

[INSSAN 26th National Convention at Pune on 8th & 9th January – Report from Western India Chapter](#)

Western India Chapter (WIC) hosted 26th Annual National Convention at Hotel Arora Towers Pune. The Theme for the Convention was “**Explore, Evolve, Excel through Employee Engagement**” with a tag line *Continuously towards World Class*”. This is the 2nd Convention held at Pune (earlier being in 2011) since WIC’s revival in Mid 2010.

Organizing Committee INSSAN – WIC:



The traditional lamp lighting was replaced by an innovative way of e-lighting. A click on mouse does the “sanai” lamp lighting on the screen. This was followed by an “Educative Skit” which was enjoyed by one and all.



Mr Prashant Ahir Head Human Resources Reliance Industries Ltd Mumbai was Guest of Honor. He made very interesting and Thought provoking speech during Inauguration Session.

Mr Ahir rightly pointed out to the fact that while US is looking at Suggestion Schemes more from Economic Perspective, the Japanese suggestion schemes are more employee focused and that is why the growth of suggestion scheme is more prominent in Japan.

He then mentioned about the Cultural and Philosophical context of looking at Suggestion Schemes by Asians. He mentioned that unlike in USA, an Indian employee still has fear to talk to his Boss and thus Suggestion Scheme is an excellent platform to air his views and ideas. The Indian Managers however need to understand this context and demonstrate to employees that “You Matter, We respect you”. Indian Managers should also take care that there are customised responses to each Suggestions instead of standardised responses.

Slogan / Poster Awards

Session Chairperson



Mr Ahir further talked about Opportunities and Challenges in front of Suggestion Scheme Administrators In India.

He suggested that Suggestion Box Office must leverage the availability of Technology in forms of various communication channels (like Mobile/Web based Applications, Social Media communications etc). The Technological developments can

provide tremendous opportunities in terms of faster and effective communication with various stakeholders like Suggestors/Evaluators/ Implementors etc.

Collaborative approach of connecting various departments for implementing suggestions and also knowledge sharing through various platforms like Conventions/Association meetings will help.

Anything that is monotonous is going to decay. Suggestion Box Office thus need to create waves of excitements in the Schemes. This can be created through introduction of theme based Suggestion Schemes periodically. He quoted few examples at reliance like “Workplace for Disabled”; “Road Safety” etc. The office was successful to converge the focus of entire workforce on the topics. The periodic communication and support from Top Bosses is also essential.

As the Convention Theme has pointed “*moving continuously towards World Class*”, he suggested that INSSAN must have a Maturity Model (in line with many Business Excellence Models). The Scheme running in INSSAN Companies must be far more superior than the scheme freshly introduced in the new Company. Each and every company must relook at their scheme periodically in terms of Approach / performance Indicators / Stakeholders expectations and modify the scheme. May be trained evaluators from INSSAN can do the Assessment of the stage in which the company suggestion scheme is operating and suggest OFIs. There should be both Efficiency and Effectiveness measurement Indicators in the Scheme.



Mr Shrikant Savangikar

Mr Umesh Bapat

Mr Sudhir Gogate

Mr Sudhir Gogate Executive Director at KEIHIN FIE (Pvt) Ltd was the Chief Guest. He is also Managing

Trustee of “Initiative of Change” who conducts “Ethical Leadership” training programmes through its various centers at Panchagani / Bangaluru etc. He emphasized the fact that We Indians must look at our Cultural roots and connect it with Suggestion Schemes. Problem identification is important for idea generation. He also mentioned that like 5 Why analysis we must use our 5 Senses to generate an Idea. Observation/Understanding/Analysis/Conclusion are four important phases in Idea generation. Thus gathering problems in a subtle ways and Passionate suggestion committee are two very important ingredients for effective Suggestion Scheme as per him.

In order to break the monotony of Award distribution, WIC had arranged the Award Distribution Programme on first day itself for Slogan / Poster Contest Award Winners.

Past the Inauguration Session, the Presentations started in 3 Halls. Best Case Study contest Presentations were in Hall 1 & 2 while Theme Paper Presentations in Hall 3. WIC had invited Industry Managers as Session Chairpersons for these 3 concurrent sessions. The insights given by these Session Chairpersons were useful for Presenters.

For this Convention, the Case Study entries were categorized into entries from “Operatives Category” and from “Other than Operatives Category”. The entries were then subcategorized in “Productivity/Quality/Cost/ Delivery, Safety, Morale, Energy, Environment DSME / Service categories. The Presentation sequence was arranged as per this categorization. This helped Delegates to attend the presentations of Interest. There were 15 sessions (five each in 3 Halls) till next day afternoon.

Lunch/Tea/Snacks arrangement was on Terrace alongside Pool and Delegates used this break for Networking.

During the evening, NHQ had requested for meeting. Representatives from NHQ, NIC and WIC Members attended this meeting.

Valedictory function:

Dr. Sudhir Hasamnis Ex Tata Motors, was "**Guest Speaker**". He talked about Ideation Techniques with numerous examples of showed the various techniques Manager can use to generate ideas from employee workforce. The highlight of this session was prolonged Question / Answer session, and Dr Sudhir aptly answered each & every question.

Mr Girish Wagh Head Project, Planning & Project management Tata Motors Ltd. attended the Valedictory function as Chief Guest He is famous as "Nano man" in Automobile World. **Ms Anjali Byce Director HR SKF India Ltd.** was Guest of Honor.

During her energetic speech after lunch **Ms Anjali Byce** praised and motivated the Delegates. She mentioned that the small small improvements implemented by Delegates help the Companies to improve its image, and this in turn helps the Country in Branding "Make in India" image. All Suggesters as per her opinion are doing patriotic service and this made each delegates proud of themselves. She further mentioned that suggesters should learn to be more patient. There will be moments, when suggestion gets rejected, but one should never loose heart. You need to remain focused and determined to give new suggestions.

Mr Girish Wagh narrated his experience of shifting Nano Plant from Singur to Sanand in flat 14 months. He stressed the point that Innovative culture is possible in Companies not only on account of Creativity but it requires detailed planning and **Disciplined Execution**. This was a new thought for most of the delegates and we hope, Delegates will build on this thought and work towards it. An Organizational Innovation is possible only if there are like-minded people with Passion with above qualities.

In all 131 prizes were distributed for various contests such as Best Suggestor, Best Evaluator, Best Theme Paper, Slogan Hindi, Slogan English, Poster and Excellence in Suggestion Scheme.

Highlights:

The response to 26th National Convention was good as seen from the following table.

42 Organizations had participated with 240 Delegates

There were 34 Theme Papers, 117 Best Suggestor Case Studies and around 300 entries for Slogan / Poster Contests.



Guest Speaker Dr Sudhir Hasamnis

Guest of Honor Ms Anjali Byce



Chief Guest Mr Girish Wagh



Vote of thanks by Vice Chairman WIC, Mr Prakash Avachat.

We feel the Convention was successful. There was lot of enthusiasm amongst 240 plus delegates. They had got an opportunity to present their best work and also got national level recognition. This as well the guiding speeches from all eminent personalities like you, will help them to move forward and work with Passion.

I express my sincere gratitude to all those who have contributed directly and indirectly to make this convention a memorable one.



