on Wings, we are delighted to share with you reports of two very interesting events that took place at Pune. The first is on deliberations that 28 key business leaders engaged in at a Round Table conducted by the CIB Pune Chapter team. Micheal Akampa, CEO, Traction Capital, Sweden, who had joined the meeting pens down his impressions.

The weekend Retreat that the CIB team had at the SKF India campus is also covered in this update periodical. “Not only have I made new friends,” said one, of what he was taking away from the Retreat, “but I have learnt a number of things that I intend putting into practice.”

*Editor*



# CIB Pune Round Table

## A Report



### **Introduction**

The 9th Business Round Table which was organized by the Pune CIB Chapter on November 10, 2017 was attended by around 28 key leaders of business and industry and was represented by four nations including India. The Round Table that was held at Mahratta Chamber of Commerce and Industry (MCCI) Board Room along Senapati Bapat Road, Pune focussed on the theme, “Exploring Job Creation for the Future Proofing Business and Society”.

The Round Table started with an opening address by CIB Chairman, Sarosh Ghandy who remarked that “being ethical and remaining competitive can be quite lonely in business” and that the purpose of the Round Table was to bring like-minded business executives to

share challenges, experiences, inspiration, contacts, etc. so that they don't have to walk the ethical road alone. As a fraternity, CIB's aim is to facilitate this process.



Mr. Sarosh Ghandy acknowledged that the Round Tables have been a good platform to bring together business/industry and government together and bridge the gap and mistrust that exists between the two.

Business and government need to work together – industry has a large role to play in the economy, and government too has a role to play in facilitating business and industry. Business has great experiences and resources that can be tapped by government and vice versa.

Mr. Ghandy further revealed that the main themes of previous Round Tables have been within the area of sustainability and value based business practices and that CIB will continue to organize Business Round Tables on related topics.

After Mr. Ghandy's opening remarks, Sudhir Gogate, Director of Keihin FIE Pvt. Ltd., who was the Chairperson of the 9th CIB Round Table also made a few remarks, mainly to set the context of the Round Table. He revealed that industry was currently facing the problem of slowing economic activity/growth, and a slump in job creation. Three case questions were prepared for discussion by selected groups.

Dr. Amit Mukherjee who was asked to introduce the questions for group discussion started by inviting the participants to reflect on what

sustainability means to each – individually and in business. Is it the 3 Ps (People, Planet, Profit)? Can we achieve all of them? On what and how should we focus our efforts? Having said that, he presented the questions and discussions within three different groups started.

## **Work Group Sessions**

### ***1. Job Growth not in sync with GDP. Illusion or Realty?***

Members agreed that this was an illusion and not a reality, because:

- Innovation and digitalization are reducing jobs (but possibly re-creating them elsewhere).
- There is job creation in sectors that are not monitored (e.g. in the informal sector, self-employed entrepreneurs).
- Traditional employment data not capturing new forms of employment.



### ***2. Is consumption model the only way to job growth?***

Yes (to a great extent) and no.

- Consumption is an end (it's one of the ways to prop-up job growth but it's not the only one).
- Consumption increases business activity, but business and government have a responsibility to encourage responsible consumption.
- There is need to change the perception of society towards

jobs (an example was given of young people that can't work in McDonalds but can work as Air Hostesses).

### 3. *How can you spot opportunity when there is none apparently?*



- B u s i n e s s e s need to have clear strategies to identify opportunities. If you have a strategy you can sell a refrigerator to an Eskimo (you can convince him that maybe he needs it to regulate the temperatures).

- Businesses need to be innovative and entrepreneurial so as to address society problems. Amidst the multitude of social and environmental challenges affecting society lies opportunities for business.
- Businesses need to have diversity of thoughts and ideas from different stakeholders.
- Networking etc.

## **Presentation**

*Innovative way of Job creation based on values and ethics as a business strategy*

*– The story of BVG Group*

Following the group sessions, H. R. Gaikwad, Founder and Chairman

of BVG Group shared the ethical journey of his company from its humble beginning to becoming a conglomerate and employing 70,000 employees. BVG's journey and what it has achieved is remarkable which highlights that businesses can be ethical and competitive at the same time.

Key points in Gaikwad's presentation:

- The bottom of the pyramid is where need is. Solving poverty and helping people is a good business model, it's the only business model that matters.



- As a starting point, a business idea should be based on the need to solve society's problem. Purpose before profit.

- He selects need when employing.
- Diversity increases productivity. When he takes a client in a state, he makes sure that 30% of the workforce are from outside that state. Of the 70%, less than 30% are from the neighborhood, the rest are from within the state but live further from the site.
- He pays more than market pays. If you take care of your people, they start taking care of your company.
- People are as good as assets, in fact it's the only asset.

After the presentation by Mr. Gaikwad, there was quiet time for

reflection about what was discussed which was led by Dr. Amit Mukherjee. This was followed by a Q&A and participants shared their reflections and takeaways.

The Round Table ended with a vote of thanks by Luis Gomes who first thanked Keihin FIE for sponsoring the event, MCCIA for offering this special Board Room and all present. He then announced the upcoming CIB events.

## **Personal Reflection**

I think Round Tables are a great way to engage with executive business leaders who are normally too busy. It's also a great way to get them to open up.

With support from CIB India, we should consider replicating these Round Tables in Sweden (and in East Africa). Some examples include:

- Sustainable Business Round Table
- Sustainable Investment Round Table
- Sustainable Entrepreneurship Round Table

*Written by Micheal Akampa, Sweden*





# CIB Team Retreat

## A Report

In his conversation at the opening session of the CIB Retreat, Shishir Joshipura, MD of SKF India Ltd. spoke of the pressures that industry is confronted with today, coupled with an environment of uncertainty and disruption. Shishir said that one of the main problems that business executives face today is the pressure on time required for decisions, without having adequate scope for careful deliberation. He also lamented how executives in industries pursue their company objectives without the foundation of values. “I learnt very early in my career at Thermax Ltd. that you can’t trade this for that. Rather it must be, ‘this and that’. Values are not to be traded but rather enjoined in whatever we do; and it is this kind of lesson that is missing in today’s business.” Shishir’s talk to 17 people from four different countries who had participated in the CIB Team Retreat at the SKF India campus at





Pune from November 10 to 12, 2017 was in response to what business and industry faces today and how CIB can contribute in helping the situation.

The Retreat that focused on the theme, “How to take CIB Forward” had team members travelling from Germany, Sweden, Malaysia and India. Within the huge sub-continent itself, 14 of the team members travelled literally from each of its four corners.

Post-dinner on the first day, members from each Chapter shared briefly of their team members and activities. It was an ideal way to introduce one another in particular; and respective business programs that IofC was carrying out in various countries and Indian cities in general.

Waking up to chirping birds at SKF’s sprawling campus on Nov. 11, the team reflected on two basic questions that Dr. Amit Mukherjee posed at the Inner Governance session:

- What do we bring to the table? (This question was specific to the special gifts that each had.)
- What is the one hurdle holding us back in our work or faith

At the first working meeting of the Retreat that immediately followed the time of Inner Governance, Sarosh Ghandy, Chairman, Caux Initiatives for Business presented the overview of the future of CIB. He



described the proposed integration of the various IofC business initiatives and its perceived impact on the existing CIB teams. Thereafter Amit shared of the recent developments from his visits to Kenya, UK and Sweden and a gist of the meetings held there.

The session continued with then asking: “How can we be a more effective Chapter from challenges faced and learnings from best practices?” Sarosh said that CIB is not a chamber of commerce but rather a support group or a fraternity for CEO’s from business and industry. “This is our USP and uniqueness,” he said. For the benefit of those who were new to the Retreat, Sarosh briefly talked about the three business programs of IofC that are currently in existence under Caux Foundation—Caux Initiatives for Business (CIB), Trust and Integrity in a Global Economy (TIGE) and Ethical Leadership in Business (ELB). The team then spent several minutes in silence to reflect on all that was placed before them.

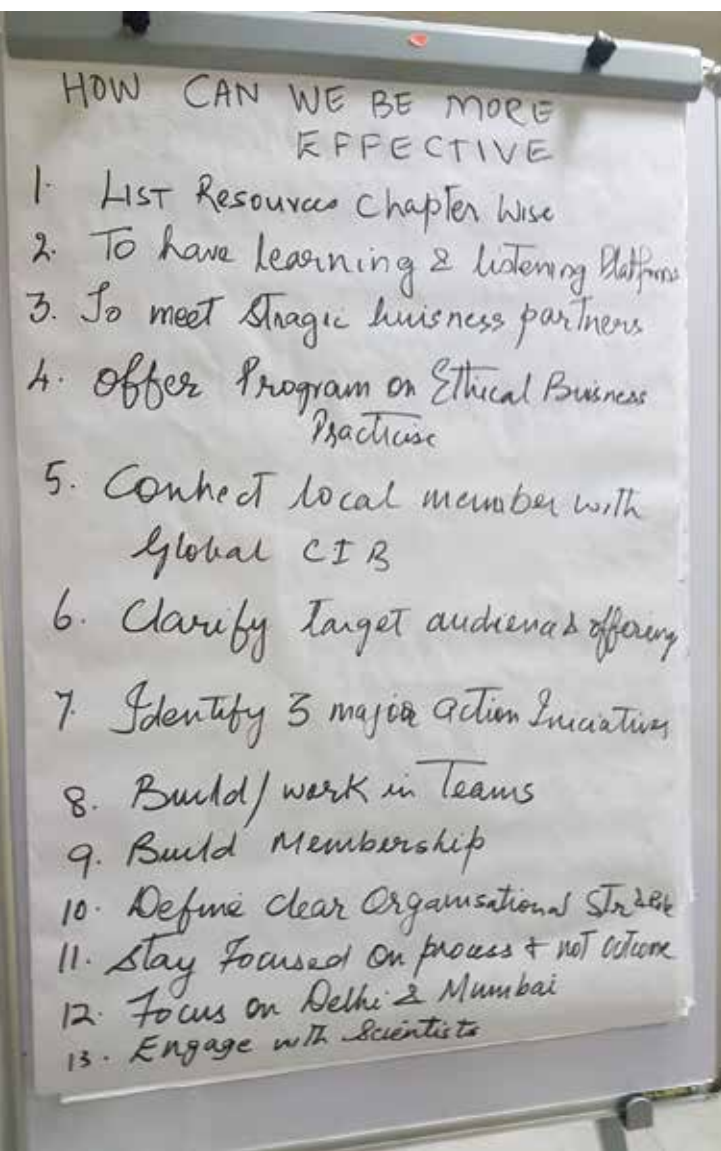
Following the quiet time, some of the thoughts shared were as follows:

- What would the purpose of the bigger unified group be?
- How can all stakeholders be a part of the Steering Committee and have a commitment to carry the work forward?
- Can K. Haridas, Chairman of Business Ethics Institute of Malaysia and current President of CIB Malaysia who is due to retire from his professional job soon, play a bigger role?
- Someone spoke of the need to meet strategic business partners

who can help strengthen the various Chapters.

- While another asked: What do we offer to people who come to us, especially for training in ethical programs?
- Once we have their buy-in, how do we introduce them to the global fraternity?
- Who is our target audience?
- One of the team members shared that instead of doing many things, I ask myself: “What are the three things I will do this year? Can I create a team for each of these activities?” He also said that he does what he can within his capacity and doesn’t look at the result nor does he allow himself to get overwhelmed.
- Another challenged: “Think audaciously! CIB should focus more in Delhi (which is the centre of politics in India) and Mumbai (the commercial hub of the country).”





• “We need more learning platforms,” said another who spoke of high speed multi-taskers who do not deviate from values.

Others added that:

• There is a need to spread out wider.

• Provide listening platforms for the future of the earth by involving businessmen, politicians and scientists.

• Connect with 5 to 10 delegates between each Round Table.

• Include more stories of personal change.

At Shishir Joshipura’s invitation, the team members were taken on a conducted tour to look at the latest technologies and energy efficient products that were being manufactured by SKF India Ltd.

At 3:00 pm, the team then turned its attention to the “Focus on the Chapter”. The group pondered on (a) looking ahead within each Chapter; (b) How can persons from business be enlisted into the Chapter? (c) What else can be done to strengthen the Chapter? Further, each nation and Indian city Chapter was asked to think of those who could be invited to the CIB 2018 conference in February. A brief spell of quiet was followed by sharing within each Chapter.

Post-dinner the team retired to a light evening and an audio-visual on a talk on good business practices by Vivek Asrani, MD, Kaymo Fastener.



On the morning of November 12, the CIB team spent a brief time together in multi-faith prayer while sitting around a verandah that overlooked nature. This was followed by a session on Inner Governance led by Kiran Gandhi wherein he posed a few questions:

- How good a team player am I?
- How good a team builder am I?
- How can I be more effective?

10 minutes of silence and reflection resulted in a lot of honest sharing.

The last couple of sessions at the Retreat on this morning was then devoted to the CIB events at Panchgani, India in February 2018 and the existing tools that CIB uses at its various forums. Charles first guided the team through the various forums that CIB conducted. Listing out six different opportunities that CIB uses to encourage business persons

in their efforts to conduct sustainable businesses, he then identified the tools that were in hand and how each could be used.

This session then led to Sarosh updating the team of the developments with regard to the Conclave for CEOs and the International Conference. The program of both events was then shared with all present; the Speakers at the various conference sessions; and the number of delegates from various nations that were attending.

At the concluding session, K. Haridas asked what each one was taking away from both the Round Table that was conducted by the CIB Pune Chapter and the Team Retreat. The take-aways that each shared was very encouraging; and gave one the distinct impression that the weekend spent together was not only meaningful but very enriching.

*Written by Charles Fernandes, India*



# CIB 2018 Conference Sneak-Peeks



Mr. H. R. Gaikwad is an Indian entrepreneur and the Chairman and Managing Director of Bharat Vikas Group (BVG) India Limited, India's largest integrated services company. It has focused on a social approach to employment and skill development.

BVG is the leader in integrated service operations expanded into related facilities management operations and

skill development in association with the Government of India. BVG's other notable clients include the residence and office of the Prime Minister of India and the Rashtrapati Bhavan which is the residence of the President of India.

His burning desire to help India's Progress coupled with sheer focus on quality of work and a dedicated team has taken BVG from an 8-member housekeeping company to India's Largest Integrated services company with over 70,000 employees, serving more than 800 sites in 70 cities across India. As of 2012, the company is valued at Rs. 10 billion and provides non-core activities such as mechanised housekeeping, hospital maintenance, landscaping & gardening, logistics, transportation, civil and electrical work, ambulance services, industrial and urban waste management etc. to private and government institutions.

Mr. Gaikwad in his capacity of CMD of BVG Group will be interacting with delegates at the CIB International Conference to be held at Panchgani, India from February 5 to 8, 2018. If you haven't done so already, please register at [www.cibglobal.org/register](http://www.cibglobal.org/register).