

ICB on wings



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Initiatives of Change for Business
International Secretariat
Asia Plateau
Panchgani
412805 India

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

 **Initiatives of Change**
for Business

Editorial

Last month, a Conclave was held at Panchgani for CEOs from small and medium enterprises. This issue brings to you a broad overview report of the event that took place over the weekend between April 12 and 14. We are hoping to bring to you, over the next few months, a report of each of the three Round Tables and what was discussed during those deliberations. We feel confident that you will find them useful.

Members from the various City Chapters of ICB India also met at Panchgani around the same period as the Conclave. They reflected on very pertinent questions. Within these pages is a brief report of the meeting.

In another feature, we have included a UN report where the world body pointed that annual costs of international corruption amount to a staggering \$3.6 trillion in the form of bribes and stolen money.

We believe you will enjoy going through these updates.



For private circulation.

Published by Sarosh Ghandy, Chairman, ICB; Friends of Moral Re-Armament (India), Asia Plateau, Panchgani - 412 805, India

Views expressed in these pages are those of the respective authors and are not necessarily held by ICB or by lofC.

Editor: Charles Fernandes

Conclave for CEOs

An Overview Report

Initiatives of Change for Business conducted its second Conclave for CEOs in April 2019; the first being held in February 2018. This residential event for CEOs, designed to provide a meaningful weekend at Asia Plateau, provides ample opportunity for discussions while still making available space for quiet reflection and personal interaction.

The first Conclave was an international event and was represented by large and medium industries. This one was primarily for leaders from the Small and Medium enterprises and was represented by participation from the North, South, East and West of the country. Held from April 12 to 14, 2019, the Conclave revolved around the theme, *Meeting Growth while remaining Socially Conscious and Eco-friendly*. Thirty-five MDs and CEOs comprised the principal delegation, a few of whom were accompanied by their spouse. These were supported by representatives from the various city Chapters in India and a small but able Secretariat.

The Conclave was designed by providing for three Round Table discussions, each focusing on a different topic that revolved around the overall theme. The first Round Table considered leading organisational transformation by putting sustainability and inclusive growth on top of the Agenda. The second Round Table encouraged a discussion on what the personal challenges of a business leader were. The third Round Table held on the final day got the leaders of industry to discuss, "Partnering Customers, Suppliers, Employees and Society with a win-win Paradigm".

In addition to these Round Tables, there were three interactive sessions. One was with Pradeep Bhargava, the President of Maharashtra Chamber of Commerce, Industries and Agriculture; and the former Managing Director of Cummins India Ltd., Pune. Leading the session, Mr Bhargava involved

delegates on the "Joys of Responsible Growth". Another session with the two Co-Chairs of the Conclave provided for participants to engage Shishir Joshipura, Managing Director, Praj Industries Ltd., Pune and Vivek Asrani, Managing Director, Kaymo Fastener Company, Mumbai in conversation. The third interactive session was anchored by Anil Swarup (IAS), former Secretary of Education, Government of India and revolved around the topic, "Making Things Happen in the Government".

Interspersed were sessions on Inner Governance, one of which was titled, "Life's Balance Sheet". There was also an opportunity for delegates to reflectively walk around the peaceful campus of Asia Plateau to "nurture their soul". All these sessions were led by Dr Amit Mukherjee, Former Head - Admin, Tinsplate Co. of India Ltd.; Orthopaedic Surgeon, Jamshedpur.

Following the concluding session that encapsulated the learnings from the Conclave, the feedback provided by almost all those who participated was that the event was beyond their expectation. One CEO rued that he wished he had come earlier. Many pledged to use what they have learnt in managing their businesses while remaining socially conscious and eco-friendly.

In order to provide you a good report of the valuable discussions that took place, we have chosen to report on one Round Table each month. This way, we believe, we would do justice to the discussions, rather than try and cram all of them into one issue. We feel confident that you too would appreciate the report when presented to you this way.



Is ICB Addressing Business Needs?

Report of discussions with ICB India team

There is great merit in, every now and then, taking a step back to examine the path traversed and consider afresh if there is anything one needs to correct before moving on the path ahead. This exercise was precisely undertaken when several members from the ICB City Chapters met together at Asia Plateau, before the CEO Conclave could begin on April 12, 2019.

Led by Sarosh Ghandy, Chairman, Initiatives of Change for Business, he asked each of those present, 'Is ICB addressing business needs?' To facilitate the response to this query, Sarosh first asked a question that required deep introspection:

Why does IofC not have business support like before?

This was followed by: Do we need to change?

Before finally asking: How can we include business? and How do we build ICB as an organization?

The meeting attended by representatives of ICB in India, spread over five cities carefully examined each of these questions and offered their thoughts and wisdom.

Luis Gomes who supported Sarosh during the meeting then briefed all present of the two ICB International events planned early next year — the first a CEO Conclave from January 31 to February 2, 2020 and the second from February 3 to 6, 2020. Requesting each for their support, Luis expressed how important it was to enlist the right representatives from business and industry if the theme, *Creating Value by Building Trust* was to make an impact. The team also considered strengthening each

City Chapter to which Sarosh drafted an appeal to leaders from business to 'spare a little of your valuable time to help us grow and become of greater service to the business community.'

His appeal has sought to make readers recognize that 'businessmen across the planet have come to the realisation that "business as usual" is not sustainable. Our planet is "going to hell on roller-skates" and most of us in business seem to be largely instrumental in taking us there. Unless we can make the necessary course corrections NOW, the planet will correct itself in a most cruel way and we will have no one else but ourselves to blame for the results.'



'ICB would like to be at the forefront in the process to make the necessary corrections but we can't achieve anything without a much larger organisation and that can only happen with your help.'

'I can assure you,' Sarosh concludes, 'that in spite of everything, if you have the inclination to work with us, time will not be a constraint for you since we will only ask of you what you can afford to give to us.'

\$3.6 Trillion loss to Corruption

A UN Report

The U.N. has mounted an international campaign to equip individuals, organizations, businesses and governments with tactics they can use to combat corruption in their countries.

The annual costs of international corruption amount to a staggering \$3.6 trillion in the form of bribes and stolen money, United Nations Secretary-General António Guterres said on International Anti-Corruption Day, December 9, 2018.

Corruption can take many forms: bribery, embezzlement, money laundering, tax evasion and cronyism, to name a few. Whatever its shape, corruption always comes at someone's expense, and it often leads to weaker institutions, less prosperity, denial of basic services, less employment and more environmental disasters.

'Fighting corruption is a global concern because corruption is found in both rich and poor countries, and evidence shows that it hurts poor people disproportionately,' the U.N. wrote on its website. 'It contributes to instability, poverty and is a dominant factor driving fragile countries towards state failure.'

The U.N. lists corruption "one of the biggest impediments" to achieving its 2030 Sustainable Development Goals, which include the elimination of poverty and hunger, as well as improved education, well-being and infrastructure. That's why the United Nations Development Programme (UNDP) and the United Nations Office on Drugs and Crime have spearheaded an international campaign to equip everyone, from politicians to trade unions, with tactics to combat corruption in their countries.

1 in 4 people worldwide have had to pay a bribe

A 2017 survey from Transparency International, which included responses from 162,136 adults, showed that 25 percent of people worldwide said they had had to pay a bribe to access public services in the past 12 months. Perhaps unsurprisingly, 57 percent of people said their government was doing "badly" at fighting corruption. The survey

also found that police and elected officials were ranked as the most corrupt groups, based on global average.

The good news is that more than half of the people surveyed said they felt empowered to make a difference. That's a feeling the U.N. hopes to promote in the years to come.

'People often think that they are at the mercy of corruption and that it is just a "way of life",' the U.N. wrote. 'However, every society, sector and citizen would benefit from getting united against corruption in their everyday life.'

Published in the Newsletter, "Big Think" available online at < <https://bigthink.com/politics-current-affairs/corruption-costs-world-3-6-trillion> >



Asia Plateau Program Calendar

April 2019

- 8 to 11 Effective Living & Leadership Program for Industries
17 to 20 Heart of Effective Leadership Program for Industries
27 to May 1 Lead for Change

May 2019

- 2 to 5 Effective Living & Leadership Program for Families
15 to 18 Effective Living & Leadership Program for Industries
22 to 25 Heart of Effective Leadership Program for Industries

June 2019

- 12 to 15 Heart of Effective Leadership Program for Industries
19 to 22 Effective Living & Leadership Program for Industries

The design of the Effective Living and Leadership programs for industries is prepared for shop-floor workers; while that of the Heart of Ethical Leadership is for middle-level and senior managers. Lead for Change is for young professionals.

Programs mentioned above are subject to change.
For enquiries and confirmation, please write to programs@in.iofc.org
For more information, please visit www.in.iofc.org