



# BOMBAY CHAMBER REVIEW

Vol. XV No. 5 October 2019





**TRUEPOWER  
EARTHINGS PVT LTD**

An ISO 9001:2000 Certified Company



CCI Transformer Pvt. Ltd.



**सुरक्षा का  
पक्का वादा**



Approved by:



NABL  
ISO 9001:2008  
Accredited

**TRUE POWER EARTHINGS PVT. LTD.**

Office No.15, 2nd Floor, S.No.606, Ankur Chambers, Opp. Prakash Dept Store, Next to Vasant Talkies, Budhwar Peth, Pune - 411002 (Maharashtra)

Customer Care : +91-8788151713 | M : +91 9370335298, +91 8806172890

W : [www.truepower.co.in](http://www.truepower.co.in) | E : [pune@truepowerearthings.in](mailto:pune@truepowerearthings.in) | [punetruepowerearthings@gmail.com](mailto:punetruepowerearthings@gmail.com)

# From the Editor's Desk



**D**ear Members and Friends,

**I take this opportunity to wish you a Very Happy Diwali. May this Festival of Light bestow upon you, good health and prosperity.**

I am pleased to inform you that your Chamber conducted a “Corporate for Change” Conclave on 8th August 2019 at Hotel Sofitel with Organisation for Economic Cooperation and Development (OECD). Mr. Vikram Singh Mehta, Chairman, Brookings India graced the occasion as the “Guest of Honour” and stated that Sustainability is one of the key issues on which corporates are going to define their competitiveness. Detailed proceedings of the event are covered in the publication.

A report titled “Enhancing Competitiveness of India - Vision 2025” prepared by the Chamber was released at the hands of the Guest of Honour. The highlights of the report were presented by Dr. Sachchidanand Shukla, Chief Economist, Mahindra Group.

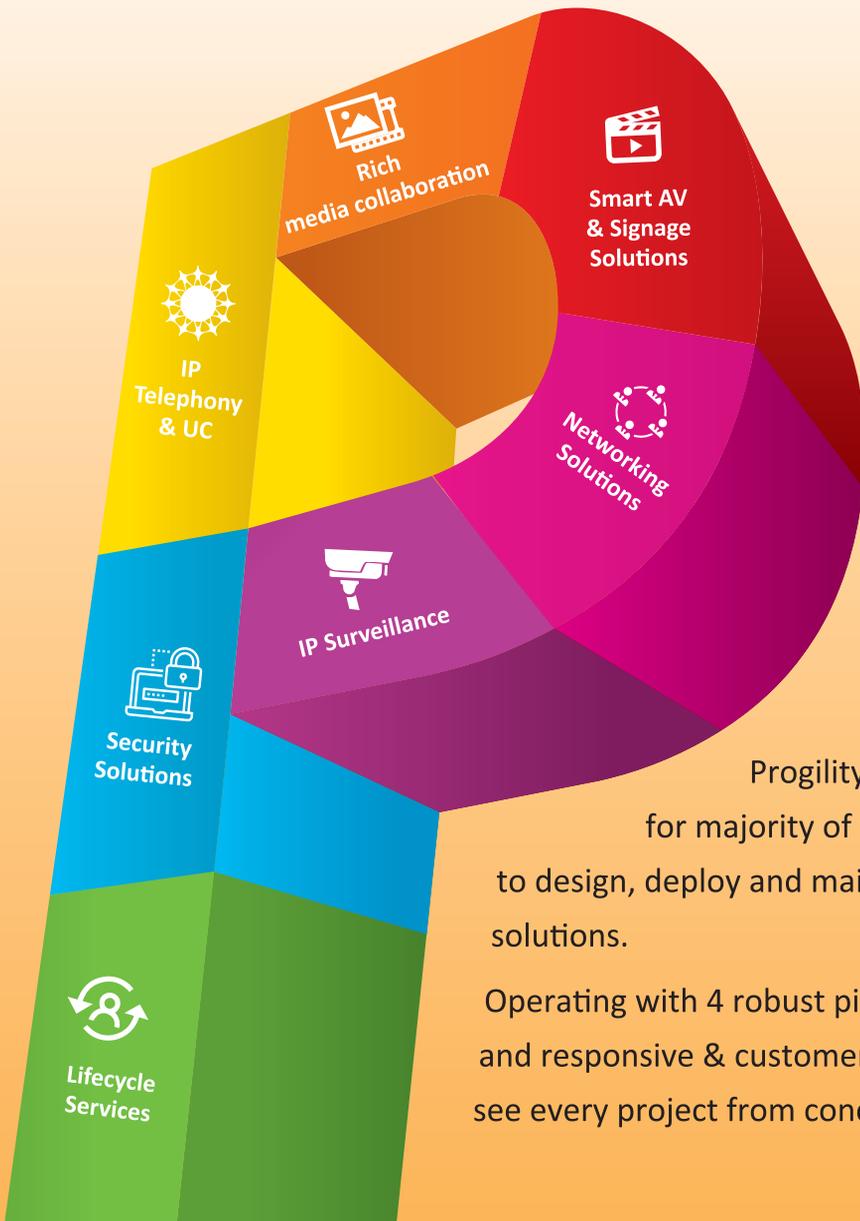
I take this opportunity to invite you to the 184th Foundation day of your Chamber at Taj President (Vivanta by Taj) on 24th October 2019.

Happy Reading!

**- Vijay Srirangan**

Director General

Bombay Chamber of Commerce & Industry



# We go Beyond... It's our Passion

Progility is a system integrator of choice for majority of the large and leading enterprises to design, deploy and maintain its critical communication solutions.

Operating with 4 robust pillars of being innovative, flexible and responsive & customer focused, drives our passion to see every project from concept to realization.

## For enquiries

 **+91 11 4288 5508** or  **india@progilitytech.com**

Registered office: 601, 6th Floor, 247 Park, Tower B, Vikhroli West, Mumbai 400083.

## Our Reach

Ahmedabad | Aurangabad | Bengaluru | Bhopal | Bhubaneswar | Chandigarh | Chennai | Cochin | Coimbatore | Dehradun | Delhi | Goa | Gurgaon | Guwahati | Hyderabad | Jaipur | Jammu | Kolkata | Kota | Lucknow | Madurai | Mumbai | Nagpur | Patna | Pune | Raipur | Ranchi | Vadodara | Vijayawada | Visakhapatnam

# Contents

Vol. XV Edition No. 5 October 2019

**From the Editor's Desk** ..... 01

## **Chamber Happenings**

- Certificate Course on 5 Career Growth Hacks..... 04
- Compliance Training ..... 05
- Workshop on Business Communication - Oral & Written..... 06
- Workshop on SEBI (Prohibition of Insider Trading) Regulations, 2015 [as amended in 2018 & 2019] and Significant Beneficial Ownership of Shares - Have the New Rules framed by MCA Solved the Mystery? ..... 07
- Certificate Course on International Trade Finance ..... 09
- Workshop on First Time Manager ..... 10
- Certified Training in First Aid..... 11
- Workshop on Import Management & Customs in Current Scenario ..... 11
- Workshop on Marine Cargo Insurance - Claims And Documentation ..... 13
- Corporates for Change Conclave ..... 16
- Workshop on New Age Customer Service..... 19
- Technical Seminar on Welding Technology for Industry 4.0 ..... 20
- Webinar on Indian Independent Directors' Independence - Challenging times ..... 21
- Workshop on Compensation & Benefit ..... 22
- Site Visit to Mahindra & Mahindra, Chakan ..... 23
- Certified Training on Corporate Social Responsibility (CSR) Policy, Strategy & Practice ..... 24
- Workshop on Achieving Sustainable Performance through Mindfulness Practice ..... 25
- Session on Rebooting Corporate Governance-Criminal Liabilities of Auditors and Independent Directors..... 26
- Certificate Course on Practical aspects of Digital Forensics & Cyber Crime Investigations ..... 27
- Workshop on Procurement 4.0 & Digital Technologies..... 27
- Certificate Course on Creating a Holistic Integrated Life..... 28

## **Editorial Team**

- **Mr. Vijay Srirangan,**  
*Director General*
- **Mr. S. Jaikumar,**  
*Joint Director*
- **Ms. Suchita Rale,**  
*Asst. Manager*
- **Ms. Nawaal Sunke,**  
*Executive*

**Published and Printed by  
Bombay Chamber of Commerce  
and Industry**

### **Admin.Office :**

The Ruby, 4th Floor, N.W., 29,  
Senapati Bapat Marg  
(Tulsi Pipe Road), Dadar (W),  
Mumbai 400 028.  
Tel. 022-6120 0200,  
Fax. 022-61200213.  
[www.bombaychamber.com](http://www.bombaychamber.com)

### **Regd. Office :**

Mackinnon Mackenzie Building,  
3rd Floor, Ballard Estate,  
Mumbai 400 001.  
Tel. 022-4910 0200,  
Fax. 022-4910 0213

### **Note :**

General articles published in this Review do not necessarily reflect the view of the Bombay Chamber of Commerce and Industry.

### **Design and Printed at :**

Uchitha Graphic Printers Pvt. Ltd.



## Certificate Course on 5 Career Growth Hacks

*16th July, 2019*

The Fempower Cell of the Bombay Chamber conducted a full day Workshop for women and by women - Certificate Course on 5 Career Growth Hacks conducted by The Mind Coaching Academy's Co-founders Ms. Monika Divekar and Ms. Varsha Chitnis.

Let's face some harsh facts about the modern work world. The calendar is no longer in the 20th century and neither is the way we conduct business or plot careers. Much of the professional world is moving at a rapid rate and it's almost impossible to keep up. Those who try to "control" all of this will simply lose this game. Business is not so much about being 100% art or 100% science. It takes both a 50% right brained and 50% left brained approach to truly plot a successful course.

How can you take charge of your career and continue to bring increased value to your organization? With these 5 Career Growth Hacks, you will be able to get onto a systematic career growth plan and power on.

With the above background in mind, the 12 participants were armed with the 5 Career Growth Hacks by which they will get access to the hot-buttons to rapid growth. These were strategically designed to skyrocket one's career. The participants were told to practice the model and follow the step-by-

step action plan chalked out in the system to ensure success. At the end of the sessions, the participants were handed over certificates.

About the Faculties: Ms. Monika Divekar is the Co-founder and Branding and Behavior Specialist and Coach at Mind Coaching Academy, Mumbai. She has coached entrepreneurs, promoters, and CXOs and facilitated them in achieving personal and professional strategic goals. She has worked primarily in India and in South-East Asia, Middle East, South Africa, and the United Kingdom. She is a Visiting Faculty at S. P. Jain Institute of Management and Research and Welingkar's Institute of Distance Learning, MET.

Ms. Varsha Chitnis is the Co-Founder, Consultant, and Coach at Mind Coaching Academy, Mumbai. Ms. Chitnis is an International Coaching Federation Accredited Coach and a Certified Behavior Trainer. She has certifications in BEC III from Cambridge University and in Communicating for Corporate Advantage from IIM Bangalore. She is a certified Psychometric Assessor and certified in Facilitation Skills. She is the head of the International Association of Facilitators, the Bombay Chapter. She is also a Visiting Faculty at the Management Development Centre, Welingkar's Institute of Management Studies and Tata Institute of Social Sciences, Mumbai.

# Compliance Training

19th July, 2019

**B**ombay Chamber of Commerce & Industry organized one day Training on Compliance. There were 35 delegates who attended this training. Mr. Neville Gandhi, Vice President, Compliance, Siemens Ltd. was the faculty for the training. The focus of the training was on what is corruption, why should we act-consequences of corruption, ideal compliance framework - prevent-detect-respond, avenues for bribery, control mechanism, whistle blowing reporting mechanism, investigations & consequences and remedial actions & implications of Prevention of Corruption Amendment Act (POCA), 2018.

He explained delegates about ideal compliance framework i.e. Prevent - Detect - Respond

Prevent: Controls aimed at preventing violations to include

- i. Risk Management
- ii. Policies & Procedures
- iii. Training & Awareness
- iv. Collective Action

Detect: controls aimed at detecting violations in a timely manner to include

- i. Anonymous Reporting Mechanism
- ii. Compliance controls
- iii. Reviews & Investigations

Respond: Controls aimed at responding & preventing recurrence to include

- i. Consequences for misconduct
- ii. Remediation

He stated that third parties used as

intermediaries are one of the most common channels through which bribes are made. He explained that control mechanisms can used while working with Intermediaries such as

- Perform a due diligence on intermediaries.
- Communicate the company's compliance policies and procedures to the intermediary.
- Obtain appropriate declarations from the intermediary to the effect that the intermediary will confirm with the compliance policies while acting on behalf of the company.
- Consider engaging external agencies who specialize in due diligences.
- Monitor the intermediary periodically on the basis of level of risk assessed during the due diligence.

Further he spoke about avenues for bribery and control mechanisms as well as principles to be observed while making contributions. He also stated that employees should be encouraged to report misconduct, questionable behavior or breaches of the law. The alternative mechanisms should be made available to the employees to report potential violations. He also said that organization should formulate the policy for protection of whistleblowers to ensure that genuine whistleblowers do not face retaliation for reporting potential violations. Further he also explained how and ways of handling allegations reported by whistleblowers.

The training ended with a vote of thanks. The training was well received by the delegates as per the online feedback of delegates.



# Workshop on Business Communication - Oral & Written

23rd July, 2019

Under Executive Training & Development Programme (ETDP), the Chamber has conducted the above Workshop.

Effective Oral & Written Communication Skills are essential for the organization's smooth functioning. Executives need to be fluent in English, to be effective in email writing and oral communication skills. In India, English is not only our associate official language but the language of business and administration. There can be no relationship without communication. For Communication to be effective the different nuances of verbal, non-verbal communication and differing perceptions of people have to be taken into account. Not only oral but written communication also has to be clear and effective for successful organization. Inconsistent, shabby writing of emails across different countries can never enhance the image of the company.

The workshop covered the contents of: Musts' to communicate with impact - Nuts & Bolts of Communication skills - Verbal

Communication with seniors, customers & peers, 2-way communication and use of all channels,- Skillful listening - Intelligent use of voice - Overcoming Barriers in Communication - Assertive Communication -Building 'working relationship' - Written Communication - Five Steps to Successful Email Writing - Preparation, Research, Organization - Writing a Draft, and Revision - Mechanics of Writing, etc.

Objectives: To provide tools that are critical for effective oral & written communication, develop 'musts' of effective communication skills including email communication, assertive skills - i.e. the art of being pleasantly polite, To develop the skill to write in a clear, reader friendly way which give results and enable the participants to learn the technology of fine writing emails.

FACULTY: Dr. Lata Shetty - Director, Mainstream Training Centre. Qualifications: B.Sc., M.S.W., Ph.D., a gold medalist throughout her academic career and holds a Doctorate from the prestigious Tata Institute of Social Sciences (TISS).



## Workshop on

# SEBI (Prohibition of Insider Trading) Regulations, 2015 [as amended in 2018 & 2019] and Significant Beneficial Ownership of Shares - Have the New Rules framed by MCA Solved the Mystery?

24th July, 2019

In view of some crucial changes made by the Securities and Exchange Board of India in the SEBI (Prohibition of Insider Trading) Regulations, 2015 [as amended in 2018 and 2019] the Bombay Chamber, under the auspices of its Legal Affairs & IPR Committee, organised the captioned interactive Session.

Ms. Shruti Rajan, Partner, Cyril Amarchand Mangaldas presented an Analysis of Amendments made to the SEBI (Prohibition of Insider Trading) Regulations, 2015 [as amended in 2018 and 2019] and their implications for listed companies. She briefed on the evolution of Insider Trading Regime; who is an 'insider', What is UPSI [Unpublished Price Sensitive Information], exceptions of instances wherein communication of UPSI is not an offence, defences to Insider Trading, Code of Conduct Compliances and obligation of organizations to implement internal controls.

Mr. Bharat Vasani, Chairman, Legal Affairs & IPR Committee, Bombay Chamber and Partner, Cyril Amarchand Mangaldas addressed on the topic 'Significant Beneficial Ownership of Shares - Have the New Rules framed by MCA Solved the Mystery?' He briefed on the genesis and objective of the SBO Rules; analysis of Sections 89 and 90 of the Companies Act, 2013 and the SBO Rules, determination of SBO in different situations; practical examples of determining SBOs; compliances, timelines and exemptions and its interplay with other laws.

### MEMBERSHIP

#### *New Members: August - September 2019*

Applications for membership received by the Bombay Chamber from the following organizations have been approved by the Membership Sub-Committee.

#### **Members**

1. Eagle Chemical Works
2. Fortress Capital Management Services Pvt. Ltd.
3. Orient Abrasives Ltd.

#### **Associates**

1. ASME Consultants Pvt. Ltd.
2. Masterpiece Entertainment LLP
3. Pantheon Pharmchem
4. SAMS Family Trust
5. S. S. Components Pvt. Ltd.

#### **Associated Limited**

1. Ace Furnaces Pvt. Ltd.
2. Acoms India Pvt. Ltd.
3. Agnee Engineering
4. Hamilton Industries Pvt. Ltd.
5. Sterling and Wilson Solas Ltd.
6. Vikram Bhatt Management Consultant



# Certificate Course on International Trade Finance

25th July, 2019

Under the Information and Communication Technology Committee, Bombay Chamber of Commerce and Industry had organised a Certificate Course on International Trade Finance.

On behalf of Bombay Chamber, Ms. Revati welcomed the speaker Mr. Ronak Soni, and the participants.

Mr. Soni briefed about the Leveraging Trade Instruments to win export contracts, Defining and implementing financial compliance,

Compliance with Trade Sanctions and Anti-Money Laundering regulation, The role and expectations of the parties to the trade transaction, Country risk, Currency risk and the Project Finance

Mr. Soni also enlightened the participant's how businesses can use these instruments as part of a Trade Finance suite to maximise business profitability and working capital.

The program ended with a vote of thanks to the speaker and the participants



## MEMBERSHIP

*Change of Name: August -September 2019*

Old Name	New Name
Merck Ltd.	Procter & Gamble Health Ltd. (BC/1482/A/1960)
Vasu Chemicals	Vasu Chemicals LLP (BC/5420/AL/2010)
GRSC Infotech Pvt. Ltd.	Vinmar Business Services Pvt. Ltd. (BC/3553/A/2009)





## Workshop on First Time Manager

25th July, 2019

**F**irst Time Manager program is a unique module for the employees who are taking the first step in managerial positions. Challenges & learning are an essential part of climbing every new ladder in the organisation. This one day program aims at enabling ought-to-be managers with tools for smooth transition.

It is an important stage in one's Professional career. This is the beginning of the journey of a leader who needs to be equipped with the desired qualities and necessary skills to upgrade & update oneself and make this transition an opportunity to reinvent.

In our endeavor to help them achieve this, Bombay Chamber organized one day Workshop on First Time Manager under the Education and Skill development Committee.

Workshop was conducted by Ms. Akshata Mahale who is a Corporate Trainer & Personal Brand Coach with a 20 years of corporate experience.

First half of the program was to identify challenges inbuilt in the jobs and discovering strategies to cope up with the same. A very innovative way of discussing and identifying the key challenges and ways to deal with them. Participants shared their vast experiences and expertise which created a very healthy and rich medium of knowledge sharing.

Discussion also evolved to walking the talk, where the importance of executive presence was emphasized and sensitized. Grooming standards and professional presence were the topics of discussion and queries were active during this session.

Second half of the program talked about how First Time Manager adapts skills like UP, Across and Down management. Managing self was also introduced and keen sense of interest in developing oneself was seen in every participant. How to build trust and be an effective leader was a key topic of this activity.

Later how to handle difficult conversation at workplace was done through a very innovative role plays. Each group performed and handled difficult conversation with best of their abilities and worked out best in every situation. Working with our assumptions and exploring others story was key take away. Program ended with every participant preparing an action plan and implementation of learnt skills in their job role successfully.

Program attracted maximum participation and 32 participants attended this program. It was full house workshop and participants were from diverse industry backgrounds. Maximum participation, lots of questions and enthused curiosity created an atmosphere of engagement, learning via fun.

# CERTIFIED TRAINING IN FIRST AID

1-2 August, 2019

The Sustainability Committee of the Bombay Chamber had organised Certified Training in First Aid for 15 delegates of SBI Life Insurance Co. Ltd at Andheri East Branch.

It was two days Classroom Training with 30% theory and 70% practical training was conducted by Dr. Apoorva Deshpande - MBBS AFIH (Industrial Medical Consultant & Trainer and Director of Life Line Institute of First Aid & Emergency Medicine).

The participants got hands on experience on topics - Introduction to first aid, unconsciousness, examination of a serious casualty, fall from a height, burns, injury, fracture (general), bandaging, drowning, handling of casualty, snake bite, types of burns, injury, fracture in details, CPR (Cardiopulmonary

Resuscitation), CPR on imported mannequins, head injury, amputation, main causes of death, artificial respiration, removing airway obstruction (Heimlich Method), heart attack & CPR.

First Aid steps were discussed i.e., how one can help an injured person, fractured and facing serious casualty. Practical exercises were demonstrated and practiced by the participants also. Dr. Deshpande used case studies, video clips as a tool to discuss various components of First aid.

The delegates appeared for an examination and received certificates.

Feedback from Delegates: The training was well appreciated as it was very informative, useful and interactive. We received an excellent response.

## Workshop on Import Management & Customs in Current Scenario

8th August, 2019

Under the Information and Communication Technology Committee, Bombay Chamber of Commerce and Industry had organised a Workshop on "Import Management & Customs in Current Scenario".

On behalf of Bombay Chamber, Ms. Revati welcomed the speaker Mr. Sudhakar Kasture, and the participants.

Mr. Kasture briefed about the Emerging trends in customs- Expected reforms & AEO (concept



& benefits), Classification of the product - HS Code, Valuation in Customs - Analysis of Customs Valuation rules 2007, Calculation of duties, Examination - RMS, and the compulsory Compliance requirements

Mr. Kasture also enlightened the participants about the Free Trade Agreements (FTAs) duty concessions for import products.

The program ended with a vote of thanks to the speakers and the participants.



*MEET GREET AND CONNECT  
THE PERFECT MEETING PLACE TO BOND AT  
"THE RUBY"*



- OFFICE CABINS AND WORKSTATION ALSO AVAILABLE
- ATTRACTIVE DISCOUNTS ON BULK BOOKING

*DO YOU NEED A CONFERENCE ROOM?*



*Nawaal Sunke*

*02261200249*

*marketing1@bombaychamber.com/marketing@bombaychamber.com*

# Workshop on Marine Cargo Insurance - Claims And Documentation

7th August, 2019



The objective of this workshop was to enable knowledge sharing by an experienced professional in order to help participants gain insight into the latest requirements on Marine Cargo Claims-procedure, formalities and documents in the International & Indian maritime operations.

Mr. Pravin Rane, Joint Director, Bombay Chamber; welcomed the participants with a brief orientation about Bombay Chamber of Commerce and Industry. He then introduced the speaker Capt. Mukesh Gautama, Advisor, Wilson Surveyors and Adjusters Pvt. Ltd & Lloyd's Agents, a Marine Insurance Professional with over four decades of experience in this Industry.

This was followed by a presentation by Capt. Mukesh Gautama. He helped the participants develop an in-depth understanding of cargo claims, which will enable the customers get

better service from surveyors.

He discussed on the following topics :

- Maritime & International Trade
- Types of Cargo & their movement
- Cargo & Insurance principle
- Damage, Loss & its claim settlement
- Maritime & Cargo fraud

The session was interactive and received a very positive response from participants employed in sectors such as exporter, importer, ports, shipping, logistics, manufacturing, insurance and other finance professionals.

At the end of the session there was an interesting Q&A round and the participants got a better and clearer insight into the developments taking place in the marine claims settlement process.



**IBA Ranked among Top 1% Institutes in India with Track Record of Excellent Placements**



**IBA Bangalore is 19<sup>th</sup> among the 45 B-Schools (out of 5000+ B-Schools in India) to get an International Accreditation**



Approved by **AICTE** (Ministry of HRD, GOI)



## Under the able Leadership



**Dr. Subhendu Dey**  
Ph.D. - AMU,  
PGCPM-IIM Kozhikode  
Programme Director  
IBA Bangalore



**Dr. Subhash Sharma**  
Ph.D., University of Southern California (USC)-USA  
PGDM, IIM-Ahmedabad  
Dean & Director, IBA Bangalore



**Dr. Manish Jain**  
Ph.D., MBA (Marketing), PGDBM (Finance)  
Founder & Chairman  
IBA Bangalore

We invite you to invest two years at IBA and gain a world of knowledge and experience. Under supervision of our renowned faculty with vast experience in teaching and consulting (in India and Abroad), and Governing Council comprising of a distinguished panel of industry veterans and academicians, you will have the opportunity to network with the Senior Management of Top Companies through Industry visits and Seminars. To be precise, we provide you an excellent platform for a great and exciting Professional Career.

## Post Graduate Diploma in Management - PGDM

Dual Specialization Course*	Marketing	Finance	Human Resource Management	Business Analytics & E-Business
	Retail	Operations	International Business	Entrepreneurship Management

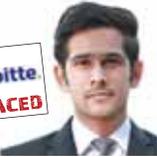
\* Student can choose combination from above mentioned specializations before beginning of 3rd Trimester.



## PGDM

**Two Year Full Time Residential Programme**  
Approved by AICTE, Ministry of HRD, GOI

### Excellent Industry Association - 2018-19 IBA Bangalore

  <b>Aditya Birla Fashion &amp; Retail Ltd.</b> Saurabh Mishra Jaipur, Odisha	  <b>Bajaj Electricals</b> Chintha Vijay Krishna Hyderabad, Telangana	  <b>Bandhan Bank</b> K.H. Harish Singha Jagiroad, Assam	  <b>Bata</b> Bijo Thampi Port Blair, Andaman & Nicobar Island	  <b>Colgate Palmolive</b> Shreya Mazumder Kolkata, WB	  <b>Grant Thornton</b> Harshit Singla Panipat, Haryana
  <b>ICICI Bank</b> Amal Sujath C.S. Alleppey, Kerala	  <b>Info Edge (India) Limited</b> Arghya Mandal Kolkata, WB	  <b>KPMG</b> Lydia B. Shibu Durg, Chhattisgarh	  <b>Marico</b> Illuru Santosh Kurnool, AP	  <b>Glenmark Pharmaceuticals Ltd.</b> Shweta Subh Prasad Cuttack, Odisha	  <b>Reckitt Benckiser</b> Advait Murudkar Pune, Maharashtra
  <b>Deloitte</b> Mohit Khandelwal Jaipur, Rajasthan	  <b>Landmark Group - Lifestyle</b> Nupur Jagdishpur Bhagalpur, Bihar	  <b>Bridgestone</b> Mourakonda Ramya Vijayawada, AP	  <b>OYO Rooms</b> Harsha Yadav Firozabad, UP	  <b>CCD</b> Mandeep Singh Jamshedpur, Jharkhand	  <b>Kuehne + Nagel</b> Prabhanjan C.P. Rasipuram, TN
  <b>Mahindra Finance</b> Amit Verma Hoshangabad, MP	  <b>McNROE</b> Sumit Sharma Jaipur, Rajasthan	  <b>Godrej &amp; Boyce Mfg. Co.</b> Kamatham Janardhan Reddy Kanigiri, AP	  <b>HDFC Bank</b> Gouri Kumari Dhanbad, Jharkhand	  <b>Home First Finance Co.</b> Suryakanta Sahoo Rourkela, Odisha	  <b>Berger Paints India Ltd.</b> Pinapala Mohan Sai Vijayawada, AP
  <b>Byju's</b> Dipanjan Sen Siliguri, WB	  <b>Capital First</b> Sreerupa Sarkar Jamshedpur, Jharkhand	  <b>Ninjacart</b> Lalith Kumar M. Chennai, TN	  <b>S&amp;P Global</b> Shradha Jain Kesinga, Odisha	  <b>APB News</b> Aishwarya Rao Itarsi, MP	  <b>TATA Motors Finance Ltd.</b> Vishakha Bhatt Paonta Sahib, HP

Disclaimer: 'Past record is no guarantee of future job prospects'

*For Campus Engagements Contact:*  
E-mail: [placements@iba.ac.in](mailto:placements@iba.ac.in) • Call: +91 93435 18946, +91 97418 11100  
Website: [www.iba.ac.in](http://www.iba.ac.in)

# Corporates for Change Conclave

8th August, 2019

The Bombay Chamber of Commerce and Industry organised a Corporates for Change Conclave (CCC) on August 8, 2019 at Hotel Sofitel with Organisation for Economic Co-operation and Development (OECD), Paris.

This included a business session of select invitees offering a preview and discussion on an OECD study titled “**INDIA’S PRIVATE GIVING: UNPACKING DOMESTIC PHILANTHROPY AND CORPORATE SOCIAL RESPONSIBILITY**”.



The purpose of this study is to shed light on the dispersed and scarce information on how private domestic organisations provide financing to development in India, to look into how these private resources are allocated and to identify the issues and geographical areas that are being targeted. It involves large philanthropic organisations and companies providing funding on CSR.

sixteen CSR Heads of reputed companies had participated in the discussion and shared their views on the study findings.



In the Public Session **Mr. V. S. Parthasarathy**, President, Bombay Chamber and Group CFO, Group CIO & Member of the Group Executive Board, Mahindra & Mahindra Ltd. delivered the welcome address. In his thought provoking

speech he covered the theme of the event, history and recent achievements of Bombay Chamber, the importance of Philanthropy to the society and he also shared his vision on corporate collaborate in creating a memo change in the environment. He opined we all should come together and coordinate our efforts to build up a multiplier effect for the community.



In her address, **Ms. Sheetal Mehta**, Senior VP - CSR Mahindra & Mahindra, spoke about how collaborations can help to increase the impact of CSR on the society. She discussed the success of “Nanhi Kali”, collaboration of Mahindra CSR project “Mahindra Hariyali” with Nandi Foundation which helped the farmers of Araku to produce quality coffee and help them to become a global brand. She concluded her address by saying that “it is only through collaborations and Partnerships we can multiply the impact of CSR activities.”



**Ms. Bathylle Missika**, Head of Division, Networks, Partnerships and Gender, OECD Development Centre on CSR/Sustainability started her address by appreciating the fact that India has been growing quite well, especially in income growth at the top of the distribution because of the CSR Companies Act. She also mentioned that there is more domestic flow of philanthropy as compared to International

flows in India. The potential is in Indian Philanthropy. The issue of 'Gender' equality has been highlighted in her speech. "Gender issue often gets forgotten and ignoring it has a very high cost and the cost is 6.5% of the GDP". She claimed Priority Areas in CSR receive more funding (e.g. education, healthcare) while others are lagging behind (e.g. gender equality), the issue of gender equality needs to be taken into consideration. She concluded by saying that "it's time for more collaboration". She also mentioned "joining CSR and Philanthropy by area and geography can enable clustered cooperation and also corporates need to focus on doing meaningful CSR".



**Mr. Vikram Singh Mehta**, Chairman, Brookings India and the Guest of Honour of the event started his address by saying that Sustainability is one of the key issues on which corporates are going to define their competitiveness. He suggested that, "Business should integrate sustainability in their management system and business should not only look at risk and return but also consider the impact of it on the environment, society, etc." He concluded by saying that "there is no trade off between what are the imperatives in business in the short term and long term." He also emphasized the importance of social capital to enhance competitiveness of an economy.



The Report "Enhancing Competitiveness of India: Vision 2025" was released by the Guest of Honour, **Mr. Vikram Singh Mehta** in the said event. Immediately after the release

of the Report **Dr. Sachchidanand Shukla**, Chief Economist, Mahindra Group, discussed the highlights of the Report. Dr. Shukla mentioned 1% or 2% difference between the most competitive economies and least competitive economies may look small but when compounded with countries history it makes a huge difference both in terms of development and economic growth. He also discussed the recommendations mentioned in the Document in brief.



There was also a Panel discussion on the topic "Enhancing Competitiveness of India: Vision 2025" moderated by **Mr. Russell Parera**, Regional Managing Partner (West), Price Waterhouse Chartered Accountants LLP. The panelists included, **Mr. Ashok Sethi**, Chairman, Tata Consulting Engineers Limited, **Mr. Govind Sankaranarayanan**, Vice Chairman, ECube Investment Advisors Ltd, **Dr. R Nagaraj**, Professor, Indira Gandhi Institute of Development Research, **Dr. Siddhartha Roy**, CEO, SR Associates. There was a brief discussion on the Report "Vision 2025: Enhancing Competitiveness in India" including issues related to economic challenges, investment, government policies, etc.



The conclave was concluded by Valedictory Address & Vote of Thanks by **Mr. Sudhir Kapadia**, Vice President, Bombay Chamber and Partner & National Tax Leader, Ernst & Young LLP. Mr. Kapadia has been one of the esteemed authors of this Report. He re emphasised that the government clearly aspires to create large scale transformation in social welfare and social capital. To him “this is the time to embrace bolder tax initiatives - eliminate a phethora of incentives and deductions, moderate rates and kick - start an economic revival.”



The conclave was attended by a large number of corporate professionals, academicians, office bearers of different associations and representatives of consulates and regulators.



### Bombay Chamber's Upcoming Events

Date	Event / Contact details
13 <sup>th</sup> November 2019	<b>Master Class On Emotional Intelligence : The Leadership Advantage</b> Contact : Ms. Shruti Rathod, Tel: 022 61200268, Email: ybf@bombaychamber.com Ms. Aneeha Neeraja Rajan, Tel: 022 61200227, Email: csr@bombaychamber.com
14 <sup>th</sup> November 2019	<b>Course on User Experience (UX) and its importance to your business</b> Contact : Ms.Revati Khare, Tel: 22 6120 0231 (M): 91 9892029473, Email: ictcommittee@bombaychamber.com
19 <sup>th</sup> November 2019	<b>Two Days Certified Training on Mental Health First Aid</b> Contact : Ms. Aneeha Neeraja Rajan, Tel: 022 61200227, Email: csr@bombaychamber.com Ms. Shruti Rathod, Tel: 022 61200268, Email: ybf@bombaychamber.com
28 <sup>th</sup> November 2019	<b>Certified Training for Independent Directors and Corporate Directorship</b> Contact : Ms. Aneeha Neeraja Rajan, Tel: 022 61200227, Email: csr@bombaychamber.com Ms. Shruti Rathod, Tel: 022 61200268, Email: ybf@bombaychamber.com
3 <sup>rd</sup> December 2019	<b>Certificate Course on Network Security, Penetration Testing &amp; Cyber Forensics</b> Contact : Ms.Revati Khare, Tel: 22 6120 0231 (M): 91 9892029473, Email: ictcommittee@bombaychamber.com
12 <sup>th</sup> December 2019	<b>Rebooting Corporate Governance : Not Just the Best but the Next Agenda for Corporate Governance 2020</b> Contact : Ms. Aneeha Neeraja Rajan, Tel: 022 61200227, Email: csr@bombaychamber.com Ms. Shruti Rathod, Tel: 022 61200268, Email: ybf@bombaychamber.com
19 <sup>th</sup> December 2019	<b>Certificate Training in Electrical Safety</b> Contact : Ms. Shruti Rathod, Tel: 022 61200268, Email: ybf@bombaychamber.com Ms. Aneeha Neeraja Rajan, Tel: 022 61200227, Email: csr@bombaychamber.com

# Workshop on New Age Customer Service

21st August, 2019



Understanding a customer and their needs plays a pivotal role in the success or failure of any business. Without a customer there wouldn't be a business. Customer service managers play an integral role in the success or failure of any business. They make sure that the needs of their customers are met. Their aim is to provide and promote excellent customer service throughout the organisation. The Customer has become very dynamic, the change is fuelled by technology, particularly digital technology and increasing information processing power. Managing the customer itself has and is going to change drastically.

In our endeavour to help businesses keeping abreast with the new age customer and to understand the nuances of the new age customer service Bombay Chambers organised a one day "Workshop on New Age Customer Service" under the Education and Skill Development Committee.

Workshop was conducted by Ms. Amishi Mehta who is an International Business Coach, Consultant, Corporate trainer, Life coach, Author with more than 17 years of experience. Brought to the fore what the new age customer service would look like. Up-skill the customer service managers and attune them to the changes that can be anticipated in catering to the new age customer.

Program began with an overview on customer service the past, present and the future. Giving them a preview of what to expect from the new age customer service. What would the the new age customer look like? how will communication change with the new age customer. Role of technology in customer service.

Second half consisted of a lot of hands-on and peer to peer interaction on how to tackle new age customer service scenarios and what will be the new ways to communicate with the new age customer. What will be the new ways of engaging the customer. Various ways of understanding the new age customer. The above was achieved with some case studies, role playing, hands on exercises, audio-visuals etc.

It was a full house workshop with a total of 31 participants from diverse industry backgrounds and varied hierarchies. Lots of fun activities, full participation, high energy in the room, and lots of laughter and curiosity created an enthralling atmosphere.

The workshop ended with participants reviewing and acknowledging the necessary knowledge they can successfully utilise and apply.

Observations:

- Hands on tackling the new age customer was exciting and a new way of learning exercise for everyone
- Everyone was spellbound by knowledge of how the new ways of communication will change in the future
- Each one of them stepped out of their comfort zones and participated
- Everyone was enthused on learning new ways of engaging and servicing the new age customer session
- Interactive session resolved many of their ignored queries and how those would be eventually solved by the introduction of new technology and service in their industries



# Technical Seminar on Welding Technology for Industry 4.0

21st August, 2019



The Young Bombay Forum (YBF), a youth wing of the Bombay Chamber organised a Technical Seminar on Welding Technology for Industry 4.0.

Ms. Usha Maheshwari, Additional Director of Bombay Chamber welcomed the speaker and delegates. She introduced and briefly spoke on historical milestones of Bombay Chamber and YBF and activities. The delegates participated from different organisations and few of them had even travelled from different parts of our country.

Mr. Satish Sawant was the faculty for the workshop. Mr. Sawant is the Inspector & Surveyor of Institute of Welding & Testing Technology with 30 years of Experience.

Mr. Satish gave a brief history & introduction

about welding technology. He also stress on Welding Challenges, Process, Procedure, Welding Module, 3 Crucial Quality steps in Welding, Welding codes, Types of weld etc. Mr. Sawant deeply explained the technical part on Welding technology with the relevant case studies. The Seminar was very interactive, delegates were sharing their experiences with the trainer. The new ideas, technology were exchanged by the trainer & delegates.

Trainers presented valuable tips, suggestions on upcoming Welding industry 4.0. Mr. Sawant guided on newer Welding technologies.

Overall the entire Seminar was very innovative, informative, useful as well as interactive. The Seminar received an overwhelming response from the delegates.



# Webinar on Indian Independent Directors' Independence - Challenging times

*22nd August, 2019*

**A** Webinar was organised by Legasis Group, in association with Bombay Chambers of Commerce and Industry, highlighting the theme 'Indian Independent Directors' Independence- Challenging times'. There were 40 delegates who attended the webinar.

Ms. Usha Maheshwari, Additional Director, Bombay Chamber shared the brief introduction to the Bombay Chamber and association with Legasis Services. Mr. Suhas Tuljapurkar, Founder-Director, Legasis Services Pvt. Ltd. define the scope of the discussion, which included the challenges being faced by the Indian corporate today and the roots from which such challenges emanate, the reason behind the emphasis on Independent Directors and outlining the primary responsibilities and focus areas where the corporate can make a difference from the governance perspective, with the legal implications, being the primary focus. He brought into light the recessionary trend being experienced by the Indian economy, which is under stress due to several reasons- domestic, international, alike. The times are equally challenging for the businesses due to their stressed assets and the increased emphasis on the resultant insolvency resolution process. Although there is a dearth of empirical evidence to prove the direct correlation of the stock prices of a company with its governance practices, but it is definitely not inverse, as established through various instances of failures of corporate governance practises in corporates. The other implication of failure of Corporate Governance, for businesses, is that, recession increases investment opportunities, but such opportunities are shut as soon as there are incidences noted for failure of corporate

governance and the investors take a back-foot. The recent emphasis on the importance of the role of Independent Directors in maintaining better governance practices in corporates has emerged due to the inevitable contribution that can be rendered by Independent Directors in upholding the four pillars of corporate governance- Accountability, Transparency, Fairness and Independence. India Inc. requires a huge number of Independent Directors than those presently functional. The frequent exits by Independent Directors, especially in 2019, raise alarms that are still kept unheard. The Kotak Committee's recommendations on providing detailed reasons by Independent Directors on resigning, and the subsequent confirmation, though effective from April 2019, has not proved to be a boon in realising the root cause. Dire need has arisen to read between the lines and identify the true cause behind the resignations and map if there are any red flags that need to be addressed.

A recent survey conducted by the firm proved that despite the recent amendment brought forth in the SEBI (Listing Obligations and Disclosure Requirements), under Regulation 30 (7B), with respect to disclosing detailed reasons to the Stock Exchanges, by Independent Directors, it has merely been treated as a formality to shrug off their accountability in cases of corporate failures. Times are here already, when the Independent Directors, the only link between the outside world and the corporate, realise their true role and instead of resignation, raise the right concerns at the right time and prevent failures in the corporate governance practices. The webinar ended with question & answer session and concluding remarks by Ms. Usha Maheshwari.



# Workshop on Compensation & Benefit

22nd & 23rd August, 2019



**H**RM Committee of Bombay Chamber organised a 2 day Workshop on Compensation & Benefit. The workshop was facilitated by the speaker Ms. Sheena Rajan, Founder & Partner, Aanvikshiki HR Solutions.

Ms. Rajan said that an effective compensation strategy motivates current employees and is used as a tool to attract new ones. This includes the cost of health benefits, retirement benefits, tuition reimbursement, bonuses or any other non-salary benefit that is considered part of a total compensation package.

The objective of the workshop was to understand the following;

- The role of govt. regulation with regards to Compliance and employee benefits
- The components of a compensation system
- How to build effective variable pay systems
- How to build job grading system to create internal equity
- How to create different levels of salary benchmarks
- How to create various benefit systems for employee & how reward planning can be used to cut compensation costs
- How to build high impact compensation systems

The workshop was divided into 2 days covering 4 sessions each day. Following topics were covered on Day-1

**Session - 1 :** Introduction, History of Compensation, Understanding of the Fundamentals of Compensation, Benefits, Rewards, Total Rewards, Components of compensation System, Statutory Compliances and Govt. regulations, Compensation Systems in the Indian Environment, Compensation Approach and Framework.

**Session - 2 :** Reward Philosophy, Reward Strategy, Total Reward Programs, Factors Affecting Rewards, Impact of Globalization on Compensation Programs.

**Session - 3 :** Job Evaluation, Aspects of Job Evaluation, Point Rating Method, Hay Guide Chart Profile, Job Pricing, Board Banding, Linking Job Points to Pay Points.

**Session - 4 :** Compensation Surveys, Types of Surveys, Job Equivalence, Survey Data Analysis, Job Evaluation & Salary Data, Grade Point & Market salary, Median Pay, Percentiles, Compensation Ratios, Salary Rates, Salary Equity, Market Parity.

Following topics were covered on Day-2

**Session - 1 :** Evolution of Compensation Structures, Types of Employee Rewards, Standard Reward Practices, Flexible Pay Programs, Developing Different Compensation Structures in a Global Environment, Communicating of Compensation & Benefits Structures as “ Employee Value Proposition”

**Session - 2 :** Variable Pays, Types of Variable Pays (STI, MTI, LTI), Trends in Variable Pays, Designing Variable Pays, Steps in Introducing Variable Pays, Rewarding Critical Roles & Hot Skills, Different Types of Variable Pay Programs.

**Session - 3 :** Defining Performance Parameters, Measuring Performance, Basic Guidelines for Rewarding, Typical Reward Models, Linking Rewards to Performance, Pay for Performance, Integrating Total Rewards with Job, Market and Performance.

**Session - 4 :** Communication of Reward Programs, Changing Approach to Reward Communications, Steps in Effective Reward Communication, Implementation Guidelines for Reward Programs in Organizations.

Overall the Workshop helped participation in understanding different trends and ways in Compensation & Benefits strategy. The workshop covered theoretical as well as practical application of various compensation & benefit strategies.



## Site Visit to

# Mahindra & Mahindra, Chakan

23rd August, 2019

The Bombay Chambers of Commerce and Industry (BCCI) visited Mahindra & Mahindra, Chakan Plant with 37 industry delegates to learn best practices on Sustainability and related areas.

The team of delegates were lead by Ms. Usha Maheshwari, Additional Director Bombay Chamber. A brief on Mahindra Vehicle Manufacturers Limited (MVML) was presented by Mr. Hemant Shah followed by detailed information on sustainability initiatives were presented by Mr. Vinay Bedekar & Mr. Sanjeev Salve including audio-visual clips. Dr. Pradeep Panigrahi, DGM- Group Sustainability also graced the occasion and shared the information on “Mahindra Sustainability Framework”.

MVML is driven by the “Mahindra Sustainability Framework” developed by Group Sustainability. This apart, MVML has also set their own objectives for implementation of sustainability. Company has a well-defined organisational structure for the implementation.

MVML follows 3 years Promise Cycle. Sustainability is one of the key promises to be implemented for 3 years. Company presented detailing of Promise Cycle 2019, which was initiated in financial year 2017. The thrust areas are,

- a) Reduction in Specific Energy Consumption
- b) Reduction in Specific Water Consumption
- c) Reduction in GreenHouse Gases
- d) Reduction in Hazardous Waste
- e) Reduction in Paper Consumption
- f) Reduction in Wood Consumption

Each of the above areas were briefed in great detail. To name a few-

- Auto Condenser Cleaning System at Paint Shop
- Intelligent Flow Controller in Trim, Chassis and Final department
- Schmalz Air Injector in Body Shops
- HVLS fans, Eco air circulators
- Water pressure optimisation & high spray nozzles for dining halls
- Delta Fibalon Filter Element at Water Treatment Plant
- Rain water harvesting and bio diversity within the campus and around
- Heat Recovery System in Paint shop

The presentation was also inclusive of various initiatives taken for Renewable Energy. At present MVML has implemented following initiatives,

- 1.3 MW inhouse solar power plant. One is rooftop solar at R block and other one is 350 Kwp ground mounted
- A 2.1 MW wind mill is also set up at Jat near Satara

Presentation was followed by the shop rounds, where Mr. Sanjeev Salve & Mr. Piyush Thakar explained the initiatives in great detail. Delegates understood the sustainability practices like, Copper tips elimination at TUV BIW, Schmalz Air Injector in XUV BIW, Intelligent Flow Controller in TUV TCF, Auto Condenser Cleaning and heat recovery system at Paint Shop, 1 MW rooftop solar project and rain water harvesting.



# Certified Training on Corporate Social Responsibility (CSR) Policy, Strategy & Practice

28th August, 2019

The CSR Committee of the Bombay Chamber organised Certified Training on CSR Policy, Strategy & Practice. Ms. Usha Maheshwari, Additional Director, Bombay Chamber welcomed speakers and delegates. She briefed about history and the milestones achieved by Bombay Chamber. 49 delegates from different organisations participated in the training. The training was for small, medium and large corporate with the objective to confer holistic view about the different aspects to be incorporated to undertake the programs under the CSR vertical effectively, to get updates on latest policy changes and to help the CSR professionals to unlock the queries one faces between policy and implementation of socio-economic development programs in the organization.

Dr. Meena Galliara , Director, Jasani Center for Social Entrepreneurship & Sustainability Management, NMIMS spoke about CSR Landscape in which she talked CSR Policy, evolution of CSR in past 5 years (Report of the High Level Committee on Corporate Social Responsibility 2018 & Crisil report). She also presented an overview on CSR expenditure and CSR reporting on across areas mentioned in schedule VII. She touched upon how to map SDGs with Schedule VII of the Act. She spoke on CSR policy and mode of implementation opted by companies for implementation of CSR projects. Later she also explained proposed recommendations as well as amendments to Section 135.

Ms. Gurvinder B. Parmar, Technical Director, International Tax and Regulatory, BSR & Associates LLP spoke on

- Evolution of CSR.
- Role of public and private Sector in liberalization and deregulation.



- Historical perspective of CSR legislation & global & Indian context.
- Key features of Section 135 of The Companies Act 2013 & Schedule VII.
- Roles & responsibilities of board members & CSR committee.
- Profit calculations & tax provisions, deductibility related to CSR.
- Permissible & non permissible activities under CSR provisions.
- Reporting format for including in board's report.
- Government perspective on CSR & CSR gaps.
- Companies Amendment Act, 2019, High Level Committee Report & key recommendations.

Mr. Jignesh Thakkar, Associate Director - CSR & Sustainability, KPMG spoke about project monitoring and evaluation methodology.

At the end Ms. Usha Maheshwari delivered vote of thanks to speakers and delegates. The session was very interactive as the participants got the opportunity to share their practices and clarify the issues faced. The session was rated very high in quality, content and speakers.



# Workshop on Achieving Sustainable Performance through Mindfulness Practice

29th August, 2019

**H**RM Committee of Bombay Chamber organised a Workshop on Achieving Sustainable Performance through Mindfulness Practice. The speaker was Dr. Bishram, CEO, Vision2Value Services Pvt. Ltd.

Dr. Bishram said that Mindfulness is a practice of staying in the present. It involves getting our minds back to the present and paying attention to the life that is unfolding right now within us and around us. In his presentation he mentioned about key principles of Mindfulness practice which are bringing awareness to the present moment, developing the 'attention' muscle, recognising thoughts, emotions and body sensations, self compassion and kindness and being non judgemental. He said that Mindfulness evolved from Buddhist tradition of meditation. He stated that in the 60's and 70's, Westerners began going to Southeast Asia to learn Mindfulness practices and brought those practices back to the west and began to teach them within the framework of Buddhism. In the 80's-90's, it was discovered that those practices could be extracted from Buddhism and the cultural matrix of Asia and were used within a secular context to develop useful attentional skills. These practices became ever more prevalent in clinical settings for pain management, addiction recovery, stress reduction and as an adjunct to psychotherapy.

Dr. Bishram spoke about many Mindfulness training techniques like restrictive or open attention, beginner, intermediate / advanced, formal and informal ones. He discussed that Mindfulness at work helps leaders to listen differently and communicate more carefully, employees to be aware of their emotions and how that affects the people around them, to focus on positivity and perspective

through skillful self-management. It also helps employees to be more productive and shows higher job satisfaction. It makes work more enjoyable for everyone. The speaker taught the participants basic Mindfulness meditation. He discussed the seven sins of happiness which are devaluing happiness, chasing superiority, being needy, being overly controlling, distrusting others, distrusting life and ignoring source within.

The speaker explained about Neuroplasticity, which means that the brain has an amazing ability to rewire itself. A daily Mindfulness practice can help to change our habits, behaviours and automatic reactions. He said that research has pointed out the practical and measurable benefits of Mindfulness practice—studies show Mindfulness in fact makes people less stressed, more productive, healthier and happier too. In the last decade, Mindfulness has been used inside companies to lower health costs, improve increase employee productivity, help employees stay “on task” and reduce employee stress through a combination of breathing techniques and mental relaxation. Cognitive benefits of Mindfulness are improved attention span, clarity of thought, enhanced creativity and superior decision making power. Psychological benefits include lower depression and anxiety, less of emotional reactivity, improved behavioural regulation and high compassion and altruistic behaviour. Dr. Bishram also discussed about spirituality in Mindfulness.

The workshop was concluded with the thought that being aware of the fact of life is first step towards Mindfulness journey. By being conscious and aware one can shape life journey differently in path of happiness, fulfilment and sustainable performance.



## Session on

# Rebooting Corporate Governance- Criminal Liabilities of Auditors and Independent Directors

29th August, 2019

A Session was organised on the theme, 'Rebooting Corporate Governance- Criminal Liabilities of Auditors and Independent Directors'. The introductory remarks and introduction to Bombay Chamber was presented by Ms. Usha Maheshwari, Additional Director, Bombay Chamber.

Ms. Savithri Parekh, Senior Legal and Compliance, Reliance Industries, mentioned the need for changes in the governance structure of corporates and the inevitability of exposure and awareness of compliance for everyone. She also iterated the fact that the field of compliance is dynamic and thus there is the dire need for everyone to be abreast with the changes and advocate the correct practices.

Mr. Suhas Tuljapurkar, Founder-Director, Legasis Services Pvt. Ltd. said that the need of rebooting corporate governance has been witnessed by the corporates, as well as the regulators, and that "all the elements of Corporate Governance have to be looked at afresh, de-novo." One of the reasons why revamping the governance practices is considered the need of the hour, is to enable the corporates regain stakeholder's trust, which is one of the most important objectives of corporate governance. The criminal liabilities attached with the auditors in terms of their reporting, filing and compliance duties, was discussed, in consonance with the common-sense principle of corporate governance. The amendment to Rule 9, of the Companies (Audit and Auditors) Rules, 2018, was discussed and shift in the liabilities of partners of a firm, from collective to individual, with the exception of exercising due-diligence

and conduct attempts to prevent infringement of governance structure of the organization being served in the capacity of an auditor. Failure of corporate governance leads to loss of reputation and the instances wherein internal auditors fall prey to the pressure of the investigating agencies with regard to the misdoings of the statutory auditors and thus the requirement of revamping the corporate governance practices, so as to be able to define the compliance ambit of different professionals. As for the criminal liabilities of Independent Directors, their limited exposure to the affairs of the company is the major concern. The amendments to the Companies Act and the Rules and Regulations thereunder, have proved that despite the limited exposure Independent Directors have been alleged in the events of governance failures and penalties have been charged due to their continuing association with the company. Thus, the Independent Directors should increase their exposure to the affairs of the company from quarterly to daily, so as to actively take part in preventing breach of the governance structure of the organization and to uphold the goodwill of the brand, stakeholder's confidence and reiterate the importance of governance in the corporates. Independent Directors should also sought legal opinion before rendering advice on issues related to corporate governance.

The session ended with vote of thanks by Ms. Usha Maheshwari.

Feedback: We received encouraging response the delegates and average rating of very good session ie 4 on a scale of 1-5.



# Certificate Course on Practical aspects of Digital Forensics & Cyber Crime Investigations

27th & 28th August, 2019

Under the Information and Communication Technology Committee, Bombay Chamber of Commerce and Industry had organised a Certificate Course on “Practical aspects of Digital Forensics & Cyber Crime Investigations”.

On behalf of Bombay Chamber, Ms. Revati welcomed Mr. Sachin Dedhia, Speaker and the participants.

Mr. Dedhia talked about the various types of cyber crime (Nigerian Scams, credit cards, Net banking frauds) He explained the recent cyber crime cases, ways and means to Collect Volatile & Non Volatile Information tools, Windows Registry Analysis tools, Analyzing Window logs files Recycle bin forensics, USB forensics, Investigating Internet Traces, Investigating Index. dat files.



He further enlighten the participant's on Digital Forensics and the step-by-step process of locating, acquiring, preserving, analyzing, and producing solid digital evidence.

The programme ended with a vote of thanks to the speaker and participants.

## Workshop on Procurement 4.0 & Digital Technologies

30th August, 2019

Under the Information and Communication Technology Committee, Bombay Chamber of Commerce and Industry had organised a Workshop on Procurement 4.0 & Digital Technologies.

On behalf of Bombay Chamber, Ms. Revati welcomed Mr. Rajkumar Seth, Speaker and the participants.

Mr. Seth talked about the Evolution



of Procurement, Industry Procurement & Transformation, Industry 1.0 to 4.0, Understanding Procurement 4.0 & the Framework for Procurement 4.0.

He further enlighten the participant's The Digital Technologies & its Application & the Future of Procurement.

The programme ended with a vote of thanks to the speaker and participants.





## Certificate Course on Creating a Holistic Integrated Life

*13th September, 2019*

The Fempower Cell of the Bombay Chamber conducted a full day Certificate Course for women and by women - Creating a Holistic Integrated Life. The same was conducted by The Mind Coaching Academy's Co-founders Monika Divekar and Varsha Chitnis. It was attended by 10 participants.

'Holistic Life' was a program specially designed for women by The Mind Coaching Academy based on the fact that, Successful women at work can be masters at work-life integration! This workshop enabled women who run business, contribute to the bottom lines and create value for businesses; to spend a day to explore how their life is going and how they could choose to lead a life that is fulfilling, satisfactory and add value to themselves in their multiple roles as Leaders, Managers, Team players, Mothers, Spouses, Daughters, Siblings and Individuals.

They explored ways to choose where and how to focus their energies to follow their passion and reach their professional potential and live a holistic and fulfilling life that is guilt free, satisfying and a choice which is entirely their own. Specially women at entry, mid or senior levels of their careers particularly with non-flexi working hours found value in the deep introspective exercises during the workshop. The workshop combined interaction; group brainstorming and introspective activities, group coaching methods and experiential learning to give the women time and a safe space to share, explore, discover, learn from each other and choose how their Holistic Life

is going to be. They clearly charted out how balanced life is at present and go to know of 4 key strategies to achieve a holistic approach to life shared by the most successful women globally. The women took back with them a map, clear actions to start practicing and milestones to chart their progress on their journey to a 'Holistic Life' along with their Certificates.

About the Faculty:

Ms. Monika Divekar is the Co-founder and Branding and Behavior Specialist and Coach at Mind Coaching Academy, Mumbai. She has coached entrepreneurs, promoters, and CXOs and facilitated them in achieving personal and professional strategic goals. She has worked primarily in India and in South-East Asia, Middle East, South Africa, and the United Kingdom. She is a Visiting Faculty at S. P. Jain Institute of Management and Research and Welingkar's Institute of Distance Learning, MET.

Ms. Varsha Chitnis is the Co-Founder, Coach and Facilitator at Mind Coaching Academy, Mumbai. She has been facilitating leaders and middle management across corporates, NGO's & Educational Institutions to change mindsets and has been working with Foreign nationals taking up C suite positions in corporates on work culture in India and also works with groups and teams in the area of culture change in corporates. She is also a Visiting Faculty at the Management Development Centre, Welingkar's Institute of Management Studies and Tata Institute of Social Sciences, Mumbai.



# AZB & PARTNERS

ADVOCATES & SOLICITORS



## Mumbai

AZB House  
Peninsula Corporate Park  
Ganpatrao Kadam Marg  
Lower Parel  
Mumbai 400013

TEL +91 22 40729999 | FAX +91 22 66396888 | E-MAIL [mumbai@azbpartners.com](mailto:mumbai@azbpartners.com)

Sakhar Bhavan · 4th Floor  
Nariman Point  
Mumbai 400021

TEL +91 22 49100600 | FAX +91 22 49100699 | E-MAIL [disputeresolution.mumbai@azbpartners.com](mailto:disputeresolution.mumbai@azbpartners.com)



## Delhi

AZB House  
Plot No. A8  
Sector 4  
Noida 201301

TEL +91 120 4179999 | FAX +91 120 4179900 | E-MAIL [delhi@azbpartners.com](mailto:delhi@azbpartners.com)



## Gurgaon

Unitech Cyber Park  
602 Tower-B · 6th floor  
Sector 39  
Gurgaon 122001

TEL +91 124 4841300 | FAX +91 124 4841319 | E-MAIL [gurgaon@azbpartners.com](mailto:gurgaon@azbpartners.com)



## Bangalore

Embassy Icon · 7th Floor  
Infantry Road  
Bangalore 560 001

TEL +91 80 42400500 | FAX +91 80 22213947 | E-MAIL [bangalore@azbpartners.com](mailto:bangalore@azbpartners.com)



## Pune

Onyx Towers  
1101-B · 11th floor  
North Main Road  
Koregaon Park  
Pune 411001

TEL +91 20 67256666 | FAX +91 20 67256600 | E-MAIL [pune@azbpartners.com](mailto:pune@azbpartners.com)



BOMBAY CHAMBER

Bombay Chamber  
Commerce & Industry

# MEMBERSHIP DIRECTORY 2018-19

**AVAILABLE NOW**

Contact

Ms. Nawaal Sunke | 02261200249 | [marketing1@bombaychamber.com](mailto:marketing1@bombaychamber.com)