



MINDMINE SUMMIT 2016

10TH EDITION

21ST - 22ND APRIL, 2016 | THE TAJ PALACE, NEW DELHI



THE IDEA OF INDIA...
WHOSE INDIA?



DR. BRIJMOHAN LALL MUNJAL
1923 - 2015



Visionary and Leader Extraordinaire



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FROM THE DESK OF

Sunil Kant Munjal

The Mindmine Summit has turned ten!

In 2005, at a time when India was still trying to find its feet as an emerging nation, we at the Hero Group decided to set up an independent think-tank with a mission to provide diverse thought leadership on economic, social and political issues of the day. Over the years, the Mindmine Institute has morphed into a robust, energetic and thriving organism with a distinct identity. It is now an epicentre for cerebral discussions, provocative dialogue and thought leadership. Our audiences expect spontaneous food for thought instead of speeches and presentations and through our interactive format, we have tried to deliver.

Mindmine Summit has attracted some of India's most well-known leaders in politics, industry and bureaucracy; it has also drawn experienced academics, columnists, news anchors, young entrepreneurs, sports icons, film stars, institution builders and many other opinion makers. They have shared the stage to analyse, argue, regale, postulate and enlighten audiences. They have spoken their minds freely, yet incisively.

The idea and identity of India was the central theme of The Tenth Mindmine Summit. Through the various plenary sessions and one-on-one exchanges, speakers and moderators evaluated India's new eco-political atmosphere and emerging social arithmetic, and looked at how it might help our nation evolve in the future.

Mindmine Summit 2016 explored the idea of India at different levels, and through the lens of diverse stakeholders. Both the moderators, plus members of the extremely participative audience, posed important and even uncomfortable questions, which panellists answered in their own inimitable styles.

From the different sessions spread over two days, it was clear that the idea of India remains a work in progress.

The notions of nationhood, identity, citizenship, secularism and patriotism continue to evolve in various hues and shades, as the country marches towards progress and modernisation. This tenth edition of the Summit also sent out the clear message that given the country's diversity and rich traditions in free thinking and democracy, creating a funnelled and tunnelled vision of nationhood might be impossible.

The attached compilation attempts to capture some of thinking that coalesced and evolved over two exciting days.

Enjoy reading!



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INAUGURAL SESSION



Ravi Shankar Prasad
Minister for Communications &
Information Technology,
Government of India

The two-day event began with a keynote address by the chief guest, Mr. Ravi Shankar Prasad, Union Minister of Communication and Information Technology, Government of India.

He outlined the idea of India, the central theme of the Summit this year. According to him, India was a compendium of ancient ideas, beliefs and lifestyles from the past which continue to linger even today. To this compendium, many new and modern ideas were being continuously added, and these would take the country into the future. He urged those present to unearth the beauty behind the noisy and chaotic picture of Indian democracy. He referred to the deepening of the telecom network, and shared the government's plans of connecting 250,000 gram panchayats through optical fibre. With easier access to the internet, India could be home to 500 million smartphones users very soon.

Under the leadership of the Prime Minister, the government was working toward reviving the economy through popular but not populist initiatives, such as Digital India, Make in India, Skill India, Start-Up India and Stand-Up India, besides empowering Indians at the grassroots via schemes like Jan Dhan Yojana and Sukanya Samridhi Yojana. "The key tasks of the government include banking the unbanked, funding the unfunded and pensioning the un-pensioned," Mr. Prasad said.





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MINDMINE EXCHANGE

Can the Rising Tide of Reforms lift many Boats?

This was a one-on-one discussion between Arvind Subramanian, Chief Economic Advisor and Sunil Kant Munjal. The discussion centred around India's ability to sustain economic growth and its chances of becoming a world superpower.

Mr. Munjal started the conversation by seeking Mr. Subramanian's take on India's current economic position. Mr. Subramanian said while there was anxiety with respect to the world economy, India and the US were the only two countries that were holding up. He admitted that "big bang" reforms were not that easy to implement, but if India kept performing at its current level, it was enough to hold the frontiers of performance.



Sunil Kant Munjal
JMD, Hero MotoCorp Limited
Chairman, Hero Corporate Service Pvt. Ltd.

Mr. Munjal referred to Mr. Subramanian's book: '*Eclipse: Living in the Shadow of China's Economic Dominance*', and asked him about the dominance of China. Mr. Subramanian said that India and China were contrasting countries. "The Chinese model is a good emperor, bad emperor model," he said. The contrast for India was that the country was protected systematically. India was a vibrant economy and there were signs that it has excelled in several areas; for example, the federal nature of states had helped in fostering healthy competition.



Arvind Subramanian
Chief Economic Advisor
Government of India

Mr. Subramanian also mentioned that there could be differences of opinion between the Reserve Bank and the government, but there were enough checks and balances in place for a sound policy to materialise.

He held the view that labour market reforms were key to India's success. He said a few states had started moving in this direction; and others would also feel the pressure to follow the suit. This would help attracting foreign companies to India.





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SESSION II

Beyond Frugal: Is India finally ready to move up Value Chain?



Omkar Goswami
Founder and Chairman
CERG Advisory Private Limited

The session discussed India's manufacturing capabilities and sought to raise the bar for the country so that it could reach global standards in manufacturing.

The panel consisted of Amitabh Kant (CEO, Niti Aayog), Rajiv B Lall (Founder MD&CEO, IDFC Bank) and Milan Rao (President & CEO, GE Healthcare: India and South Asia). The session was moderated by Omkar Goswami (Founder & Chairman, CERG Advisory Private Limited). The discussion focused on India's ability to achieve higher levels of manufacturing efficiency and become a leader in specific verticals.

Mr. Goswami started the conversation by asking how India could move up the value chain.

Mr Rao spoke about the need to create and position a product in the market. To source equipment for production, proper supply chain management was necessary. For Make in India and value added manufacturing to be meaningful, it was crucial to develop world class supply chains. India centric products should actually have applicability & relevance for market around the world.



Milan Rao
President & CEO
GE Healthcare – India & South Asia



Rajiv B Lall
Founder, MD & CEO
IDFC Bank

Mr Lall felt that for India to scale up the value chain, India needed to replicate China, which scaled up its production quite drastically 30 years ago, and secondly, entrepreneurs needed support at multiple levels. According to him, India should also not discourage high-value marketing as this would help in raising quality standards of Indian manufacturers through emulation.

Mr Goswami explained how India could become a leading player in manufacturing generic drugs. He also spoke about the importance of automation in business, along with technology skills.



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SESSION II

Mr Kant spoke about cost competition and the need to raise productivity levels. Total Factor Productivity needed to rise and hence, labour reforms and bond markets needed to be strengthened. Logistics costs were high at the moment but a dedicated freight corridor should be ready tentatively by 2018. This should mitigate the problem considerably. There was also a need for agglomeration as India grew. For instance, India needed to have one large port rather than having 2-3 small ones that ended up competing against each other.

The session concluded that if India boosted its infrastructure through a longterm plan, productivity would certainly rise. Most speakers also agreed that much of manufacturing was getting digitised and organisations needed to imbibe change.



Amitabh Kant
CEO
Niti Aayog





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SESSION III

Nature's Fury: The New World Order?



Jyoti Malhotra
Journalist

The discussion revolved around environmental pollution and conservation efforts in India, as the country had to balance the expectations of consistent economic growth with resultant environmental hazards. Climate change today was not just viewed as an environmental concern, but had emerged as the biggest developmental challenge for many nations around the world. Its impact on industrialisation, the economy, human development and national health made it a major governance issue as well.

The panel consisted of Jairam Ramesh (Member of Parliament), Jatin Singh (Founder and CEO, Skymet Weather Services Pvt. Ltd), Vinod Kumar Duggal (Former Member, National Disaster Management Authority) and B. P. Yadav (Deputy Director General, Indian Meteorological Department). The session was moderated by Jyoti Malhotra, a senior journalist.

Ms Malhotra set the context with the view that the Western and developed countries were the major culprits of global climate change. Hence they were expected to contribute more towards environment preservation compared to other countries. She added that India, being the leading economic power in Asia after China, could not shy away from its responsibility.

Mr Jairam Ramesh said when it came to reduction of per capita emissions, India's position had evolved dramatically over the last six years. Now India was taking the centre stage in global events relating to environment preservation.

He said India's challenge was to sustain rapid economic growth, while being ecologically responsible. Excessive dependence on coal was a key issue. India needed to reduce coal usage by searching for a better alternative. Also, most weather-infused disasters were somewhere related to man-made interventions that triggered natural catastrophes. If environmental regulations and laws were strictly followed, India would progress in the right direction.



Jairam Ramesh
Member of Parliament
Rajya Sabha



SESSION III

“Using the pretext of easing rules for doing business, people are inflicting more damage to the environment,” he said. He concluded by pointing out that the environment was a not a regulatory burden, but a joint responsibility.

Mr Singh stressed the need to create weather derivatives. He also added that if everyone played his or her part in containing emission levels, a new industrial architecture would emerge.



Jatin Singh
Founder & CEO
Skymet Weather Services Pvt. Ltd



Vinod Kumar Duggal
Former Member,
National Disaster Management Authority

Mr Duggal cited India’s environmental challenges as being local, and the country couldn’t really expect the world to resolve these. Currently, India needed to ask itself whether it was actually capable of addressing such challenges alone. Also, since while India was pushing a global agenda, it also needed to be prepared for the consequences.

Mr Yadav quoted some statistics that suggested the top-14 warmest years in the last 100 years came after the year 2000-- and that warming had been increased steadily in the last 20 years. Due to climate change, natural disasters were taking place regularly; the question to ask was whether the government and IMD could provide an early warning system for such natural catastrophes. The answer was yes, but mere early warning systems would not be enough.

The panellists agreed that it was a tough ask to maintain a balance between economic growth and environment conservation. However, India had to walk a tightrope as it was regarded as one of the economic powerhouses in Asia. Overall, India had to reduce its dependency on coal, and other non-renewable and hazardous materials, and find alternative energy resources.



B. P. Yadav
Deputy Director General
Indian Meteorological Department



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SESSION IV

Governing the Ungovernable: Workable Ideas for India's Cities and States



Aditi Phadnis
Political Editor,
Business Standard

The session revolved around steps taken by the central government for the development of states and cities. The aim was to analyse the current model of reforms and how it would shape the city governance model within the dynamics of India.

The panel consisted of Sunil Mathur (Managing Director & CEO, Siemens Ltd.), Vanitha Narayanan (Managing Director, IBM India Pvt. Ltd), Chandan Chowdhury (Managing Director, Dassault Systemes India Pvt. Ltd) and Vinayak Chatterjee (Chairman, Feedback Infra Pvt. Ltd). The session was moderated by Aditi Phadnis (Political Editor, Business Standard).

Mr Mathur said the start of the Smart Cities' journey needed to take place with Smart Traffic Management. He also wondered whether the CEO who headed a smart city special purpose vehicle (SPV) would have powers to take decisions independently.



Sunil Mathur
Managing Director & CEO
Siemens Ltd.



Vinayak Chatterjee
Chairman
Feedback Infra Pvt. Ltd

Mr Chatterjee spoke about the challenges relating to city governance. In the past, India's constitution makers were not aware of such complications. However, in 1992, steps were taken related to 74th Amendment of the Constitution, but there were no follow up measures thereafter to push implementation.

He added that there were further complexities related to Smart City SPVs . Currently, there was a dual structure of managing cities with SPVs at one level, and local municipal corporations at the other, with both claiming their rights to charge fees from citizens. Regulations, as they'd been framed, simply added to the opacity. He also added that discoms needed to be made more efficient, and electricity and power challenges had to be resolved to make Indian cities and states more liveable.



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SESSION IV

Ms Narayanan spoke about the how the “greatness of India” existed only in parts and pockets. For example, India had the scope to leapfrog in areas, such as technology where 2G/3G/4G had made a quick entry into the country. At the same time, good governance was essential, which would lead to growth along with skill and education. For this, new models for growth at the grass-root level needed to be established, like strengthening primary education.



Vanitha Narayanan
Managing Director
IBM India Pvt. Ltd



Chandan Chowdhury
Managing Director
Dassault Systemes India Pvt. Ltd

Mr Chowdhury made a case for leveraging science to address city-related challenges. He said that there were well-established models available and these could be used to build a complete city model. There was also a need to educate citizens on the risks of intervention that came in the way of nature and law.

The session concluded that since each city and state was unique, different challenges required different levels of priority. Some states needed to perhaps prioritise solid waste management over managing tourism; others might have to prioritise mass transport, still others might need an overwhelming focus tourism facilitation.





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SESSION V

Bureaucracy, Commerce and the Politics of Health



Preetha Reddy
Executive Vice Chairperson,
Apollo Hospitals Enterprise Limited

This session centred on how India could deal with the gap of disease burden and augment its share of available healthcare infrastructure.

The panel consisted of Rahul Khosla (Managing Director, Max India), Harsh Mahajan (Founder, MD & Chief Radiologist, Mahajan Imaging), Gurpreet Singh Wander (Chief Cardiologist, Hero DMC Heart Institute), Joseph A. Nicholas (President & CEO, CTSI), along with Preetha Reddy (Executive Vice Chairperson, Apollo Hospitals Enterprise Limited) as the moderator for the session.

India accounted for about 20 per cent of the global disease burden. However, it currently spent approximately 4 per cent of its GDP on healthcare compared with 18 per cent in the US. Moreover, as per the World Bank's and National Commission's report, health insurance was subscribed by merely 5 per cent of the population.

Dr Mahajan suggested that primary healthcare should be led by the government. However, the government also needed to partner with the private sector to improve healthcare facilities; government agencies also needed to learn how to implement various best practices across their facilities.



Harsh Mahajan
Founder, MD & Chief Radiologist
Mahajan Imaging



Rahul Khosla
Managing Director
Max India

Mr Khosla said there was a significant opportunity to bridge the gap between the disease burden and available healthcare infrastructure. There was a need to create a basis for dialogue between the government and private enterprises. Both had a role to play in developing a robust public and private healthcare model to increase access and affordability of healthcare services to the masses.



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SESSION V

Dr Wander said the Indian Government needed to increase healthcare's share of GDP. It also needed to focus on areas where there was less penetration of private healthcare.



Gurpreet Singh Wander
Chief Cardiologist
Hero DMC Heart Institute



Joseph A. Nicholas
President & CEO
CTSI

Mr Joseph said the cure to any problem lay at the root. Hence, by establishing new medical institutions, by providing training to rural children for formal education, by promoting medical practices among young people and medical students from medical colleges, the skill deficit could be reduced.

The takeaway from the session was that private and public healthcare providers needed to find a way to work together and learn how to implement mutual best practices. The panel was quizzed by the audience as to why the Indian medical system was not adopting medical practices of any other country, and how India's system differed from the West. As per the panel, Indian consumers were aware of their treatment unlike in the West, where most treatment details were shared with healthcare insurance companies rather than patients.





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SESSION VI

Mindmine Exchange: The Joy of Giving & Serving



Rakesh Bharti Mittal
Vice Chairman
Bharti Enterprises

This session was a one-on-one discussion between the Vice Chairman of Bharti Enterprises, Rakesh Bharti Mittal and the Political Editor of Business Standard, Aditi Phadnis. It centred on the CSR and philanthropic activities of corporates. Mr. Mittal spoke about the need to give back to society and how the Bharti Group was making a difference by empowering lives of children in rural India.

Mr Mittal said giving back to society was not something new to India. However, very few opportunities were available in post-independent India that allowed entrepreneurs to build sustainable wealth.

Post liberalisation, corporates and companies generated sustainable income streams; and once companies entered such a phase, they looked to give back to society. He added that CSR & philanthropy had to come from the heart, and many companies in India were doing yeomen service, without much noise & publicity.

Yet there was certainly scope for augmentation. In the US, a developed nation, about 65-70 per cent people helped society at large by giving back something from their income, but in India the number was about 28 per cent (according to a report by Bain). Therefore, there was a significant opportunity to raise this level.





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SESSION VI

The Schedule 7 mandated by the government provided a charter outlining where a company could spend its mandatory CSR corpus. This was proving to be a dampener. Corporates needed the freedom to spend their CSR funds in whichever way they deemed fit, Mr Mittal said.

He provided insights on initiatives at Bharti Foundation, which has been supporting education and scholarships for many years. In 2000, it started backing 254 village schools across six states in the form of Satya Bharti School Program. The Foundation went to the rural hinterland to deliver free quality education to underprivileged children and transform them into educated, confident, responsible and self-reliant employable citizens.

The Quality Support Model adopted by the Foundation ensured that the school management and teachers took the lead and started creating value for the children. The Foundation acted as a catalyst in the development of schools, without directly owning school infrastructure.

The Foundation had also set up 800 remedial centres to bring back those children who had left schools midway. Putting all these initiatives together, the Foundation was reaching out to approximately 100,000 children. Mr Mittal added that building schools and investing in education was not only the government's responsibility, but a collective responsibility.



Aditi Phadnis
Political Editor,
Business Standard

“ CSR & philanthropy have to come from heart and many companies in India are doing yeomen service, without much noise & publicity ”

- Rakesh Bharti Mittal

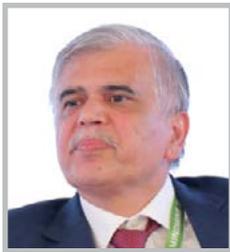


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SESSION VII

Entrepreneurship and Skill Development: Disrupting to Grow



Richard Rekhy
CEO
KPMG India

This session focused on India's emergence as one of the fastest growing start-up hubs in the world and why there was no better time than the present to become an entrepreneur.

The panellists for this topic were Saurabh Srivastava (Co-founder & Director, Indian Angel Network), Ritesh Agarwal (Founder & CEO, OYO Rooms), Vikram Malhotra, (Executive Vice Chairman & MD, Credit Suisse) and Alan Rosling (Senior Advisor & Operating Partner, Navam Capital). The session was moderated by Richard Rekhy (CEO, KPMG India).

Mr. Rekhy set the context for the discussion by seeking Mr. Srivastava's thoughts on India's entrepreneurial culture.

Mr Srivastava said this was the best time in India to become an entrepreneur. One needed to have business thinking, optimism and persistence, which were three key traits of a good entrepreneur, and approximately 60 per cent of Indians possessed these.



Saurabh Srivastava
Co-founder & Director,
Indian Angel Network



Ritesh Agarwal
Founder & CEO
OYO Rooms

Mr Agarwal spoke about how start-ups were capable of building businesses that disrupted the domestic market, by replacing established outdated practices with newer methods. They were also becoming game changers by creating new avenues of growth and employment.



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SESSION VII

Mr Rosling emphasised on the importance of a favourable supporting ecosystem for starting a business in India. For this, the government needed to be aware of the emerging trends, while formulating policies.

Mr Srivastava said the reason why most entrepreneurs failed was not because of a bad product, but because they lacked knowledge on how to manage capital and manpower.



Alan Rosling
Senior Advisor & Operating Partner
Navam Capital



Vikram Malhotra
Executive Vice Chairman & MD
Credit Suisse

Mr Malhotra, who is based in Hong Kong, shared his experiences. He said successful companies in China never mimicked US companies, and this was a lesson for India.

The key takeaway from the session was that India's business culture was gradually changing from job security to entrepreneurship. At the same time, more was needed by way of awareness, promotion and safety nets to build a cult for entrepreneurship.





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SESSION VIII

Mindmine Exchange: Making Opposite Poles meet



Sunil Kant Munjal
JMD, Hero MotoCorp Limited
Chairman, Hero Corporate Service Pvt. Ltd.

This Mindmine Exchange session was a one-on-one exchange of ideas between Sunil Kant Munjal and Shiela Dikshit, former Chief Minister of Delhi on the possibilities of the central government and Delhi government working together in greater co-ordination.

Mr Munjal asked Ms Dikshit about some of the changes that Delhi has gone through from the time when she was the Chief Minister. Ms Dikshit pointed out that Delhi was an ever-growing state with millions of migrants entering the city round the year. Although she said the biggest challenge was transportation, this was being tackled through the Delhi Metro – in spite of the challenges of dedicated land, power, etc. Ms Dikshit said she took help from the then NDA government, for which she was very thankful.

Mr Munjal asked Ms Dikshit about the acrimony between the current central government and the Delhi state government. Ms Dikshit said that if there was confrontation with the central government, the state government would find it difficult to serve the people who had provided it the mandate in the first place.





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SESSION VIII

On the possibility of full statehood to Delhi, she said this would be difficult to implement; even though this meant that the job of the chief minister would be more difficult. However, the Chief Minister had no option but to work within constraints, because full statehood was not practical. The state received diplomats and dignitaries from all over the world and they all needed special and differential treatment. Providing this treatment was the responsibility of the central government.

On being asked whether the judiciary was overreaching the bureaucracy, Ms Dikshit said that the actual problem lay in the delay in judicial decisions.

This Mindmine Exchange concluded that the centre and Delhi state government needed to work in tandem and with greater co-ordination given the peculiar nature of the National Capital Region.



Sheila Dikshit
Former Chief Minister
Delhi

“ You cannot work in a backdrop of confrontation and blaming people. ”

- Sheila Dikshit



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SESSION IX

Higher Education: Is an Indian “Ivy League” possible?



Rajendra Srivastava
Dean, ISB

The “Ivy League” has enjoyed an esteemed position across the world for not only the quality of education, but also in the arena of research and other scholastic activities. With Indian education institutes, such as IITs, IIMs and ISB making a mark for themselves around the world, was it possible to have an Indian “Ivy League?”

The discussion panel consisted of Pramath Raj Sinha (Founder, Ashoka University), T. V. Mohandas Pai (Chairman, Manipal Global Education), Mihir J. Doshi (Managing Director & Country CEO, Credit Suisse, India) and Narayanan Ramaswamy (Partner & National Lead for Education, KPMG India). The session was moderated by Rajendra Srivastava (Dean, Indian School of Business).

The discussion began on the premise that despite its rich education heritage, many students left India for higher education abroad. The moderator asked the panel whether an Indian Ivy League possible; and how could we leapfrog education globally.

According to Mr Sinha, an Indian Ivy League was possible as there were already many Indian educational institutions making their mark on the world stage. He mentioned the potential of ISB and Ashoka University, where he has been founding member. ISB had emerged as an institute of global repute within a very short time. At the same time the regulatory environment of the country was a challenge; doing away with obstructive regulations was vital to create an Ivy League.



Pramath Raj Sinha
Founder
Ashoka University





SESSION IX

Mr Pai presented some statistics to show that a large number of India's students, who passed out from institutes, were either unemployed or underemployed. This was a serious challenge in the country and this contributed to what he called a demographic disaster, and not a demographic dividend.

While the gross enrolment rate was falling every year, the education system was broken and tightly controlled by stifling regulations. The upper middle class preferred to send their children outside India for education by spending millions of dollars every year.



T.V. Mohandas Pai
Chairman
Manipal Global Education



Mihir J. Doshi
Managing Director & Country CEO
Credit Suisse, India

Outlining solutions, he stressed that the top-100 institutions needed to be run independently with complete autonomy and the next 200 institutions needed to be run with bare minimum regulations.

Mr Doshi said that replicating Ivy League in India was possible, but emphasised on the need to get the children in slums educated first. People of India needed jobs, and stressed on the need to avoid demographic disasters when people had education but no jobs.

Mr Ramaswamy questioned the relevance of an Ivy League in India. Instead, he made a case for establishing centres of excellence in India.

"There is a need to collaborate between institutes, such as IIMs and IITs, which are currently operating as islands of excellence" he said. He added that there are many things for which an Ivy League was known for; however not all these were relevant to India.

The session concluded that an Indian Ivy League was possible. The government could play a pivotal role by easing norms and regulations so that institutes of repute got a free hand to decide what was best for them. At the same time, an Ivy League was no substitute for augmenting education and skills across the country.



Narayanan Ramaswamy
Partner & National Lead for Education
KPMG India



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SESSION X

Our World; Their World: Are we ready to hear Other Voices?

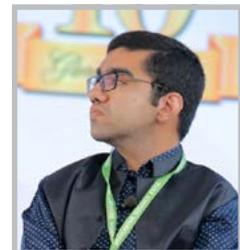


Maya Mirchandani
Senior Editor, Foreign Affairs
NDTV

The session discussed how India as a nation could take steps to address various social issues and grant some special rights to the under-represented and underprivileged, to maintain harmony and peace in society.

The panel consisted of Nipun Malhotra (Social Activist and Co-Founder, Nipman Foundation), Prashant Issar (Co-Founder, Squaremeal Foods Private Ltd.) and Shazia Ilmi (Social Activist & Spokesperson, Bhartiya Janata Party). The session was moderated by Maya Mirchandani (Senior Editor, Foreign Affairs, NDTV). The discussion focussed on the need to be sensitive toward the differently-abled citizens and understanding their challenges.

Mr Malhotra pointed out that in most of the restaurants, there were no provisions for the physically challenged people to enter and exit. There was a need to build offices, which were easily accessed by the differently-abled. He said India needed to learn from the experiences of other countries, especially the US.



Nipun Malhotra
Social Activist and Co-Founder,
Nipman Foundation





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SESSION X

Ms Ilmi stressed that few disabled people were highly educated, and so, most found it difficult to access resources for education. She highlighted the need for RWAs to work with the government and private sector to build the required eco-system for physically challenged people.



Shazia Ilmi
Social Activist & Spokesperson
Bhartiya Janata Party



Prashant Issar
Co-Founder
Squaremeal Foods Private Limited

Mr Issar spoke about his restaurant which employed staff consisting of differently-abled people. He said there had been no unpleasant experience so far. He pointed out that physically challenged people were highly committed individuals, and the corporate world would benefit by employing them more often.

The panel agreed that the steps need to be taken which would transform the way differently-abled were viewed across Indian society. They also concluded that the government and private sector needed to understand the core issues that the differently abled faced, and this needed to be done with much greater sensitivity.





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SESSION XI

Multi-culturalism: Making a Thousand Flowers bloom



Swapan Dasgupta
Senior Journalist

The discussion panel consisted of Jalal Salahuddin (Partner & Creative Director, J&S Lahore, Pakistan), Rina Dhaka (Fashion Designer) and Isher Judge Ahluwalia (Economist and Chairperson, ICRIER). The session was moderated by Swapan Dasgupta (Senior Journalist). The discussion centred on the cultural ethos, beliefs and practices prevalent in India and how these defined the lives of the people.

Mr Dasgupta, while setting the context of the discussion, highlighted that over centuries, many themes on cultural beliefs had evolved in India, suggesting “unity in diversity”. He opened the discussion by posing whether people should believe in a single idea of India.

Ms Dhaka highlighted her background, with her roots back in Pakistan, and said it was more important to evolve as a better human being rather than be zealously enthusiastic about nationalism. She said people were humans and citizens of earth first; nationality, ethnicity and religion only came afterwards. Referring to the various ideological conflicts in India, Ms. Dhaka stressed on the need to accept multiculturalism.

“Only then can people stop judging others on the basis of their clothing, caste religion or any other parameter,” she said.



Rina Dhaka
Fashion Designer



Isher Judge Ahluwalia
Economist & Chairperson
ICRIER

Stressing the need for an overarching view of India, Ms Ahluwalia said she did not believe in a dominant and single idea of India. She would rather place her belief in the collectivism and in the rich diversity of India; “People should not shy away from accepting India’s multiple identities,” she said and added: “We shouldn’t be shy of accepting our multiple identities as a nation”.

She pointed out that in the name of Indian tradition, for years, women of the country had been subjected to various forms of brutality. She mooted the idea of India as a melting point that meshed modernism and deeply rooted Indian traditions; and where the modernity rid people of their superstitions.



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SESSION XI

Mr Salahuddin said identity was a subjective matter, but he believed that the more broad based the scope of identity, the wider would be a person's horizons of the world. Despite being from Pakistan, he said he still could associate and identify himself with India and found the multiplicity of India very fascinating.

"India and Pakistan shared history for many centuries; they have many things to be proud of jointly, and therefore, the history between the two needn't start merely from 1947," he said.



Jalal Salahuddin
Partner & Creative Director
J&S Lahore, Pakistan





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SESSION XII

Comedy Unplugged: The Business of Laughing



Maya Mirchandani
Senior Editor, Foreign Affairs
NDTV

The discussion revolved around India's ability to soak in comedy as a mature audience.

The panel consisted of Vasu Primlani (Celebrity Host and Comedian), Tanmay Bhat (Co-Founder, AIB) and the session was moderated by Maya Mirchandani (Senior Editor, Foreign Affairs, NDTV).

Mr Bhat said a comedian's job was to make the audience a bit uncomfortable. The problem started when comedians started playing it safe, on the premise that the audience might take offence.



Tanmay Bhat
Co-Founder, AIB

“Comedians have an important role to play as responsible citizens and need to highlight social issues whenever they can.”

- *Tanmay Bhat*



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SESSION XII

Ms Primlani added that persons being mimicked took extra care to understand their own mannerisms after being targeted.

“There are no rules in comedy; everyone was fair game -irrespective of their standing in society” Mr. Bhat said.

It was also up to the audience to choose whether or not to view content, rather than taking offence. He quipped that the lesser the comedians read about people’s opinion, the better it was for them.



Vasu Primlani
Celebrity Host & Comedian





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SESSION XIII

The Politics of Development: What really works with people?



John Elliott
Correspondent,
Asia Sentinel

The session aimed to discuss the challenges faced by India in terms of development, job creation and skill augmentation.

Participants in this discussion included Sushil Modi (Former Deputy Chief Minister, Bihar), Rajiv Kumar (Senior Fellow & Economist, Centre for Policy Research) and Jaijit Bhattacharya (Partner, Infrastructure & Government Services, KPMG). The session was moderated by John Elliott (Correspondent, Asia Sentinel).

Mr Elliott sought the panel's views on what would bring everyone under the ambit of social development. Further, India didn't just need reforms, Indians also needed to build an urge that would make their country function better at all levels.

Mr Modi recalled the time when his party was in power in Bihar and when Mr. Nitish Kumar made good governance the key driver of growth. Law and order was top priority followed by the development of roads.

He pointed out that entrepreneurship and industrialization were lacking in Bihar due to land issues. The land was fertile and used for farming, and hence land acquisition for industrialization was a challenge. He also lauded the central government's efforts to up-skill the population and create jobs through initiatives such as Skill India and Make in India.



Sushil Modi
Former Deputy Chief Minister
Bihar



Rajiv Kumar
Senior Fellow & Economist
Centre for Policy Research

Mr Kumar agreed that good governance was necessary for development. However it was not the only deciding factor for growth, and good governance alone wouldn't fix all issues at the grass-root level. The central government's effort to create a development stake in India by carefully monitoring some flagship projects was commendable and the result of this could be remarkable over time. However, an analytical framework was needed to measure the actual picture of the progress, and also to create job opportunities.



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SESSION XIII

Mr Bhattacharya expressed concern that jobs were disappearing despite investments in infrastructure projects.

“The job intensity of capital investment is reducing rapidly, and jobs in the services sector are also drying up. India needed to have a rapid reskilling infrastructure in place to revitalize those who’d lost their jobs,” he said.

The panellists concluded that good governance was not a panacea for all India’s challenges. India also needed initiatives that would ramp up jobs rapidly, and across the board. For this to happen, promotion of the right skills was critical.



Jaijit Bhattacharya
Partner, Infrastructure &
Government Services, KPMG





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SESSION XIV

The Big Debate: In the Opinion of This House, Affirmative action must be an Economic Right, not a Birthright.

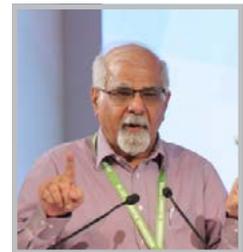


Nidhi Razdan
Senior Editor
NDTV

As in the previous editions of the Mindmine Summit, this big debate was the liveliest session in the two day event. The participants were divided in two teams, one group for the motion & the other against the motion.

The session debated whether Affirmative Action should be based on economic reasons or whether it was a birth right. The debate panel consisted of Mani Shankar Aiyar (Former Cabinet Minister), Surjit S Bhalla (Chairman, Oxus Investments), Shaina NC (Fashion Designer and Politician), Shazia Ilmi (Social Activist and Spokesperson, Bhartiya Janata Party), S Y Quraishi (Former Chief Election Commissioner) and Jyoti Malhotra (Senior Journalist). Nidhi Razdan (Senior Editor, NDTV) was the moderator.

Mr Bhalla said reservations were not the only form of affirmative action. He said very few countries used birthright as the basis for affirmative action, and as per the Indian Constitution one must not discriminate on the basis of age, sex, caste, creed, etc. He said that all differentiation should be done on the basis of economic circumstance.



Surjit S Bhalla
Chairman
Oxus Investments



Mani Shankar Aiyar
Former Cabinet Minister

Mr Aiyar argued that affirmative rights were all about social inclusion, and economic rights were about economic inclusion and inclusive growth. He stressed that by birth, approximately 30 per cent of population required special action. This was enshrined in the First Amendment of the Constitution. He pointed out that the growth model in Nehru's times revolved around economic inclusion. He concluded that two separate sets of programs were required for both models.



SESSION XIV

Ms Ilmi countered Mr Aiyar by saying that the real beneficiaries of reservations were not the ones intended. The argument of equity between both sides of argument was taken away by an inefficient governance system.

She said the caste system was being perpetuated in most debates in schools and colleges. According to her, caste-based reservations could not be taken into consideration beyond a certain point; eventually, there needed to be reservations based on economic status.



Shazia Ilmi
Social Activist & Spokesperson
Bhartiya Janata Party



S Y Quraishi
Former Chief Election Commissioner

Mr Quraishi believed that affirmative action should be based on the basis of birth. He said the basic premises around reservations were not being highlighted. The family planning department was abolished a decade ago and today, there was no debate around population implosion. He ended by stressing the industry need to take ownership and consider affirmative action at the workplace.

Ms Shaina said India was the world's oldest country with affirmative action. However, India's policies had not been reviewed and updated with time, and were unfortunately being used by politicians only to count votes; this, as a result, had led to inequality in jobs. She concluded with an endorsement of the Panchayati Raj system which has reservations for women; and made a case for women's reservation in Parliament.



Shaina NC
Fashion Designer & Politician



Jyoti Malhotra
Journalist

Ms. Malhotra spoke about the caste census data being quite old & not being detailed. She referred to the caste based matrimonial advertisements in newspapers and said it was an indispensable part of India society.

The discussion finally concluded in the favour of the motion, after the moderator took the vote of the house through a show of hands.



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VALEDICTORY SESSION



The 10th edition of the Mindmine Summit came to a close with addresses by Mr Anand Sharma (Deputy Leader of Opposition, Rajya Sabha) and Mr Jayant Sinha (Minister of State for Finance, Government of India).





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VALEDICTORY SESSION

Mr Sharma spoke about the growing debate on intolerance in the country. He skillfully used the metaphor of the garden, which accommodated flowers of all colours; any gardener who unduly gave importance to specific colours of flowers, was not being fair. He said besides attracting investments in capital and technology from overseas, India's need of the hour was to invest in itself.



Anand Sharma
Deputy Leader of Opposition
Rajya Sabha



Jayant Sinha
Minister of State for Finance,
Government of India

Mr Sinha stressed that time and again, the prime minister had referred to the Indian Constitution as the guiding force of governance and the holy book of the government. It provided for freedom of speech and expression, and the right to live a dignified life. Elected representatives were sworn to uphold the rule of law mentioned in the Constitution. Over and above the law makers, there was also an active judicial system which ensured that all rights were sacrosanct and justiciable.

Mr Sinha pointed out that through the quest for 'Sabka Saath, Sabka Vikas', the government had undertaken initiatives to help citizens battle poverty, empower farmers, skill youth, and enhance the quality of life of the poor and the middle class.





BML MUNJAL AWARDS 2016

for 'Business Excellence through Learning & Development'

Chief Guest



Col. Rajyavardhan Singh Rathore
Minister of State for Information and Broadcasting
Government of India

Guest of Honour



Sir Dominic Asquith KCMG
British High Commissioner to India

The annual BML Munjal Awards for 'Business Excellence through Learning & Development' recognize public, private and emerging organizations that have increasingly focused on capability building through Learning & Development in cross functional areas of the businesses. The Awards are named after the Hero Group Chairman and Padma Bhushan Awardee -Dr. Brijmohan Lall Munjal – a leader who has built a business conglomerate worth billions of dollars from scratch. The legendary BML Munjal had passed away in November 2015, but his values and vision continue to endure, Recalling his association with the legend, the Chief Guest of the evening, Minister of State for Information and Broadcasting Rajyavardhan Singh Rathore said, He lived with a value system and discipline that was unique in today's day and age. "He dealt with all his dealers as his own family. Even his competitors spoke highly about him. I am very happy to have the privilege of presenting BML Munjal awards that salute business entities that have built strong capabilities in Learning & Development in cross functional areas" the minister added. Minister Rathore pointed out that in today's world, as global boundaries were shrinking and competition intensifying, a complex transition was taking place in the way organisations managed their human capital.

Speaking on the occasion-Guest of Honour, Dominic Asquith KCMG, The British High Commissioner to the Republic of India said, "Skilling is the biggest priority for social and economic growth. The BML Munjal award acknowledges the efforts of business entities that have invested in people to set new benchmarks and needs to be duly appreciated. He pointed out that the British High Commission had also collaborated with its partners to help support skilling initiatives in India. The BML Munjal Awards 2016 for 'Business Excellence through Learning & Development' recognized the efforts of both of the best of Public Sector Undertakings & Private sector (manufacturing), Private sector (services), Emerging Stars and Sustained Excellence by companies that are growing themselves through holistic learning and development. The list of winners of BML Munjal Awards 2016 included TCS in the private sector services category award; BHEL in Public Sector Undertaking category award. Maruti Suzuki India Limited was adjudged winner in private sector manufacturing category and Lupin was given a special recommendation by Jury in the private sector manufacturing category, while the Sustained Excellence category award was bagged by Tata Steel. iQor won the newly constituted emerging star award at the gala awards ceremony.



BML MUNJAL AWARDS 2016



Public Sector Undertaking category
BHEL



Private Sector (Manufacturing) category
Maruti Suzuki



Special jury Recommendation in Private Sector (Manufacturing) category
Lupin



Private Sector (Services) category
Tata Consultancy Services



Sustained Excellence category
Tata Steel



Emerging Stars category
iQor



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QUOTABLE QUOTES



It was said about India that this was a country with the brakes of a Rolls Royce and the pace of bullock cart.

- Arvind Subramanian



Environment is not a regulatory burden. It is a collective responsibility.

- Jairam Ramesh



If we have to talk about taking advantage of the demographic dividend of India, investment in education is extremely important.

- Rakesh Bharti Mittal



Jack Ma, Alibaba: "My only competition is only someone who I cannot see"

- Vikram Malhotra



You cannot work in a backdrop of confrontation and blaming people.

- Sheila Dikshit



I don't see a division between India and Pakistan, I see a connection.

- Jalal Salahuddin



We are moving from the politics of entitlement to empowerment.

- Sushil Kumar Modi

JOURNEY OF MINDMINE SUMMIT

The First 10 Years



Emerging Business Challenges: Search for Winning Responses

January 6-7, 2006

The inaugural edition of the summit looked at the emerging challenges of globalisation in the domains of scale, operational and delivery excellence. It also mapped the changing requirements for skill upgradation, Innovation & learning and regulation.

2006

Imagining, Investing, Inventing: 'The Global Manager'

January 11-12, 2007

The 2nd edition of the summit assessed how the competition was forcing Indian companies to work to global standards of efficiency, productivity and customer service. It also analysed what Indian managements had to do in order to deliver across alien cultures.

2007

2008

Reinventing Indian Business: Agenda for Today

February 7-8, 2008

Human, social and business dynamics that were looked at in the summit and how they help to drive India in the next decade & beyond. It sought to understand how businesses could rediscover themselves.

2009

Challenges of Troubled Times: Opportunities and Threats

February 12-13, 2009

The summit focused on the global economic crisis from different perspectives. The objective was to get a better grip on the realities that confronted India, so that the country was better prepared for the future.

2010

2010: Is This India's Defining Moment?

March 11-12, 2010

The 5th edition of the summit scanned the fledging process of recovery around the world and in India. It posited whether this was India's defining moment in terms of growth, development, societal change and administrative reforms.

Thriving in Uncertainty: Is this the Real India?

Apr 21-22, 2011

As India entered a new decade, the summit asked whether India could continue its dream run against an uncertain global backdrop. It also asked if India's growing clout could provide new leverage in a multi-dimensional world.

2011

2012

Today' India: Economics or Politics?

Apr 4-5, 2013

The summit studied the delicate balance between economics and politics -- and where this was taking the country. It asked whether we were banking, too much on our politicians, and whether to look for alternatives.

2013

2015-2025: The India Decade?

Apr 22-23, 2015

Against the backdrop of a historic election verdict of 2014, the summit focussed on how India could seize the moment and move forward as a resurgent and progressive nation in next ten years.

2015

India in Transition: For Better or for Worse?

Apr 5-6, 2012

The annual think fest looked at a transitioning India against a weak outlook on growth inflation, policy and governance. It assessed how the forces of transition were impacting decision-making.



People have a lot of expectation from the government, but there is no shortcut.

- Nitin Gadkari



Either you change or the pace of change will overtake you.

- Ravi Shankar Prasad



India is one of the densest countries in the world; so appropriate land use management is a critical challenge.

- Kamal Nath



Never before in human history has so much power resided on so many fingertips.

- Manish Tiwari



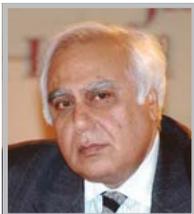
Empowerment of the healthy individual to stay healthy is the single most important point for healthcare in India.

- Sangita Reddy



In our country, more government intervention is not necessary in every field, what we really need is more entrepreneurs.

- Kunal Bahl



With every passing year, Indians here and overseas are becoming more confident about their own capabilities as well as their country's capabilities.

- Kapil Sibal



Unless we have sound economics, we will not have sound politics.

- Praful Patel



We have to create a culture where professional should be ready to give up huge salaries to join government. We need to modernize personnel big time.

- Montek Singh Ahluwalia



People outside India say that ours is a young democracy, but I proudly reply that when our democracy was born, unlike theirs, men and women were considered equal as voters.

- Smriti Irani



India should stop worrying about other countries and focus more on itself. Investment-led growth is perhaps more sustainable than consumption-led growth

- Piyush Goyal



The relationship with the US is expected to improve, as the US economy gets more secure in its future energy requirements. However, with India still finding ways of making itself energy-secured, the road ahead is still challenging.

- Salman Khurshid

WHAT KEEPS US GOING



"The summit was surely a way to express our concerns across and find root cause and solutions from corporate leaders as well"

Anupam Kher



"Mindmine Summit certainly plays a very important role in bringing different individuals on one stage, to discuss serious issues as well as bringing different voices and perceptions together to solve issues which stops growth of our economy"

Sunita Narain



"Mindmine Summit is certainly an honorable forum for bringing issues from our creative industry as well. It has given an opportunity towards looking at our problems from a different perspective, putting it across to both the mass and the media, discussing with them and proceeding further in solving those problems."

Lillete Dubey



"It is a good platform because it clears our individual perception and helps in taking right, clear and focused decision. It brings different experiences and view points from different industry and their suggestions towards solving a common cause."

Lord Meghnad Desai



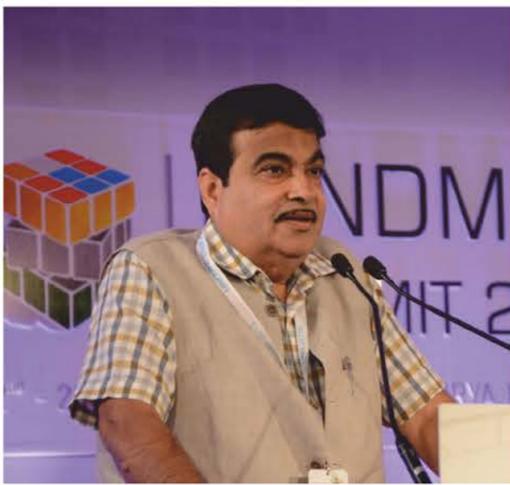
"It helps since it takes away any individual misconception one has and brings more clear thoughts about how to approach these issues."

B.J. Panda



"I have been loyal to Mindmine Summit for last 7 years and have seen it grow from just a concept to a mature contributor in bringing serious issues to act upon. It keeps the issue alive"

Suhel Seth





MINDMINE SUMMIT

FUELING NEW BUSINESS IDEAS
FORGING NEW PATHS SINCE 2006

The Mindmine Summit is the annual flagship event of the Mindmine Institute, an independent think tank set by the Hero Group through Hero Corporate Service Private Limited. The institute conducts a number of initiatives to generate intellectual discussions and build through leadership on subjects of importance to the Indian industry and to Indians as a whole.

Mindmine Summit for over 10 years had successfully created a platform to come together and find ways to solve ongoing critical yet neglected issues. Through this forum we unitedly find solutions by indulging intellectuals from different industry into this brain storming sessions.



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