
Corporate Governance Workshop 2016

Report

SAFIM





Corporate Governance through Consciousness: Self Governing Leadership

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01 Session Schedule

Day 1	Friday, June 10, 2016
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 Mandates - An Angel or a Demon
11:15 - 11:30	Tea / Juice Break
11:30 - 12:30	Session 4: The Human Factor
12:30 - 14:00	Lunch
14:00 - 15:45	Session 4: The Human Factor (contd.)
15:45 - 16:00	Tea / Juice Break
16:00 - 17:00	Session 5: Governance of the Individual
Day 2	Saturday, June 11, 2016
Timings	Session
09:30 - 11:00	Session 6: Governance in Practice
11:00 - 11:15	Tea / Juice Break
11:15 - 12:30	Session 7: Self-Governance - Explorations
12:30 - 14:00	Lunch
14:00 - 14:30	Session 7: Self-Governance - Explorations (contd.)
14:30 - 15:00	Session 8: Self-Governance - The Inner Discipline
15:00 - 15:30	Session 9: Self-Governance - Steps towards it
15:30 - 15:45	Tea / Juice Break
15:45 - 16:15	Session 9: Self-Governance - Steps towards it (contd.)
16:15 - 16:45	Session 10: Action Plan
16:45 - 17:00	Feedback

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02 Sessions Summary

10th July 2016, 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 were asked to pick up a question from a box that enquired about a particular aspect about their personality, preference, aspirations, etc. The participants responded to the query - sometimes with wit, sometimes with emotion - depending on the question that they happened to pick up.

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 Mandate - An Angel or A Demon

The participants were divided into two groups. One group was asked to defend the corporate governance mandate and the other group was asked to find issues and hassles that ensued in the regular organizational system due to the mandate.

At the conclusion of deliberations from both sides, 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 journey of governance or rather its failure from Enron to Lehman was shown through a video clip.

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Session IV: Corporate Governance - the Human Factor

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.

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 V: Governance of the Individual

In this session, the tendencies of human nature that leads to corporate failure were discussed. Participants were divided into small groups and slightly varied versions of known cases of corporate debacles and scams were given to them to enact and find solutions. These were cases where intellect and knowledge of ethics were at the highest levels known. The basic theme of the role play 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.

11th July 2016, Saturday

Session VI: Governance in Practice

This session was planned to demystify the rules and regulations of corporate governance with practical definition of each of its important aspects. Along with this, the session also brought to light the multiple loopholes in the system, which are difficult to close through mere rules and regulations and needs a strong foundation of human values to overlook.

Session VII: Self-Governance - Explorations

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. As was shown through earlier sessions, all parts of the human self, incline to the bend of its

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human nature which is a manifestation of the human consciousness. External rules cannot control human nature nor can man's own intellect and knowledge. The only solution is to raise the consciousness to a level which is immune to pulls of lower nature. 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.

Session VIII: Self-governance - Inner Discipline

The first step to self-governance is to cultivate the aspiration for inner discipline - or an integrated personality where all parts of the self are aligned towards the same higher values. 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 IX: Self-governance - Steps towards it

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 X: 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 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. *'To be a True Leader'*: A compilation of writings on the essence of leadership
2. *Copy of the Case Studies of Governance*
3. Training Material in CD format.

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04 Details of Participants

SN	Name	Organization	Department	Designation
1	SUBHALAKSHMI GANESAN	Law Lecturer	Law	Lecturer
2	Sridarshan Koundinya	ITARI / INDUS	ITARI	Director
3	Pankaj Dutta	Personal		Account Assistant
4	Dr.Nasima M. khedkar	AP Govt. National Health Mission	Health	Programme Officer
5	DEVENDRA MAHALLEY	Indian Overseas Bank	PSB	Manager
6	Himachal Mehta	Khimashia Associates	Khadhya khorak News	Publisher
7	Mahendra Sheth	Dairy		Founder
8	Rajendra Trivedi			
9	Jagruti Vora Holkar	Deshpande & Mendes	CA Firm	Partner
10	Krishnan P R	Puducherry Power Corporation Ltd.	Secretarial	Company Secretary
11	Padmapriya A	Puducherry Power Corporation Ltd.	Secretarial	PA to Company Secretary
12	Suganyaa K	IL & FS Tamil Nadu Power CO. Ltd.	Secretarial	Company Secretary
13	Tulika N	Sri Laxmi Timbers PVT LTD	Legal	Company Secretary
14	Perumal Rangaraj	Chemin C & I Pvt. Ltd.	Management	CMD
15	Ashok Kumar Bhatia		Management	Management Counsellor
16	Usha Bhatia	Medical Organisation		Medical Biochemist

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05 Summarized Feedback of Participants

Name	Designation	Feedback
Perumal Rangaraj	CMD, Chemin C & I Pvt. Ltd.	Gained new knowledge and new techniques with practical experience. The workshop was focused on the subject, good guidance for aspiration, rejection & surrender. It will help us in developing total quality management techniques.
Krishnan P R	Company Secretary, Puducherry Power Corporation Ltd.	The workshop was very comprehensive, well presented, informative, well organized and very interactive.
Jagruti Vora Holkar	Partner, Deshpande & Mendes(CA Firm)	It was lovely to experience consciousness. Looking forward to practice. Awesome commitment and management of the organisers.
Dr.Nasima M. khedkar	Programme Officer, AP Govt. National Health Mission	Wonderful experience, Innovative way to disseminate information to the people (participants) from diverse fields. I personally enjoyed a lot & I will try my best to incorporate the theme (message) now onwards in my life. Thanks for your wonderful efforts to make it thoughtful and enjoyable!!
SUBHALAKSHMI GANESAN	Lecturer, Department of Law	The workshop was really good, well planned, creative and innovative. I had a great experience discovering my inner self. I have learnt it to deal with the challenges and hoping to do so.
Padmapriya A	PA to Company Secretary, Puducherry Power Corporation Ltd.	It was really fantastic. Starting from Corporate Governance whether blessing or nuisance then leading to make us think by activities / games. It helps me to realize that governance should start from self rather than expecting from others/social environment.
Ashok Kumar Bhatia	Management Consultant	This was an innovative and very practical workshop. I had a delightful experience. It was perfectly aligned to the theme. Practical situations present real-life dilemmas which can be addressed better.