

# Proceedings on Second Global Leadership Symposium and International Conference at New Delhi Institute of Management on 6<sup>th</sup> & 7<sup>th</sup> July, 2019

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## Prologue

In pursuance of the Nation's need to promote 'Research for Development', New Delhi Institute of Management organized an International Symposium in collaboration with America's Pepperdine University. The 2nd International Symposium on Leading the Future : Embracing Change Through Strategic Leadership and International Conference on Managing in a VUCA World : Opportunities and Challenges in Future Workplace in Collaboration with AICTE and Pepperdine University California, USA conducted on 6th and 7th June 2019 at NDIM campus. The events were sponsored by Steel Authority of India Ltd (SAIL), the largest steel producer in India with the widest range of steel products. The purpose was to collaborate between international and Indian researchers and create new learnings in the notified thematic areas. Senior academic and industry professionals of India and adjoining countries also participated in the event.

The event was conducted in two days. The focus of day 1 the symposium was "**Leading the Future: Embracing Change Through Strategic Leadership**" to facilitate research discussions based on World Café Model (6th June) to deliberate upon. In Day 2 showcased presentation of various papers by academia and industry on different

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aspects of theme on Managing in a VUCA World : Opportunities and Challenges in Future Workplace.

## Section 1

**Syposium Proceedings: "Leading the Future: Embracing Change Through Strategic Leadership" on June 6, 2019**

### Inaugural Session on Day !

The onset of Inaugural session came with a welcome speech of Dr. V.M. Bansal, Chairman NDIM followed by introduction of Symposium by Justice B.P.Singh. The key note address was delivered by the chief Guest Mr. Niranjana Hiranandani, Co-Founder and Managing Director, Hiranandani group of companies. He talked about Leadership Challenge: and Economic Shifters. Helen Easterling Williams of Dean GSEP of Pepperdine University USA, addressed the symposium and narrated challenges and opportunities of the present global economies due to innovation of technology.

The inaugural session was followed by Panel Discussion on "Leading the Future : Embracing Change Through Strategic Leadership". The main speakers were Mr. Shiv Khera, Author and Motivational Speaker; Dr. Helen Easterling Williams, Dean (GSEP, Peppedine University). Mr. Anil Khaitan, Chairman, (SNK Corp), Mr. Sunil Kanoria, Vice Chairman and MD (SREI Infrastructure Finance Ltd). Dr. VM Bansal, Chairman, NDIM.

Break-out groups were formed each having participation of Pepperdine Scholars, International

invitees, Indian corporate experts and academia and the government for deliberations separately in the ‘World Café Model’. All groups separately have deliberations to explore opportunities of research for scholars in collaboration with Industry and Pepperdine University.

### **Break away Session 1 - Leadership: Servitude and Change**

**Pepperdine Counterpart:** Mr. Varun Khanna-Senior Director of Technology, Digital Initiatives and Innovation, Natasha Brown (OD Principal at Intel Corporation & Doctoral Student, Ph.D.); Dana Carmouche (District Manager, Office of Strategy and Innovation Houston & Doctoral Student, Ed.D.); Michele Feldman (Doctoral Student, Ph.D.); Kenneth Fitch (Investigator - LA County Sheriff's Department & Doctoral Student, Ph.D.); Earnest Jones (Doctoral Student, Ed.D.); Jiangfeng Robert Li (Doctoral Student, Ed.D.); Donta Morrison (Program Manager of Youth Programs - APLA Health & Wellness & Doctoral Student, Ph.D.); Anita Ravani (Accounting Manager & Doctoral Student, Ph.D.); Tiffany Wright (Doctoral Student, Ph.D.); Saundra Davis (Doctoral Student, Ed.D.); Carmen Sarkis (Doctoral Student, Ed.D.)

**NDIM Business Associates:** Mr Sudhir Narang (Former MD-BT India); Shri J.K. Dadoo (Retd IAS); R. Adm MD Suresh (Govt. of India); Dr. Didar Singh; Arindam Lahiri (GM HR –Samsung Electronics); MsBenu Malhotra (MD- Jumbo Consultant, Co- Founder – Tiger Logistics)

### **Comments and discussions: proceedings**

The participants discussed various issues like measurable change in Leadership: Value-based vs. Virtue-based (Character & Morality), involving People & cascading down, sowing seeds to blossom, emotional Intelligence, enhancing Leadership effectiveness, believe in yourself, and

Leadership sensibility. The consensus was reached on the notion that the leadership should be based on service is of exemplary nature. Leadership is the process of influencing the activities of an individual or a group in efforts toward goal achievement in a given situation. Participant concluded by identifying that research gaps which would be a base for future research.

### **Break away session 2 - Technology: Advances, obsolescence & access**

**Pepperdine Counterpart:** Pamela Donnelly, Founder / CEO GATE College System and Doctoral Student (Ph.D), Dimitrina Gotzeva, Instructional Literacy Coach and Doctoral Student, Ed.D, Mahogany Jones, Doctoral Student, Ed.D, Cindy Morrin, Professor of Counselling and Doctoral Student Ed.D, Woodson Hobbs, CEO – Digital Marketing and Doctoral Student Ph.D

Dr Helan Easterling Williams Ed.D – Dean of Pepperdine University Graduate School of Education and Psychology (GSEP) - Pepperdine Faculty

**NDIM Business Associates:** Mr. V. Kalyana Rama, Chairman and Managing Director of Container Corporation of India Ltd. (CONCOR), Cdr.(Retd) Saket Singh, Chief Asset Officer – Bharti Care, Mr. Hitesh Uppal, CFO, Magic Brick

### **Comments and Discussion: Proceedings**

The participants deliberated on topics like Technological Change and Firm's Survival and Growth and obsolescence, Internet Communities and Corporate Knowledge Management. They discussed how technology can bridge the gap between the educationists and the learners. The role of digitalization to bridge gaps for aiding and assisting the rise of populist leaders around the world were identified. These topics emerge future research in this area.

### **Break Away Session 3: Cultural Sensitivity & Intelligence**

**Pepperdine Counterparts:** Dr. Lonnie McNamee, Ed.D.- Assistant Dean of Faculty Development and Administrative Affairs Donzhella Alford (Doctoral Student, Ph.D.); Stephanie Alvarez (Doctoral Student, Ph.D.); Andrew Jones (Administrator, California State University & Doctoral Student, Ed.D.); Robert Reyes (School Teacher & Doctoral Student, Ed.D.). Jeannette Pugh (OD Consultant & Doctoral Student, Ph.D.);

**NDIM Business Associates:** Mr. Salil Bhandari- Partner (BGJC & AssociatesLLP); Mr. Deepak Uppal (Director-PwC) Ms. Urmi A Goswami (Assistant Editor The times); Ms. Ruchi Kashyap; Mr. Pritam Pal (CEO-Swash Convergence Technologies Ltd); Mr. Prashant Shukla (MD-Udemy)

#### **Comments and discussions :proceedings**

The participants discussed issues like quality learning beyond books, assessment of the students as a stand-alone system, partnerships between schools and the stakeholders or the community, early learning and formative years of a child learning capacity. The group deliberated on cultural differentiation between Indian and US students, situated cultural fit like value Congruence. Topics like the cultural fit impact on the attrition of the employee were identified as a research proposal which can be later developed with Industry and Pepperdine counterpart was proposed.

### **BreakAway Session 4: Global Talent Management and Migration of Talent and Labor**

Pepperdine Counterpart Ms. Erika Kercheval- Associate Program Director for the Teacher Preparation Program, Kim Kerr (HR Manager at BASF & Doctoral Student, Ed.D.), Mourad Kabanjian (Doctoral Student, Ph.D.), Aneel Kelly

(Doctoral Student, Ph.D.), Angela Lewis (Doctoral Student, Ph.D.), Kimberly Nesper (Doctoral Student, Ph.D.)

**NDIM Business Associates:** Mr. Dharm Rakshit (Head HR Hero Honda Motors Ltd.)

Dr. Mukta Datta (HR Consultant – Pasona India Pvt. LTD), Dr. Dhanajay Singh, DG, National HRD Network

#### **Comments and discussions: Proceedings**

The group discussed on issues like Migration of labors, Brain drain, role of Remittances in GDP of the country in future, Social Safety and Support “Cultural Diversity and Cultural adaptability. The gaps identified by the participants were (1) Diversity & Inclusion: impact of new technologies on ability to recruit and retain diverse talent. (2) Technology Enhancements: does virtual work solution has impact on the migration of talent; how can we revive the human touch in this era of technology and increase personal interactions (Skype, Regular Meetings, etc, Cultural Awareness/Adaptability, Talent Development: Career Progression

#### **Section 2:**

### **Proceedings of International Conference on Managing in a VUCA World: Opportunities and Challenges in Future workplace**

The world of today is deemed a 'VUCA' world characterized by Volatility, Uncertainty, Complexity and Ambiguity. Such an environment opens up a wide array of opportunities as well as threats to an organization- be it in the area of HR, Finance, Marketing, Sales, IT, Operations or any other area - every aspect of an organization's working has to adapt and evolve in response to changing demands of the environment just for survival. There thus arises a need for generating newer knowledge and broader application of this knowledge to deal with unpredictable and rapidly changing situations.

Keeping this in mind,NDIM organized a conference in two sessions where attempts were made to find success in the VUCA environment. The conference was chaired by Dr. K.K. Aggarwal, Ex Vice Chancellor of Guru Gobind Singh Indraprastha University. Esteemed panel composed of Dr Anuradha Basu – Director Silicon Valley Centre for entrepreneurship college of Business. Dr. Mohammad Ghazi Shahnawaz Head of Psychology Department, Jamia Millia Islamia.

### **Global Participation**

The second day of the conference witnessed many Practitioners, Academicians, Policy Makers, Managers and Researcher coming from across the globe. Through this platform we witnessed various thought leaders coming from different domain and sharing views and knowledge to collectively address emerging issues of managing and adapting to new situations in a VUCA world and its challenges for today's and tomorrow's organizations. Out of 75 papers 34 papers were selected for presentation. Out of which 15 papers were presented by Pepperdine

University, 4 from the industry and the rest were from leading academic institution across the country like Tripura University, National Institute of Food and Technology, Entrepreneurship and Management, Rukmini Devi Institute of Advanced Studies, Measi Institute of Management (Chennai), Jamia Millia Islamia, Patna Women's College and others.

The papers presented were inter-disciplinary, multi-level analysis of various sub-themes as given below

- Building Agility Culture
- Technology Interface
- Learning and Development
- Skill and Job Market
- Future of Communication.

The event brought in senior academic and industry professionals of India and adjoining countries in addition to the confirmed participation of academic & research leaders of USA to deliberate upon the very important theme having global implications.