

SMILE AND CARE

(YOUR NEWSLETTER FROM CGAS)

August 2021

Edition 2, Volume 8



Corporate Governance
Advisory Services

ANNIVERSARY MESSAGE

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**Corporate Governance
Advisory Services**

GOVERNANCE WITH HAPPINESS

On the first Anniversary of our Newsletter, I would like to share the first-hand experience of becoming happier than expected in one of the most challenging times. Without a single word exchanged, my teammates realized what was closest to my heart while I was struggling for a second lease of life due to COVID in May 2021 and ensured that this Newsletter kept coming for the last quarter on time i.e., 7th of every month.

Although many literatures give priority to tangible items more than intangible items, the indicators for successful engagement and commitment are mostly tangible. These kind of indicators as explained in the above example need to be multiplied across the organization. In fact, as per my discussions with people in different countries before pandemic and during pandemic, increased frequencies of reviews and focus on individual performance indicators and Mergers and Acquisitions are major cause of reducing stress levels.

A handshake or a cup of tea/ coffee (real or virtual

in today's scenario) rather than making large and duplicate documents are likely to improve the communication among team members. Similarly, humility and quietness rather than social noise are likely to make the team heroes.

We have practiced the above changes within our own organization in last one year and see the results. Our team size increased from three to six. Monthly Earning by each of our members increased between 3 to 4 times. Our team members spent more than 20 days per month with their family and were safe and happy. We introduced automation in our services for the first time. We enhanced the qualification of each of our team members in at least two new areas. Although Happiness may mean different things to different people, these indicators did provide them some relief from psychological stress in the last two years.

We are now planning to extend these principles and expand our portfolio of services from Environment Health & Safety (EHS) and Sustainability Services to overall Governance services. Our experience of Environment and Social Governance projects have made us clear that before putting up structures of Governance and incorporating EHS and Social elements into it, the organizations need to bring together people from their financial, legal, EHS and Operational functions together not necessarily in a Board room but may be on a virtual coffee and spend enough time on discussing as to how will these structures improve the happiness across the organization and the society as a whole.

Views expressed here are of Managing Director or Corporate Governance Advisory Services. He can be reached for any clarifications at ajay@corpgov-advisory.com

"Even though your time on the job is temporary, if you do a good enough job, your work there will last forever".

Idowu Koyenikan, internationally acclaimed organizational consultant and author.



RECENT UPDATES

Today, we are pleased to join more than 1,800 organizations around the world in declaring our support for the FSB Task Force on Climate-related Financial Disclosures (TCFD). Across the public and private sector, we recognize the importance of increasing transparency of climate-related risks and opportunities, promoting more informed financial decision-making, and building a more resilient financial system.

TCFD

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

HSE EXCELLENCE

VS Mathur
Executive Director

**Corporate Governance
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and yet are being pressed to drive more efficiency in their operations. HSE Excellence requires constant attention to countless details and to how the work is performed. Pressure to improve productivity and efficiency of organizations are increasing in competitive market, and scrutiny from regulators and the public is higher than ever posing a challenge to the business. This is now driving organizations towards enhanced operating models in pursuit of HSE Excellence.

HSE Excellence is defined as "The systematic management of process safety, personal safety and health, the environment, reliability, and efficiency to achieve a performance beyond a set of target performance." Organizational leadership and organizational intelligence are now more focussed on meeting customers and all other interested parties' expectations, while stressing the application of a variety of principles, policy, systems, and tools toward the sustainable improvement of key HSE performance metrics. Organization's workforce must truly believe that incidents are preventable, and companies must have policies, processes, tools and behavioural expectations in place to assist in achieving the goal of excellence.

Productivity, risk and cost are inextricably linked, and the key to HSE Excellence is to enable everyone from the boardroom to the front line to better understand how decisions impact their part of the HSE performance and the business. Every year high-risk industries like energy, chemicals and utilities see increasing statutory requirements for compliance and reducing risk, uncertainty of pandemic creating many HSE issues in its social dimension,

Companies driving their journey towards HSE excellence are moving to target of ZERO HARM rather than traditional ZERO INCIDENT. In spite of these rising trend of HSE complexities, there are growing opportunities too that facilitate and support companies in their drive towards HSE excellence. These include implementation of higher level of international standards such as Responsible Care RC-14001, Behaviour based safety, International Safety rating system, Safety golden rules, British Safety Councils OHS Five-star rating and Sword of honour, Conducting deep drive audits and trainings at planned intervals and participation in HSE award schemes of national and international levels.

In ever increasing digitization across all aspects, application of software for HSE legal compliance management, permit to work, Incident investigation, designing and simulation of machines and equipment's' and audits also support companies in driving excellence.

Views expressed here are of Author. He can be reached for any clarifications at virendra@corpgov-advisory.com

ENGAGEMENT OPPORTUNITIES

Are you prepared for changes in the psychological health of your workers and have a management system to address that?

Please join us along with ASSP Region IX members from around the globe on 23 September 2021, Thursday, 6:30 pm to 7:30 pm for a webinar on ISO 45003:2021: *Occupational health and safety management – Psychological health and safety at work – Guidelines for managing psychosocial risks* with Ms Eldeen Pozniak, CRSP. Please contact us for further details.

Smile News

IAS Officer's 'Electrifying' Idea Brings Happiness to 900+ Govt Schools

For details, [Click to read](#)

Care News

Neurology on Wheels': This doctor is taking her services to the villages for free

For details, [Click to read](#)

EHS News

Act now: How climate action in this decade can prevent catastrophic global warming later

For details, [Click to read](#)



MESSAGE

This anniversary newsletter from CGAS is an attempt to come close to serve our mission to make people smile in Governance arena especially in these psychological stress-full times when people suffering from mental fatigue and uncertainty about future health and wealth. Our experience has been that making things simple, informal and being humane to others is the way to remain happy. CGAS Team will be pleased to receive your feedback.



CORPORATE GOVERNANCE ADVISORY SERVICES

To Make "Smile and Care" a Key Enabler in the global arena of Corporate Governance

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