



Sri Aurobindo Foundation for Integral Management

Management by Consciousness

National Centre for Corporate Governance

Centre of Excellence for Integral Leadership & Management



Principal Partner

Corporate Governance through Consciousness
- Self-Governing Leadership, 25-26 May 2018

REPORT





Corporate Governance through Consciousness: Self Governing Leadership

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Session Schedule

Day 1	Friday, May 25, 2018
Timings	Session
9:00 - 9:30	Registrations
9:30 - 10:00	Session 1: Introduction
10:00 - 10:30	Session 2: Corporate Governance - The Concerns
10:30 - 11:15	Session 3: Corporate Governance Failures
11:15 - 11:30	Tea / Juice Break
11:30 - 12:30	Session 4: The Human Factor
12:30 - 14:00	Lunch
14:00 - 15:30	Session 4: The Human Factor (contd.)
15:30 - 16:00	Tea / Juice Break
16:00 - 17:00	Session 5: Governance in Practice
Day 2	Saturday, May 26, 2018
Timings	Session
09:30 - 11:15	Session 6: Towards Self-Governance
11:15 - 11:30	Tea / Juice Break
11:15 - 12:30	Session 6: Towards Self-Governance (contd.)
12:30 - 14:00	Lunch
14:00 - 15:00	Session 7: Self-Governance - Steps towards it
15:00 - 15:30	Tea / Juice Break
15:30 - 16:30	Session 8: Action Plan
16:30 - 17:00	Feedback



Sessions Summary

25th May 2018, Friday

Session I: Introduction

An unconventional format was used for introduction where a game of truth and lie was played with the audience where each member has the option to give correct or incorrect reply to questions about them and thereby score points by misleading others. This game churned thoughts on how competition and the opportunity to play with facts can lead individuals to compromise on truth.

In the context setting, SAFIM facilitators briefly explained the theme of the workshop while the participants conveyed their expectations from the program.

Session II: Corporate governance - the Concerns

In this session, the concept of Governance was discussed through interactions. The importance and objectives of governance, its origin, the reasons for mandating governance in the business world, the causes of its failure and the challenges in the governance sector were discussed in an interactive session where each member shared their ideas and experience of governance.

Session III: Corporate Governance Failures

The journey of governance or rather its failure from Enron to Satyam was shown through a video clip.

This was followed by group discussions to analyze the root causes of the governance failures in the above cases and what could have prevented these situations.

At the conclusion of elaborate deliberations, it was concluded that clear and successful governance could actually benefit the organization in its internal functioning and culture as well as in its branding and position in the market. However, the benefits are directly related to the way people envision the organization and their own stake in it. The factor of human nature playing a role in the otherwise well-defined structure of the governance mandate emerged from the discussions.

The recent case of Punjab National Bank was discussed to validate if the conclusions drawn about the governance apply to this recent case.



Session IV: The Human Factor

This session had two broad sections.

In the first phase, the audience were divided into groups and caselets were distributed for discussion. The caselets depict situations where individuals have to explore themselves and their individual basis of taking decisions. This exercise revealed our true orientation and inclination towards values and governance when rules do not obstruct our ways.

In the second phase, with the help of a movie clip where the protagonist is a corporate whistleblower, this session establishes that governance can be driven by self alone. No amount of careful imposition of rules and restrictions can ensure the true maintenance of governance.

Session V: Governance in Practice

In this session, each participant reflected on and explained the governance structure in their units or organization. They also assessed the structures for any loopholes which could be misused for corruption. They deliberated on the reasons why the people in their units and organizations are adhering to the rules and regulations. The reasons ranged from an intrinsic foundation of values to fear of consequences.

They also went through a challenging self-test of whether they will follow every detail step regulated in the current process if systemic controls were not in place. The possibilities of deviation due to lack of vigilance and devaluing the need for stringent details were discussed.

Overall, it was a deeply reflective session where the audience deep dived into their nature and priorities against the framework of governance and discovered a few significant areas within themselves which need to be addressed to ensure stable outer governance.

26th May 2018, Saturday

Session VI: Towards Self-Governance

The key element of human nature that deviates individuals from governance is greed while that which prevents them from being a whistleblower is lack of courage.

Each of the two parts of this session was focused on each of the above two aspects.

In the first part, a reflective exercise was given to the audience where they chose the essential needs for life from a collection of multiple items. We often extend our needs into realms of desire always finding a justification for the trespass. Triggered by the theme of 'Survival for the fittest' we are always trying to equip ourselves with sometimes unnecessary

wealth and power. This is further worsened by the lures of the contemporary world of consumerism.

If we are vigilant about our needs then we considerably reduce the chance of being invaded by greed. Interestingly this also empowers us with courage since the fear of losing our accumulated or desired possession becomes redundant.

In the second phase, a case study of an eminent banker of early days of India's independence was discussed. He has inspired many with his stewardship and indomitable adherence to values and governance. His unflinching determination to never compromise on values - however minor or major the matter - needs a strong base of courage. The source of his courage was his strong aspiration to be the instrument of Truth. Through discussions, it was concluded that the strength and quality of the aim we set in life determines the quality of our journey and also provides the requisites need to stay on the right path.

Session VII: Self-Governance - Steps towards it

Continuing from the last session, the audience was given a self-reflective exercise to think of the highest goal that they could possibly set for themselves - which is selfless yet enriches them and the world around them profoundly. Then they were asked to do a self-exploration to find out which elements in their nature are aligned to this goal and which ones stand astray and obstruct the path. This was a revealing exercise that opened up all the traits that they need to work upon.

Often external factors cause major obstacles to our goals leaving men dejected and weak. In order to understand the stance that one could take in these situations, a movie clip where an unsuccessful and unhappy rugby coach was shown to find his way to strength and determination through his faith and joy in effort. Everything around him changed when he decided to live his life as the instrument of the higher purpose of his life and found his success in being sincere in his efforts.

The take-away from this session was that once one orients himself to a greater purpose, then there is a spontaneous self-cleansing where all elements contrary to this purpose is constantly rejected till total elimination. Strength and courage needed to adhere to the right path is simultaneously enhanced.

Session VIII: Action Plan

In this concluding part of the session, the participants were given a format to plan implementation of the learning of self-governance towards governance in every aspect of life and also how to set in a culture of governance in their organization.



Outcomes and Deliverables

The outcomes of SAFIM's workshop on Corporate Governance through Consciousness - the Self-governing Leadership can be enumerated as the following.

1. To a wide range of audience - varied in profession, experience and background, a foundation of understanding was established that self-governance and inner consciousness are the guiding forces for Corporate Governance.
2. Simple approaches of self-knowledge and inner discipline to develop the self in consciousness were explained to the participants in a very practicable form.
3. Glimpses of governance through self-discipline and inner consciousness were provided through case studies and examples of leaders who have lived and implemented this theory.
4. Ideas were exchanged amongst the participants on how governance can be made an internalized culture in the organization where all resources and stakeholders commit to socially responsible and ecologically sensitive behaviors and actions in their individual roles.

The participants were provided with a take-away kit which included the following:

1. *Conscious Governance printed by AuroPublications*
2. *Copy of the Case Studies of Governance*
3. Training Material in CD format.

Details of Participants

Name	Organisation	Designation
Mani Chelladurai	Corporation Bank	Assistant General Manager
T. Annadurai	Corporation Bank	Chief Manager
Sudarsan Sethi	Corporation Bank	Deputy General Manager
T. V. Datta Murthy	Corporation Bank	Chief Manager
Meda Venkata	Corporation Bank	Service- Deputy General Manager
Sayee Ganesh Gopalakrishnan	Dover	R&D Engineer
Sundara Ramalingam Nagalingam		IT Professional
Mohan Kumar CV	Practo Technologies Pvt. Ltd.	IT Professional
Jeevan Koneti	24D Technologies	Founder & Chief Architect
Rameshan M P	Corporation Bank	Bank Executive
Elanahan Ula	Corporation Bank	Bank Executive
Sivakumar Saravanan	Corporation Bank	Deputy General Manager
MALLADI RAGHAVENDRA RAO	Corporation Bank	Bank Executive
Krishna Murthy H M	Corporation Bank	Banker
Santhi Moparthi	Corporation Bank	Banker
SATYANARAYANA KR	Corporation Bank	Retired Bank Officer



Summarized feedback from Participants

Name	Feedback
Jeevan Koneti	<i>Very good program. Look forward to many more such programs. Would be great if such programs are conducted frequently.</i>
Elanahan Ula	<i>The program is very good. It helped to analyze our individual self-governance.</i>
Sudarsan Sethi	<i>It was an excellent program. Definitely recommended to others.</i>
Sivakumar Saravanan	<i>Program was very interactive and interesting.</i>
K. R. Satyanarayana	<i>The program learnings will be very helpful in our individual and official life.</i>
T Annadurai	<i>Faculty is excellent. Workshop has given very important inputs.</i>
Krishna Murthy H M	<i>Very effective program. Made us introspect with special focus on self-governance.</i>

Gallery of Photos

Day 1



Day 2

