

**REPORT  
ON  
WEBINAR  
“LEADERSHIP IN CHALLENGING  
TIMES”  
(4<sup>th</sup> May 2021)**



**INSTITUTE OF MANAGEMENT STUDIES  
DEVI AHILYA VISHWAVIDYALAYA  
INDORE**

With the encouragement of Management and efforts of HR Club a webinar was conducted in order to enhance the leadership skill of students amidst this pandemic.

Topic: Leadership in Challenging Times

Date: May 4<sup>th</sup> , 2021

TIME: 11 AM to 12 PM


Speaker: Pradhyumna Ingle

(Regional Business Head, Asia Pacific, HENKEL)

### **INTRODUCTION OF SPEAKER**

## ABOUT ME

- Born and raised in Dewas, M.P.
- B.E. (Electronics), Govt Engg College Ujjain, M.B.A. (Marketing), IMS Indore
- Currently Regional Business Head, Asia Pacific, General Manufacturing & Maintenance; Consumer & Construction Adhesives SBUs, Henkel
- Responsible for 11 countries across APAC region, Based in Shanghai, China
- Passionate about building winning businesses & teams, contributing to the society, reading, writing, traveling



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## Description:

During the webinar he talked about many ways to build a strong personality of a leader in ourselves. As a student and the upcoming generation he suggested many technical areas to focus upon. He said that providing empowering and supportive **leadership** is no small thing in **troubled times**. Focus on resilience, empathy, transparency, connectedness and balance to help people get through challenges and ensure successful performance.

Great leaders are made in tough times. To prove his statement correct he gave the examples of the steps his company took in order to make the employees get a feeling of belongingness towards the organization. He quoted some examples of other 2 great MNCs and the CSR activities they did.

*“Leadership is all about adapting to changes”*



Overall the program was a great success as students got a real insight of the ongoing processes at the industrial level. They asked many good questions which made the speaker delighted while answering.

HR Club ensured to conduct many such events in future.

## Screenshots from the webinar:



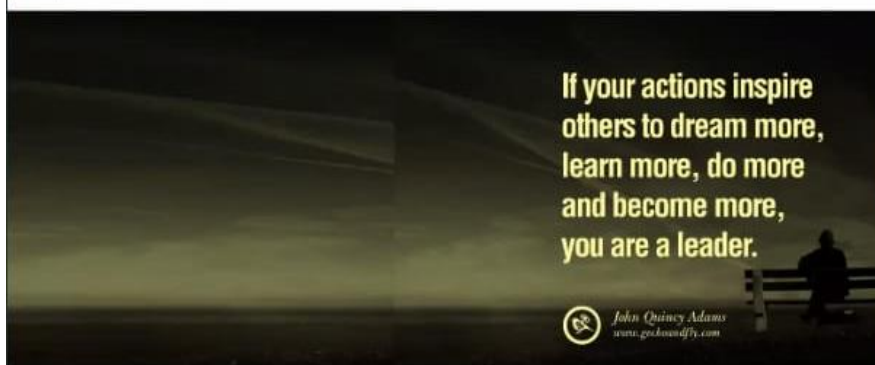
## WHAT SKILLS DO WE NEED TO WIN IN THE NEW NORMAL



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## MAKING OF A LEADER



## HOW DOES “THE NEW NORMAL” LOOK LIKE

Harvard  
Business  
Review

Leadership & Managing People

### What Does It Mean to Be a Manager Today?

by Brian Kropp, Alexia Cambon, and Sara Clark

April 15, 2021

**Summary.** Managers used to be selected and promoted largely based on their ability to manage and evaluate the performance of employees who could carry out a particular set of tasks. But three disruptive, transformative trends are challenging traditional definitions of the manager role: Normalization of remote work, automation, and changing employee expectations. These three trends have culminated in a new era of management where it's less important to see what employees are doing and more important to understand how they feel. To be successful in this new environment, managers must lead with empathy. This will require organizations and their HR functions to develop their managers' skills, awaken their mindsets to manage in new ways, and create the capacity across the organization to enable this shift. The authors present a holistic strategy that invests in all three of those strategies. [close](#)

## NEW NORMAL: WHAT SHOULD COs & HR DO & WHY?

Harvard  
Business  
Review

- Historically: ability to manage and evaluate the performance of employees. Coaching became increasingly important in last years.
- Three disruptive, transformative trends: Normalization of remote work, automation, and changing employee expectations.
- To be successful in this new environment, managers must lead with empathy.
- Organizations need to develop managers to manage in new ways, & create the capacity across company through trainings, support systems and simplified structures

## LEADERSHIP HACKS

- **Provide practical and visionary leadership**
  - Stay physically and mentally fit
  - Communicate, Communicate, Communicate, empower, empathize, listen
  - Focus on the immediate but be aware of the future
  - Move fast, assume the worst and be comprehensive with a firm underlying framework
  - Support the community

## EXAMPLES OF LEADERSHIP EMPATHY

**Shreesh Kherke** • 2nd Managing Director at Borealis Ltd. | 100+ connections

We have lost 4 employees to this dreadful pandemic. Their names are Santosh Chikla, Vidy Shearni, Laxkar Panchal and Shiv Lakshar Bunt. The sadness for these losses is indescribable.

In order to reassure our employees, we have announced that the family of any employee of Borealis Ltd and Borealis Renewable Ltd and their subsidiaries will be given 2 years of stay in the event of an unfortunate demise owing to Covid 19. In addition to this, the education of the children of the employee will be paid till graduation in India.

The stress is no comparison to the scale of the loss, but hopefully will allow the family enough time to process the bereavement and grieve.

I strongly believe that the real assets of Borealis are not reflected on our Balance Sheet at all. We need to protect these assets in whatever way we can. I hope this message is a step in that direction.

This too shall pass and we will emerge into a better tomorrow!

**Don't step out, Britannia tells sales staff amid surge in COVID cases**

By Page 7 | 10/10/2020 | 10:00 AM

**Synopsis**  
Britannia Industries has asked its sales staff to stay at home to avoid the risk of spreading the virus. The company has also asked its sales staff to avoid public places.

Britannia Industries (BILT) has asked sales staff to remain at home to avoid the risk of spreading the virus. The company has also asked its sales staff to avoid public places. Managing Director Nagesh Berry said during an analyst call on Tuesday.

"We are actually asking people not to go to the market. We don't care if you don't buy things. We will wish business to be back," Berry said.

## THREE TOP PRIORITIES FOR BUSINESSES

### Safety



- #1 priority to safeguard employees, partners & customers
- Set up immediate crisis management team
- Communicate intensively to enable behavior adaptation

### Business Continuity



- Stabilize operations and supply chain
- Manage cash flow: working capital and costs
- Actively engage with customers, partners and suppliers

### Ready for the New



- Provide leadership
- Look for new growth opportunities

## READY FOR THE NEW

- **Identify the new growth opportunities**
  - Set-up a separate team already
  - New emerging customer needs including step changes in customer adoption of online services
  - Smart and digital working practices – efficiency, automation, predictive
  - Leveraging the experience of rapid decision-making and delegation during the crisis
  - New M&A opportunities arising from shake-out and consolidation
  - Better crisis preparedness and more effective business continuity / risk management



## KEY TAKEAWAYS FOR IMS STUDENTS

- The pandemic is redefining business models, skills and jobs
- To stay relevant, we need to adapt quickly and continuously
  - Learn new skills
  - Practice and master them
  - Be open to opportunities

**THANK YOU**