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# Corporate Governance Workshop 2015

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Report

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SAFIM

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Corporate Governance through Consciousness: Self Governing Leadership

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## Corporate Governance through Consciousness: Self Governing Leadership

### 01 Session Schedule

3 July, 2015 (Friday)

Time	Session Detail
09:00 - 09:30	<ul style="list-style-type: none"> <li>Introduction</li> </ul>
09:30 - 10:45	<ul style="list-style-type: none"> <li>Context Setting</li> <li>Understanding Governance</li> </ul>
10:45 - 11:00	<i>Tea Break</i>
11:00 - 12:30	<ul style="list-style-type: none"> <li>Video Case Study</li> </ul>
12:30 - 14:00	<i>Lunch Break</i>
14:00 - 15:45	Group Activity on Governance
15:45 - 16:00	<i>Tea Break</i>
16:00 - 16:30	<ul style="list-style-type: none"> <li>Deeper Understanding of Human Nature</li> <li>Need for Self-Governance</li> <li>Integral Approach</li> </ul>

4 July, 2015 (Saturday)

Time	Session Detail
09:00 - 09:30	<ul style="list-style-type: none"> <li>Reflections on Day 1</li> </ul>
09:30 - 10:45	<ul style="list-style-type: none"> <li>Steps to Self-Governance - I</li> </ul>
10:45 - 11:00	<i>Tea Break</i>
11:00 - 12:30	<ul style="list-style-type: none"> <li>Steps to Self-Governance - II</li> </ul>
12:30 - 14:00	<i>Lunch</i>
14:00 - 14:30	Game
14:30 - 15:00	<ul style="list-style-type: none"> <li>Assimilation</li> </ul>
15:00 - 15:45	<ul style="list-style-type: none"> <li>Action Plan</li> </ul>
15:45 - 16:00	<i>Tea Break</i>
16:15 - 17:00	<ul style="list-style-type: none"> <li>Experience Sharing and Feedback</li> </ul>

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### 02 Sessions Summary

3<sup>rd</sup> July 2015, Friday

#### Session I: Introduction and Context Setting

An unconventional format was used for introduction. Along with the basic demographics of name, organization, etc. each participant identified themselves with any one of the assortment of varied objects placed on display which included flowers, piece of rock, mirror, crystal, sand, etc. explaining the similarities between the chosen object and their individual nature.

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

#### Session II: Understanding Governance

In this session, the concept of Governance was discussed by dividing the audience into different groups. The importance 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 group collated and shared their ideas and experience of governance.

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

#### Session III: Group Activity on Governance

To give an experience of the scenarios where human nature plays the main culprit in failing governance, the participants were made to play a group game in the context of the business world. Although rules were laid out for fair play, the loopholes or alternate ways to bypass or negotiate the rules were also integrated in the game.

#### Session IV: Deeper Understanding of Human Nature

In this session, the tendencies of human nature that leads to corporate failure were discussed. Cases of corporate debacles and scams were presented where intellect and knowledge of ethics were at the highest levels known. The basic theme of the discussion was the need to go deeper than the surface level of intellect and morality into more profound realms of Consciousness to establish a more stable foundation of values.

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### Session V: Need for Self-governance

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 VI: Integral Approach

This session initiates discussion on the way to true governance starting from self. To begin, the four dimensions of human self - physical, emotional, mental and spiritual - was explained. The concept of 'ethically fittest' was also explained where the ethical consciousness needs to be internalized into all dimensions of the self.

The first step to this inner journey is self-knowledge. A set of reflective questionnaire was given to the participants to explore their inner selves.

4<sup>th</sup> July 2015, Saturday

### Session VII: Steps to Self-governance I

The first step to self-governance or inner discipline - aspiration - was the theme of the session. While the importance and essence of aspiration was explained in lucid detail, an experience of aspiration was given to the participants through a guided exercise of silencing the mind and calling of the flame of aspiration.

### Session VIII: Steps to Self-governance II

The subsequent steps of Rejection, Stepping Back and Surrender were deliberated during the session with the help of movie clips and case studies. The interactive session was concluded with a discussion on the role of leadership in building a conscious self-governing community.

### Session IX: 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.

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### 03 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 that self-governance and inner consciousness as the guiding forces for Corporate Governance was established.
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. *'Rajarshi Leadership : The Saving Role of Authentic Leadership'* by S. K. Chakraborty, Debangshu Chakraborty: A book providing insights into spirituality-in-action primarily aimed for contemporary leaders in business, management, governance or any other secular engagement
2. *'Management by Consciousness'* Edited by Dr. G. P. Gupta. M. S. Srinivasan': An Auropublications product presenting a new paradigm of management and leadership based on the principle consciousness from within directed outwards
3. *Copy of the Case Studies of Governance*
4. Training Material in CD format

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### 04 Details of Participants

SN	Name	Organization	Department	Designation
1	R. James	IIT Madra	Centre for Social Innovation & Entrepreneurship	Consultant
2	V. Shanker	Capri3 Consultants	Consulting, Training & Development, CSR	Founder
3	M. Dallas	IBM	University Programs	Trainning Head
4	Shashikumar Velath	Ashoka Foundation	Leadership Group	Leadership Group Member South Asia Vice President Frame Change
5	Ravi Shanker	ICIE	Theatre in Integral Education	Creative Director
6	Kiran	ICIE	Art in Integral Education	Resource Facilitator
7	Afsal	Accer	Human Resource	Trainees
8	Usha. S	Accer	Human Resource	Trainees
9	Dharneeswari	The Supreme Industries Ltd.	HR	Asst. Manager
10	R. Kanaga Sabapathy	Chemin C&I Pvt. Ltd.	Project	DGM
11	K. Ranjith	Chemin C&I Pvt. Ltd.	Production	Dy. Manager

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### 05 Summarized Feedback of Participants

Name	Organisation	Department	Designation	Comments
Shashikumar Velath	Ashoka Foundation	Leadership Group	Leadership Group Member South Asia Vice President Frame Change	Corporate Governance workshop is unique because it brings to centre-stage the critical role human nature and individual motivations play in corporate governance. Through deeply researched tools, embedded in timeless, original Indian philosophy, SAFIM's training modules like the concept of "Step Back to Step Up" are pioneering and path breaking contributions to management science. All efforts must be made to globalize this as India's game-changing contribution to innovation in management science.
Dharneeswari	The Supreme Industries Ltd.	HR	Asst. Manager	The program was excellent and it helped us realize self. It should help and will help trying till success comes.
R. James	IIT Madra	Centre for Social Innovation & Entrepreneurship	Consultant	A good way to retrospect to see where I am, where I want to be and how it should be achieved.
V. Shanker	Capri3 Consultants	Consulting, Training & Development, CSR	Founder	It was quite reflective, relaxing, thought provoking, eye-opener in many ways, self-awareness & self- realization.
Ravi Shanker	ICIE	Theatre in Integral Education	Creative Director	Very well! Video and meditation and facilitator's work was completely in sink. The overall workshop had the duly impact.
Kiran	ICIE	Art in Integral Education	Resource Facilitator	It was very well aligned with activities, video and Meditation.