

ICB on wings



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 **Initiatives of Change**
for Business

Editorial

For the benefit of our International readers, India is celebrating Diwali today. Commonly called the *Festival of Lights*, lit lamps (or *diyas*) are visible in many homes making the surroundings bright. It is believed that this light will ward off evil and darkness in homes. Let's celebrate Diwali with endless hope in our heart. May the supreme light illuminate minds, enlighten hearts and strengthen bonds in lives, homes and communities.

People in business are now more aware that their role is much more than just profits. The Pune Chapter's efforts with industries over two cluster meetings held reveals this trend. The ensuing report provides one with a glimpse of what happened there.

You will also find a brief report of the ICB working group meetings that was held at Pune in September and October.

In our efforts to keep you included with developments of the February 2020 conference, we would like to provide you a glimpse of some of the speakers. In this issue, we introduce the CEO and MD of Tata Steel Ltd., who has kindly agreed to deliver the Inaugural Address.

Wishing you all a bright and joyous Diwali.

Cluster Meetings in Pune

ICB members in many cities come together at different times to discuss the way forward for businesses in the ever-growing society. Among others City Chapters, Pune has been the most active. They are a small group of members doing incredible work in their own fields as well as encouraging more people in business to join the idea of ICB. This initiative in Pune is headed by Mohan Nair. He is the Director of Ensigns Software & Communications Pvt. Ltd.

One such cluster meeting was held at the Deccan Chambers of Commerce Industries & Agriculture on 20 September 2019. Fourteen leaders from business participated. This was the third in a series of four that were planned in the different geographical areas in Pune where industries were located. Reports of the previous two cluster meetings have already been shared with you in earlier issues.



The fourth cluster meeting held with leaders of businesses was held on 4 October 2019 at Behr-Hella Thermo Control India Pvt. Ltd., a company with German collaboration.

A brief presentation on ICB, encouraging MSME's on sustainable business and offering a platform for guidance and support from like-minded business colleagues followed by an introduction of IofC, its objective, philosophy and importance in today's world, provided a background to all delegates



Discussions on sustainability touched on several issues. One such issue was implementation of various safety activities for contract workers.

Another mentioned the respect they have got because of timely payment of wages, salaries and incentives to all their employees.

Frank and honest expression of concerns also came up in discussions. One MSME leader expressed his disappointment on how corporates and large organizations preach value and ethics but do not practice it in day-to-day business operation with their vendors.

Another businessman that provides services of contract workers to large companies expressed their challenges and dilemma of unethical practices followed by large organizations.

They also mentioned about the step they are taking with their organization to bring changes at every level to inspire their employees to follow ethical practices.

ICB Working Group Meetings

A Report

Between September and October 2019, Sarosh Ghandy, Luis Gomes and Charles Fernandes travelled to Pune to prepare for the upcoming ICB International events in February 2020 and to meet with Farhad Forbes and the core team of the ICB Pune Chapter. Several points were discussed in the meetings that was first held between 16 and 17 September and then again between 2 and 3 October.

The CEO Conclave preparations were first reviewed wherein the programme and the list of CEOs participating from various countries were considered. The Conclave which is being Co-chaired by Peter Vickers, CMD, Benjn. R. Vickers & Sons Ltd., Leeds, UK; and Farhad Forbes, Joint Chairman, Forbes Marshall Group of Companies, Pune; is planned at Panchgani between 31 January and 2 February 2020. The event, which is by invitation only, is structured in such a way that CEO's get the opportunity, over three Round Table deliberations, to discuss issues and challenges related to 'Creating Value by Building Trust'. Building trust with employees, suppliers and customers of businesses is central to the discussions.

The Biennial International Conference which is planned immediately thereafter, between 3 and 6 February 2020 is also on the same theme as the CEO Conclave. This too has been designed so that thoughts and takeaways emanating from the deliberations with leaders from businesses at the Conclave could be made available to delegates, comprising largely of senior managers, at the conference, so that there is continuity.

During the conference, the two business days would be divided so as to have a panel of speakers at Plenary sessions in the first half and three parallel Round Tables — each focused on creating value and building trust with employees, suppliers and customers — in the second half. Other

sessions that include tools for inner governance; discussions on shared values between business and society; besides interactions with CEOs; are the other aspects of the conference programme. Invitations have been sent out already (a page with these details and the registration link has been included in this newsletter) and the Speakers lined up. Following the conference, an overnight visit to a few businesses, that are unique in one way or another, was planned for 6 and 7 February in Pune.

Strengthening the Chapters within various cities in India was another point that was discussed at the meetings. The core team members of the ICB Pune Chapter provided valuable insight into the model they have adopted within their city, and the concept of cluster Round Table discussions with businesses located in geographical areas. Plans are being drawn up to see how teams in other cities within India can be strengthened or established and activities that can be conducted.

Both meetings were hosted at the Forbes Marshall Guesthouse at Pune. It was therefore fitting to express gratitude to Farhad Forbes for his constant and unstinted support, making time whenever possible to participate in discussions too.



ICB 2020 Conference Speakers



ICB, in preparation for its 8th Biennial International Conference to be held at Panchgani between 3 and 6 February 2020 is delighted to introduce its Keynote Speaker who has agreed to deliver the Inaugural Address on 3 February. One of the reasons why we were so keen to have this gentleman inaugurate the conference was because the company that he heads had

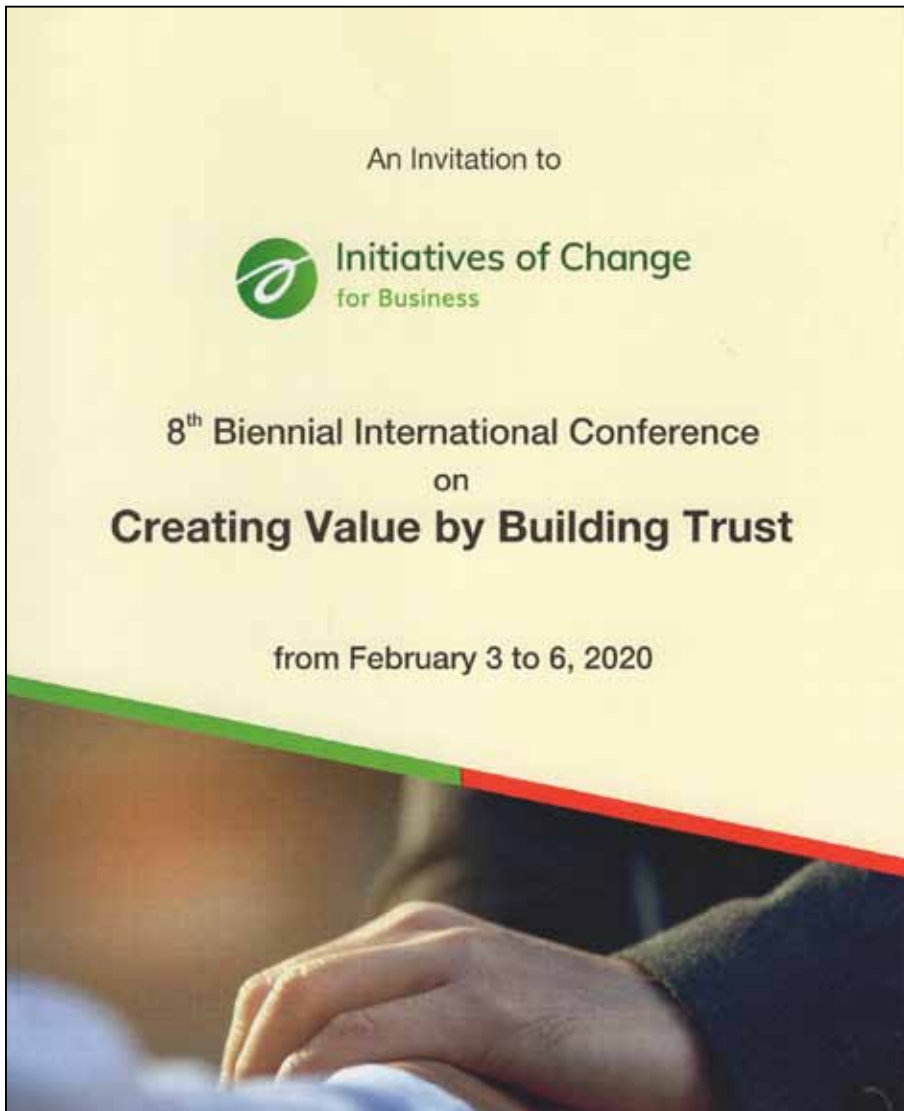
successfully instituted the concept of creating value with its stakeholders. Since our conference theme, 'Creating Value by Building Trust', resonated with the work that was being done in this successful corporate, we could think of no better person to inaugurate the event than **T V Narendran, the CEO and Managing Director of Tata Steel Limited.**

Narendran, successfully executed Tata Steel's Greenfield expansion at Kalinganagar, and has overseen the acquisitions of Bhushan Steel Limited and the steel business of Usha Martin Limited. He is a member on the Board of the World Steel Association and is a member of its Executive Committee. He is a member of the BRICS Business Council, is the Vice President of the Confederation of Indian Industry, and is the President of the Indian Steel Association.

A Mechanical Engineer from National Institute of Technology, Trichy, Narendran holds an MBA from IIM Calcutta, is a Chevening Scholar and has also attended the Advanced Management Programme at CEDEP-INSEAD, Fontainebleau, France.

Upcoming Event

ICB 2020 International Conference



Initiatives of Change for Business (ICB) is holding its 8th Biennial International Conference at Panchgani, India from Monday, 3 February to Thursday, 6 February 2020.

The theme of the conference is, 'Creating Value by Building Trust'.

Plenary sessions with eminent speakers from several countries on the panel and Round Table deliberations on creating value and building trust with suppliers, customers

and employees, make up the broad design of the event.

Following the conference, an overnight visit to a few businesses, that are unique in one way or another, has been planned for 6 and 7 February in Pune. To know more on how you can join in, please write to the Secretariat.

Details on the conference is available on our website:

www.icb.international.

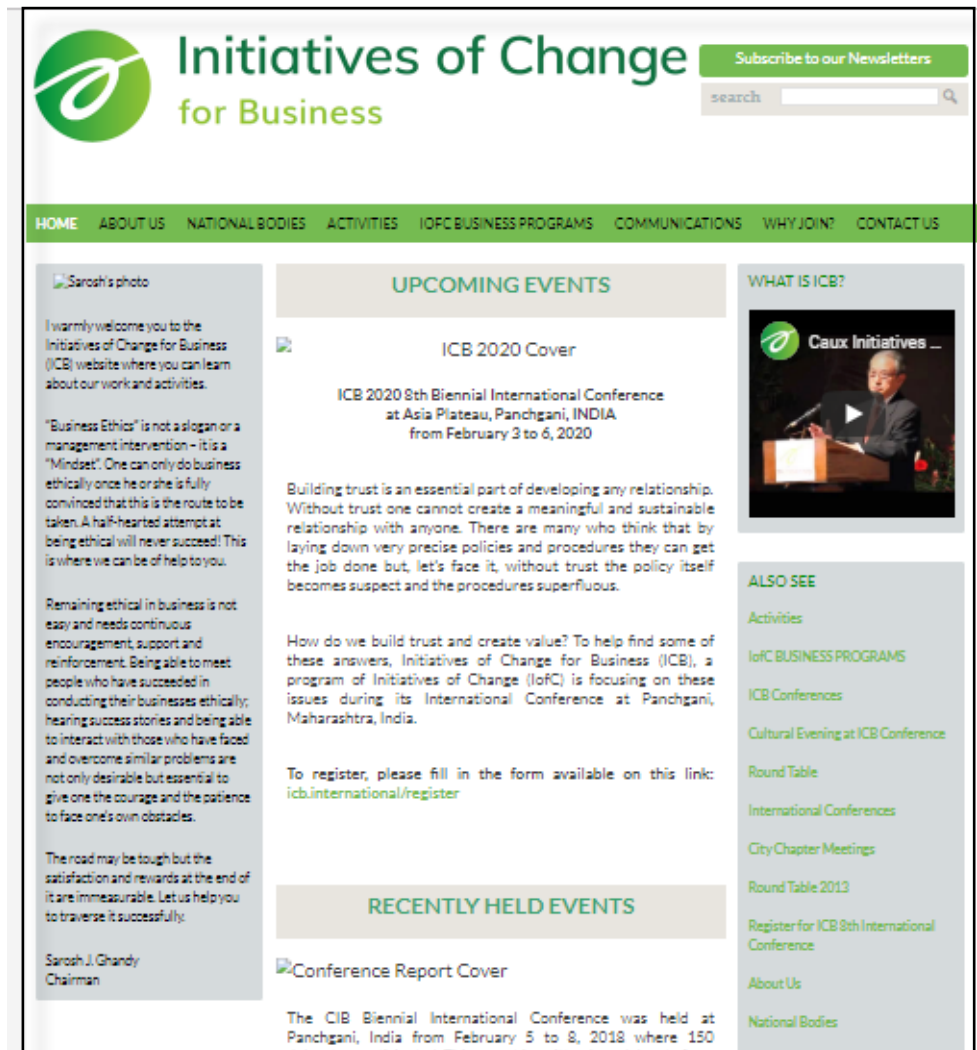
You could fill in your online registration form on:

www.icb.international/register.

Our New Address

Following the decision in August 2018 to revise the name from Caux Initiatives for Business (CIB) to Initiatives of Change for Business (ICB), it naturally required making a few changes, especially with our website, email addresses and other stationery. That step was taken last month.

We are therefore happy to share with you our new addresses, both website and Email, and would be grateful if you could update your address book to incorporate the same.



The screenshot shows the homepage of the Initiatives of Change for Business website. The header features the organization's logo and name, a search bar, and a newsletter subscription link. The main navigation menu includes links for Home, About Us, National Bodies, Activities, IOFC Business Programs, Communications, Why Join?, and Contact Us. The content area is divided into three columns. The left column features a welcome message from Sarosh J. Ghandy, Chairman, discussing business ethics and trust. The middle column highlights an upcoming event: the ICB 2020 Cover, which is the 8th Biennial International Conference at Asia Plateau, Panchgani, India, from February 3 to 6, 2020. The right column provides information about the organization and lists other resources under the heading 'ALSO SEE', including activities, IOFC Business Programs, ICB Conferences, and National Bodies.

URL: www.icb.international

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