International Conference_2019 Panel & Guest Discussion Summary

DAY-1

Welcome speech – By Dr Anju Kumar, Conference Convener followed by introduction of all the chief guests and speakers. Invocation and lighting of the lamp by the distinguished guests – Dr Nandi math, Dr. Anand Joshi, Honorable director, Mr. Nitin Garg, Director – Admissions, Pallavi Garg, Dean, Dr. Swaroop Reddy, Principal, Dr. Bijoy Mishra. Infrastructure head, ISME, Mr. Krishnan.

Introductory address delivered by the Principal, Dr. Bijoy Mishra where he talked about all the disruptive technologies which is changing the entire landscape. Director, Mr. Nitin Garg presented the concept note in a PPT slide before the guests and audience. He talked at length about the current issues and the trend that is affecting the Management and the Industry.

Dr Nandi math, Professor of business law and Registrar, National law school and Dr Anand Joshi, Mentor, ISME, Pro-chancellor, Atmiya University, Rajkot talked about Ethics, leadership and strategy. Its effects on the functioning of the management and the Industry.

Vote of Thanks – By Professor, Joydeep Dass, Conference co-convener

Panel discussion

Dr Anju Kumar introduced all the panel members. Dr Swaroop Reddy moderated the session.

➤ Dr Narayana Reddy
➤ Dr Anand Joshi
➤ Dr SK Prasad
➤ Dr Manohar

Speaker – 1, Dr Narayana Reddy

➤ Indians are resilient
➤ Problems are new but the solutions are old
➤ We need to adopt case studies from the West
➤ Academia should encourage innovative thinking and make the learning process more dynamic and vibrant
➤ Observations not included in the curriculum
➤ AICTE prescribes the regulatory framework but need to Institution friendly
➤ Curriculum should not exceed the boundaries of the regulatory system
➤ Focus should be on the development of our own management system
➤ PGDM students should directly apply for fellowship

Speaker – 2, Dr Anand Joshi

➤ Time to change
➤ Regulators are pulling the string
➤ Change in the ease of doing business
➤ Business models and millennials to change and adopt
➤ Good management institutes should work on new strategies to develop leaders, develop a culture of empowering own internal faculty, reverse the brain drain, invest more time on research, and invest in technology.

➢ Management institutes should focus on executive education, Corporates demand good coaches in faculties and schools should adopt best practices

Speaker – 3, Dr SK Prasad

➢ Management education need to shed the existing and adopt the new ways, talked about the evolution of management in India.
➢ Industry – Education should work in coordination
➢ Emphasis should be on personalized and experiential learning
➢ Projects and internship should be given more importance in management education
➢ There should be a shift from the conventional method of evaluation to a technology-based method.
➢ Practical and continuous learning which enhances intellectual discussions should be encouraged.

Speaker – 4, Dr Manohar

➢ Management issues are temporary need to address the contextual changes.
➢ Emphasize on the industry and academia collaboration
➢ Deliver value in the institutional placement process – Placements to a derivative of the education process
➢ Prepare students for the dynamic job market
➢ Innovative strategies, motivations, leads to sustainability and all should be aware and enlightened.
➢ Create value and plan accordingly, if you do not plan others will take the advantage.

Questions from the audience

1. Nowadays, people are joining management colleges with the objective of getting a degree or a certificate, there are other parallel options of online learning. What are your views?

   Answer – Yes, these are definitely a parallel system of learning but the traditional management education and the degree will continue to exist and not replaceable.

Post Lunch Session – There were paper presentations by all the scholars, external faculties in respective rooms. Parallel sessions continued until 5PM.

DAY-23/2/2019

Director, Nitin Garg addressed the audience, repeat of Day-1 first two slides -convergence of themes - and clear cases of one or more themes dominating every year- smart cities, GST were topics that were not even in the radar a few years ago - what is not covered is industry 4.0

Contemporary issues in management - panel discussion

Started with an introductory speech by Bhimaraiya Metri - director IIM Trichy

VUCA world- now new term digital world- would bank estimated India to supersede China

After world war 1980 - Japan was the super economy - 1990s it was Singapore - since 2000, it has been China- primarily because of its manufacturing. China has made the world its marketplace.

In 1950s, Shanghai and Bombay were similar but Shanghai is now global capital coz of manufacturing and FDI flows

It is going to.be India's turn soon by 2030. Students will be in the corporate world and hence increased expectations will prevail.

100 years between industries 1 to 2. Industry 3 from 1990s the gap has even more reduced between industry 3.0 and 4.0.

The discussion is that are we ready. Before we gear up for 4.0, given the reduced gap 5.0 will arrive soon.

Tata acquired Jaguar. Jaguar was bigger than Tata

Mittal acquired South African company, which was much bigger- small fishes, are eating bigger fishes. Therefore, what is relevant is speed and not size. How face we are adapting to new technology, new product and so on.

It is hard to understand who your competitor is

Today car companies like GM and Chrysler have to compete with tech companies such as Tesla and Google.

Passenger car companies are looking at 3D printing as an opportunity to reduce components vendor from 14000 to a few 100- what happens to those vendors.

One smartphone has affected 57 job types are no longer there. Camera phones have replaced Kodak, Kodak could not keep up the pace with technological change

Data privacy is a big issue worldwide and steps should be taken by Companies to avoid misuse.

How to be successful when the world which is changing rapidly?

- ✓ Adapting to technology
- ✓ To be innovative (This happen only when you push yourself in crises). Jugaad leads to management. People in Punjab are using washing machines to prepare LASSI, a summer drink most common in northern belt of India.
- ✓ To be able to work in team. Have to learn from Japan. How to use ordinary people to produce extraordinary results. Make a difference to your workplace.

Content covered

In 1958, Xerox launched copier. Canon and RICOH used Tyson technology and reduced component to 175 from 900. As a result, it improved its profits margin and captured the market share. XEROX went bankrupt Emphasize on speed more than size

Americans created Azim Premji & Narayana Murthy. Since they set up their businesses when the US was looking to Asia for low cost labor

Targets needs to be high. One way to judge it is to see if your employees are laughing. You need to be MAD – Make a Difference.

Laser focus – Bill Gates and Steve Jobs were invited for dinner. Bill Gates mother gave them a small piece of paper, asked them to sit on two different corner of the room, and asked them to write the secrets of their success. Surprisingly, both of them have written - It is because of Laser Focus.

India fared well in the financial crisis very well because of the Indian ethos

References to Oprah Winfrey & Dhirubai Ambani for having the Himalayan goal.

Who thinks the unthinkable achieve the unachievable - swami Vivekananda

In 1980s, Bharti enterprises Sunil Mittal conceived the idea that mobile is going to be there everywhere.

Transformational leadership - Satish Dhawan & Abdul kalam. Satish Dhawan was the heading ISRO. After the failure of indigenous technology, he said ' That tax papers money went into the sea' - Kalam took over and made it a success. Dhawan asked him to talk to the Press – An example of how leaders make leaders.

Reference of President of NASSCOM- Mr. Kiran karnik and what he learned from Vikram Sarabhai- how to connect to people and how to conduct meetings?

Panel discussion

   - Professor Anshu Sharma's introduction by Professor Joydeep Dass
   - Professor Anshu Sharma, the moderator introduced all the panel members.
   ➢ Mr. Chandramouli (MD of Swiss Company, startup advisor
   ➢ Mr. Ratnesh Kumar, Director of Indo-Japanese Metal
   ➢ Mr. Mario Rodriguez from Columbia, Former CIO of several American and Asian companies. Has been in Bangalore for the last six months.
   ➢ Mr. Nitin Garg, Founder & Director, ISME

Speaker 1 – Mr. Chandramouli talked about

   ➢ Mechanical revolution (1734), industrial, electronics and computer (1980s), internet in the 1990s.
   ➢ Covered a little bit on earlier discussions touched upon by Mr. Nitin Garg as well as things like disruptive technology
   ➢ Regardless of all these changes the focal point is till Customer - How to increase speed and customer experience
   ➢ VUCA, smart manufacturing, future factory
   ➢ Features of smart manufacturing –quality, delivery, cost and variety- changing the architecture of supply chain – visibility, traceability and predictability – descriptive, prescriptive and analytics
   ➢ Industry 4.0 - digital manufacturing? Cyber physical systems, robotics and automation, process automation, predictive maintenance software, Artificial Intelligence.
   ➢ Ten characteristics- interconnectedness, diminishing time lag, information, transparency, complexity, removal of hierarchy, dissolution of personal barriers, enhancing integrity, humanizing effect

Speaker – 2, Mr. Mario Rodriguez talked about

   ➢ Disruptive technologies - Airbnb, Uber and a reference to Napster
   ➢ Internet statistics – Internet users has risen from 740 mill (2000) to 5 billion (2016)
   ➢ Technology is cheap
   ➢ Competition is international and everybody is competing to make it faster and cheaper

- ➢ Analytics - finding ways to get more value out of data -data is the new oil -need for quality data - right leads to right outcome
- ➢ AI - more focused on prediction. Again good data is essential -speed /accuracy tradeoffs- Machine learning research is a part of AI research
- ➢ IOT - 3D printing - block chain – cloud technology-Chatbots-biotechnology and human interfacing -cyber security encompasses all the technologies.
- ➢ How to make this technology choice - this connects to a change in management how people use it - Everybody has a plan until they get punched in the face- A quote by Mike Tyson – With reference to failure

Speaker – 3, Mr. Ratnesh Kumar talked about

In 1945, Japan lost the World War 2 - Loyalty to nation transformed into loyalty to organizations. There has been no innovation and only cut copy paste while in the developing phase

- ➢ Japan now we s looking at innovation after being developed
- ➢ Average age is 45 - decisions come from above people of 65
- ➢ To manage demographics they are looking at immigration
- ➢ They can also manage through AI and technology-so the government is looking at a two-pronged approach of people and machine together.
- ➢ Touched upon the obvious inequality and social differences
- ➢ Talked about the impact on jobs and adjustments that will be required with the advent of technology. Also, discussed about sociopolitical implications

Question & Answer session – To Panel & Audience

1. Mr. Nitin Garg to Mario Rodriguez & Mr. Chandramouli - What is it that company is doing because of changes in technology?

   Answer - Overall plant effectiveness - earlier measured by quality, downtime and uptime - but did not apply to the entire machines together unit. Looking at machine connectedness and its impact on productivity. Efficiency has moved from 65/ to 85/- jobs are lost - but new job roles are defined - robotics will coexist with humans - new roles such as predictive maintenance engineering.

2. Mr. Nitin Garg to Mr. Ratnesh – Is there a fear/ optimism towards globalization

   Answer – The emphasis is more on job evolution rather than job loss. The sentiment is neutral since he belongs to trading company and the sentiment is positive.

3. Dr Swaroop Reddy to panel members - What will be the impact on technology on relationships, society and institutions?

   Answer – The situation is positive right now. Chatbot will talk with people to alleviate loneliness

4. Professor Sudindra VR panel members – What is the impact of industry 4.0 on environment

   Answer – The priority is effective resource utilization and sustainable development and workforce efficiency. Human interface and awareness will also contribute to least environment degradation

5. What is industry 5.0

Answer – It refers to machine human interface, the idea of collaborative robots, Mr. Mario Rodriguez spoke of biotech and human interface, extreme customization. Mr. Nitin Garg spoke of energy revolution.

6. Student question to the panel members – Why are Japanese workers different and efficient? What distinguishes both of them
   Answer – Japanese workers are inherently industrious and focused towards their work.

Post Lunch Session – There were paper presentations by all the scholars, external faculties in respective rooms. Parallel sessions continued until 5PM.

Valedictory session – The closing session was delivered by Dr. Anju Kumar and all the internal faculties, the Dean, the Director and the Principal were present and continued up to 5.30 PM