

# Tata Network Forums

Global updates

APRIL 2019 - MARCH 2020





# CONTENTS

04	TNF India - East
07	TNF India - West
09	TNF India - South
12	TNF India - North
14	TNF Europe
16	TNF China
18	TNF ASEAN
19	TNF North America
23	TNF MENA



*Executive Chairman,  
Tata Business Excellence Group  
(TBExG)*

## From the Desk of **S Padmanabhan**

**T**he world today is a complex business environment with multiple issues being faced in different corners of the world. Given the geographic and business expanse of the activities of the Tata companies, Tata Network Forums (TNFs) play an important role in bringing together different Tata companies facing similar issues. They enable companies to derive the strength of the Group as a whole.

In the past year, Tata companies across the world have come together through TNFs to share and learn from each other as well as unite its employees. Companies shared best practices, conducted sessions and organised workshops on topics including Digital, Customer Centricity, Data Analytics, IPR, Synergy, Safety, Business Excellence, Communications, Strategy, HR, Procurement, Manufacturing, One Tata, CSR, Sustainability, Innovation and much more.

TNFs also came together for Group initiatives like Tata InnoVista, Tata Volunteering Week, Tata Crucible and Tata Ethics Conclave. Many TNFs also utilised this forum to bring together employees and introduce people through social activities like One Tata Run and Antakshari competitions. I expect Tata companies to continue to leverage this great medium to connect, learn and become stronger.

# TNF INDIA

The Indian chapter of TNF is comprised of TNF India - East, TNF India - West, TNF India - South and TNF India - North.

## TNF India - East

T V Narendran from Tata Steel is the Chairman of TNF India - East, and Pankaj Kumar from the same company is the Convener. The TBExG coordinator is Abhijit Mitra.

### Activities, events and programmes: April 2019 to March 2020

#### Learning and Development Conclave

On March 6, 2020, the Human Resource Management (HRM) sub-council under the leadership of Tarun Daga, MD, Tata Steel Utilities & Infrastructure Services (erstwhile JUSCO), organised an event with the theme of 'Learning & Development'. 51 employees from 16 Tata companies participated in the event. In addition to sharing best practices on L&D by Tata Steel, presentations were also made by Tata Power and TBExG.

#### Learning Session by TSDPL

The learning session on February 7, 2020, attended by 22 participants from 11 companies, threw light on Tata Steel Downstream Products' (TSDPL's) journey from its incubation in 1997 to its current stature, mission, vision and core values and company's performance over the last five years. The Lakshya-25 initiative, which is the EBITDA improvement project of the company, was explained by representatives. TSDPL's Entrepreneur Development Programme was also discussed along with TotalStart's journey of fostering entrepreneurs. The beneficiaries impacted by this initiative narrated their story through a small video at the end of the classroom session. Participants also visited the Jamshedpur plant of the company to see the implementation of business excellence initiatives on the shop floor.



Participants and speakers at the learning session by TSDPL on February 7, 2020.



L: Mr Narendran speaking at the Fifth Ethics Conclave on January 10, 2020.

R: Unveiling of a compendium on best practices on Management of Business Ethics at the Conclave.

### **Integrity Matters – Fifth Ethics Conclave**

The Fifth Ethics Conclave was organised on January 10, 2020, based on ‘Integrity Matters’. T M Bhasin, Chairman of the Advisory Board for Banking Frauds, Reserve Bank of India, was the keynote speaker. He spoke about how government bodies of vigilance acted as watchdogs and gatekeepers of unethical and dubious businesses. A total of 75 Tata employees from 22 companies attended the Conclave. The Chief Guest at the Conclave, T V Narendran, CEO & MD, Tata Steel, and Chairman, TNF - India East, spoke about the importance of recalibrating standards in line with global standards. A panel discussion on ‘Reputational Risk: Threat to Survival of Organisations’ reflected on key aspects that may affect reputation due to increased awareness and scrutiny by all stakeholders. The panelists, Mr Daga and Sudhansu Pathak, Vice President, Steel Manufacturing, Tata Steel, discussed the kind of reputation the senior leadership team wants to build for the organisation in the society.

### **Session on Corporate Social Responsibility**

On December 23, 2019, a corporate social responsibility (CSR) session was organised by TNF India - East. 46 Tata employees from 18 companies participated in the session. Tata Steel, Tata Steel Long Products, Indian Hotels (IHCL) and Tata Motors shared best practices on CSR activities. It was followed by a visit to ‘Masti Ki Pathshala’, a CSR initiative run jointly by Tata Steel and Tinplate Company of India (TCIL).

### **Antakshari Competition**

To bring employees together, TNF India - East organised an Antakshari Competition. The first programme was held in May 2019 and the second one on November 21, 2019, in Jamshedpur. 22 teams from 11 Tata companies participated in the competition. The event was sponsored by JUSCO and the intent is to organise similar events in Kolkata and Bhubaneswar, apart from taking it forward in Jamshedpur.





Participants at the Customer Centricity event on June 14, 2019.

### **Data Analytics for Business Transformation**

A session on 'Leveraging Data Analytics for Business Transformation' was organised on August 23, 2019, at Hotel Ramada, in Jamshedpur. 66 employees from 16 companies attended the event. Tata Insights and Quants (Tata iQ) presented few successful case studies on the topic. A representative from Accenture also delivered a talk on 'Analytics for Business Transformation'.

### **Customer Centricity at B2B Space**

On June 14, 2019, TNF India - East organised an event on the theme of Customer Centricity at B2B space. Two eminent speakers from reputed companies — Vikram Damodaran, Chief Product Officer, GE Healthcare, and Brishketu S Vatsa, Director, Customer Experience Solutions Advisory, SAP India — shared their views on the subject with delegates. A total of 56 employees from 18 companies attended the event.

### **Emerging Leader's Carnival**

The HRM sub-council of TNF India - East, under the leadership of Mr Daga, is trying to bring together youngsters from group companies and getting them to know each other. The first step was made on May 26, 2019, in Jamshedpur. The event is called 'Emerging Leader's Carnival' and was attended by around 50 employees from 4 Tata companies. The event included cultural talent demonstrated by the participants on dancing, singing, photography and painting.

### **Strategy Meet**

The first TNF India - East event of FY20 was organised on May 17, 2019, in Kolkata, on the 'Strategy' theme. Around 51 Tata employees from 20 companies participated in the event. Peeyush Gupta, Vice President, Marketing & Sales, Tata Steel, set the context of the event followed by sessions facilitated by Debasish Choudhary, Chief Strategy & Planning, Tata Steel, Ram C Sekar, Senior Advisor to McKinsey & Company and case studies presented by Animesh Roy, Head - Innovent, Steel M&S, Tata Steel, and Akshita, Manager - Technology & New Materials Business, Tata Steel. ■



## TNF India - West

R Mukundan from Tata Chemicals is the Chairman of TNF India - West. The TBExG coordinator is Shreyas Desai.

### Activities, events and programmes: April 2019 to March 2020

#### Customer Analytics Session

TNF India - West conducted a session on Customer Analytics on March 6, 2020, in Mumbai. Around 70 representatives from 25 Tata companies attended the session. Mr Mukundan talked about the growing importance of customer analytics in all aspects of business and how the TNFs can be leveraged by companies for best practice sharing. Speakers from Tata Steel, Bain & Company, Tata AIA and Tata Chemicals shared their respective companies' journey with AI and analytics.

#### The IPR Journey

TNF India - West organised a session on 'The IPR Journey' on July 10, 2019, in Mumbai. The event brought together more than 35 Tata executives representing 21 Tata companies. Mr Mukundan shared the opening remarks and also welcomed delegates. The first session talked about the 'Importance of IPR to Organisations'. Next up was a panel discussion on the 'Importance of IPR for Organisational Growth' with Rajiv Chandan, Head Legal and CS, Tata Chemicals; SJR Kutty, Sr. General Manager, ERC, Tata Motors; and Dr Sudhakar Marur, CTO, TACO. Importance of IPR across companies, reasons why companies file patents v/s keeping the inventions inhouse across companies, were some of the topics discussed.



S Padmanabhan, Executive Chairman, TBExG, speaking to the audience; and Jamshed Daboo, MD, Trent Hypermarket, with Animesh Sinha, Chief of Marketing - Automotive and Special Products, Tata Steel, at the Customer Analytics session on March 6, 2020.



Mr Mukundan with speakers at the Future of Workplaces, in Mumbai.

### **Synergy and One Tata**

A 'Synergy and One Tata' event was arranged by TNF India - West, on April 26, 2019, at Tata Management Training Centre (TMTC), Pune. A total of 36 Tata employees from 15 companies participated in the event. Mr Padmanabhan presented opening remarks, where he discussed various platforms available to the Tata group companies. He added that the Tata Business Excellence Model is a tool, adopted by group companies to drive their journey of excellence and has become a glue that binds the Tata group, creating an intellectual synergy amongst companies. The session offered a broad overview of the vision and journey of the GSO over the past one year and the path forward.

### **Future of Workplaces**

On April 16, 2019, TNF India - West organised a session on Future of Workplaces, in Mumbai. More than 30 delegates from 17 Tata companies were in attendance. Tata Cosultancy Services (TCS) discussed how the future of work is changing and the T factor used for talent development. Tata Starbucks shared benefits on the usage of shared workspaces. ■



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## TNF India - South

Sunil Bhaskaran from AirAsia India is the Chairman of TNF India - South. Sumant Sood from Titan is the Convener and the TBExG coordinator is Deepak Deshpande.

### Activities, events and programmes: April 2019 to March 2020

#### A Digital Session

A session on the role of IoT in a digitalised world and the theme of 'Bringing Things to Life' was organised by TNF India - South at TCS, in Bengaluru. The keynote address was presented by Rajarama Nayak, Head, IoT Connected Consumer Products, TCS. This was followed by a visit to the IoT Innovation lab along with immersive experiences with augmented/virtual reality (AR/VR) by Swarup Mitra, Head, AR/VR, TCS. Some of the demonstrations shown were for smart home/facility, wearable for worker safety and connected health, interactive digital signage, video analytics solutions for multiple industry use cases, AR/VR digital manufacturing solutions. Around 21 Tata employees from 7 companies participated in the session.

#### TNF Chennai Chapter Inauguration & Session on Customer Centricity

TNF India - South Chennai Chapter organised its inaugural event on January 30, 2020, for Tata companies, in Chennai. With the theme of customer centricity and understanding current trends of the Indian consumer mindset, the event aimed to share insights with participants. Discussions on Customer Centricity were led by Dr Suresh Ramanathan, a leading academic expert on consumer emotions. Raja S, Digital and Analytics evangelist at Tata iQ, presented advanced analytics and data engineering solutions. Around 42 Tata employees from 12 companies participated. The Head of Customer Centricity at the Tata Group, Adrian Terron, along with Kavita Mahto, General Manager, Tata Sons, shared insights on emerging mindsets of Indian consumers and how businesses can grow through deeper understanding of consumer trends.

#### IPR in Business

On October 4, 2019, an event was organised at Titan's office in Bengaluru, based on the theme of IPR in Business. Discussions included building competitive advantages, mitigating risks and creating new business options. A total of 18 Tata employees from 8 companies attended the event. Insights and IPR journeys of TCS and Tata Motors were presented along with four IPR case studies. The session ended with a brainstorming session on possible changes in the Group IP Management Programme.

#### Tata Ceramics Best Practice Immersion Visit

TNF India - South arranged a Best Practice Immersion visit on September 26, 2019, at Tata Ceramics, in Kochi. The event commenced with a welcome note by Govindraj V, MD, Tata Ceramics. A total of 24 Tata employees from 7 companies participated in the session. The delegates were split into three teams and visited the Tata Ceramic plant to watch the entire process, which was followed by best practices. The team was shown the end-to-end making process of Fine Bone China and Fine China.



Participants at the TNF Chennai Chapter inauguration and customer centricity session on January 30, 2020.

### **Analytics and Digital Transformation**

On September 20, 2019, TNF India - South organised an event on analytics as a key driver for digital transformation, at Titan's office, in Bengaluru. Around 45 Tata employees from 14 companies attended the event. Some topics discussed included how analytics helps transform industries and business models, design thinking leveraged across business, personal and social areas. Several case studies on the same topic were also presented. Participants had insightful interactions on a range of topics spanning the setting up of a digital and analytics organisation within the company to various analytics techniques leveraged in driving analytics solutions.

### **Tata Elxsi Best Practice Immersion Visit**

TNF India - South arranged a Best Practice Immersion visit to Tata Elxsi on September 6, 2019, in Bengaluru. A total of 23 Tata employees from 8 companies were a part of the event. The visit focused on offering delegates a hands-on experience on how Tata Elxsi is enabling enhanced customer experience through the intersection of design and technology. The event started with a quick introduction to Tata Elxsi and how it is delivering the chosen theme of the event. This was followed by a visit to the customer experience centre where Tata Elxsi's capabilities were demonstrated through immersive demos and actual products.

### **Driving Exponential Growth: The Customer as Catalyst**

On August 6, 2019, TNF India - South organised an event with the theme as 'Driving Exponential Growth: The Customer as Catalyst'. Around 56 Tata employees from 10 companies attended the event. The first session was a case study at IHCL of the experience of customers. Mr Terron spoke on 'Exploiting and Capturing the India Opportunity', showcasing the wide canvas of customers available for products and services in India, especially the younger generation. Tata iQ and Bain Consulting shared cases on driving growth through customer data and advocacy based marketing. Harish Bhat, Brand Custodian, Tata Sons, concluded the event with his sharing on the pioneering spirit of the group and how the brand was built over decades, narrating some historical events attributed to the founders through to JRD Tata.



Participants at the Tata Ceramics best practice immersion visit on September 26, 2019.

### **TNF Kerala Chapter Inauguration & Session on Sustainability**

The TNF Kerala Chapter was inaugurated on July 9, 2019. A total of 47 Tata employees from 11 companies were present. Dr Balasubramaniam delivered a talk on Sustainability. He added that the forces driving sustainability were growing concerns and an increasing number of proactive initiatives from various stakeholders on issues related to the environment, social matters, and economic aspects. An overview of TCS Kochi was presented and delegates were taken for a facility tour and lab visit to ROC lab.

### **Titan Jewellery Best Practice Immersion Visit**

A best practice immersion visit for the Titan Jewellery division was planned on June 25, 2019. The presentation started with how Titan has succeeded in engineering the craft by incorporating technology, systems and procedures without compromising the core of jewellery making – the craftsmanship. The best practices shared were related to connecting with customers, employee engagement, building innovation culture and operational excellence practices including war room. Post this, delegates visited the manufacturing plant to look at the complete manufacturing process where they also witnessed the implementation of these best practices. 19 Tata employees from 6 companies gained knowledge and insights through this best practice session.

### **Cognitive Analytics and AI**

TNF India - South partnered with Tata iQ to organise a session titled 'Simplify, Synergise and Scale with Cognitive Analytics and AI' on May 23, 2019, in Bengaluru. Over 60 leaders from 14 Tata companies spanning business units, business functions, analytics and innovation attended the event. Possibilities in today's world through Cognitive Analytics and AI were shared with real life examples and case studies. Use of machine learning and AI in predictive asset maintenance, predictive quality management and process & logistics route optimisations in the manufacturing industry were demonstrated. ■



## TNF India - North

\* Sanjay Banga from Tata Power Delhi Distribution (Tata Power-DDL) is the Chairman of TNF India - North, and Siddharth Singh from the same company is the Convener. The TBExG coordinator is Deepak Deshpande.

### Activities, events and programmes: April 2019 to March 2020

#### Ethics Conclave 2020

Tata Power-DDL held the second episode of the annual Ethics Conclave, on February 24, 2020, in Delhi. Emmanuel David, Director, TMTTC, Pune, was the Chief Guest. He cited ethical dilemmas he faced and also emphasised that companies need to be thoroughly prepared in the subject matter while being firm but polite in dealings and overcome situations that arise. Sanjay Banga, CEO, Tata Power-DDL, explained that companies need to demonstrate conviction and not be deterred in adverse situations. He also advised that proper homework in the subject matter helps in pressure situations.

#### State Disaster Response Meeting

On October 4, 2019, TNF India - North organised a meeting for safety managers, executives and other senior leaders to update themselves on the developments in the field of disaster management projects and sharing best practices and processes across Tata companies. 40 Tata employees participated from 10 companies in the northern region. Randeep Rana, Deputy Inspector General, Operations, National Disaster Response Force (NDRF), was invited to give a presentation on disaster management and share valuable experiences/challenges faced by the NDRF during natural calamities.



Participants at the workshop on Best Practices in Safety on May 31, 2019.

*\*The Chairman and Convener for TNF India - North changed in February 2020. The new Chairman for this TNF is Rohit Khosla from IHCL and the new Convener is Vishal Sekri from the same company.*





Tata employees cheering after completing the One Tata Run on April 28, 2019.

### **Apex Committee Meeting**

The meeting was planned on September 4, 2019, to discuss the annual calendar of TNF India - North for 2019-20, and jointly exploring the way forward with programmes/events in line with the vision of 'One Tata'. 15 Tata representatives from 9 companies attended the meet.

### **Workshop on Safety Best Practices**

A workshop on Best Practices in Safety was conducted on May 31, 2019, at Smart Grid Lab, Tata Power-DDL office, in Delhi. It provided an opportunity to all participating safety heads/coordinators and other senior leaders from companies to update themselves on the developments in the field of safety and sharing best practices/processes. 28 Tata employees participated from 13 companies. Tata Power-DDL, Tata Steel BSL, Tata Capital, Tata Projects, IHCL, TCS and Vistara shared their best practices.

### **One Tata Run**

TNF India - North organised the One Tata Run on April 28, 2019, to cherish togetherness and inculcate a healthy lifestyle among Tata employees and their families. The run was arranged in alignment with the group's vision of One Tata which aims to foster synergy within the group. The event saw enthusiastic participation from over 3,000 Tata employees across companies in Delhi, along with their families. ■



## TNF Europe

Tim Jones from Tata Limited is the Chairman of TNF Europe. The region has multiple Working Groups with respective Chairmen and Conveners.

### Activities, events and programmes: April 2019 to March 2020

#### Business Excellence Working Group Sessions

- TCS hosted a Business Excellence Working Group session on February 28, 2020, in London. 9 employees from 7 Tata companies were in attendance. The session began with a TBExG update on the overview of the 2019 External Assessment Cycle with assessor scores, survey feedback and planned FY2020 capability building. Tata Elxsi, TCS, Tata Consumer Products, Tata Limited, Tata Motors ETC, Tata Steel Europe (TSE) shared updates with the group.
- On June 26, 2019, Tata Chemicals hosted a session at Northwich, England, which was attended by 7 employees from 5 companies. The group discussed the overview of the FY2019 training, the 2019 external assessment cycle and the planned FY2020 training programme. Tata Communications, Tata Motors ETC, Tata Chemicals and TSE shared business excellence updates with the group.

#### Ethics Working Group Sessions

- An Ethics Working Group session was conducted on February 10, 2020, at TCS, in London. 8 Tata representatives from 8 companies participated in the session. James Billingham from Tata Motors ETC presented his views on 'IR35 Off-payroll working' and spoke about how government legislation changes in April 2020 that will potentially impact contract workforce. Leo Martin and Debbie Ramsay from GoodCorporation shared an interesting presentation on 'Business Ethics: Hot topics and horizon screening'. Future plans include the next session organised in June 2020, in London.
- On October 9, 2019, a session was conducted at Tata Limited, in London. 12 employees attended from 10 Tata companies. An interesting and thought provoking diversity and inclusion session by Tata Communications and TCS was the highlight. Future planning for the next TNF and steps were discussed at this session.
- TNF Europe organised a session on May 2, 2019, at Tata Motors European Technical Centre (TMETC), Coventry. 4 employees attended the session from 4 Tata companies. A number of actual ethical cases from Jaguar Land Rover (JLR), TSE and TMETC were shared and discussed. Useful inputs from the group were made for several cases.

#### Procurement Working Group Sessions

- A Procurement Working Group session was held on February 5, 2020, at TSE, in Port Talbot. 10 employees from 5 Tata companies attended the session. Visitors were taken on a tour of the main stores facility in the area and an overview on the aspects of the stores operation was presented. High level summaries were shared by the attendees on the 'Top Deal' recently implemented that could present opportunities for other organisations.
- Another session was held on October 4, 2019, via Webex. Around 6 Tata employees from 6 companies logged in to the session. The participating companies – Tata Limited, TSE, Tata Consumer Products (TCPL), JLR, Tata Chemicals Europe, TBExG and Tata Motors ETC – shared background information about themselves and discussed current challenges.



Dinner hosted by Mr Padmanabhan with European based Assessors in recognition of their participation in the 2019 TBEM External Assessment Cycle, on November 14, 2019.

Discussions included previously identified 'opportunity' topics like e-procurement, contract labour, facilities management, IT equipment & licenses, JLR global sourcing process and inter-company goods & services.

### **Tata Europe 5G Meeting**

TNF Europe held a Tata 5G meeting on January 30, 2020, at Tata Limited, in London. 15 employees attended from 7 Tata companies. Representatives from Digital Catapult UK and the West London Alliance also joined to share their interesting perspectives on the development and future of 5G. This was followed by a useful, in-depth brainstorming session between the Tata companies.

### **Business Excellence Meeting**

TNF Europe organised a Business Excellence Meeting on November 14, 2019, in Whitley, UK. Around 17 Tata employees from 8 companies participated in the meet. Presentations included an update on the 2019 TBEM External Assessment Cycle and the planned FY2020 training programme. Mr Padmanabhan gave an overview of Data Maturity with a view for a training session to be delivered in the UK in 2020. A working group was agreed to be set up to look at benchmarking data and comparators. A dinner was hosted by Mr Padmanabhan, the same evening, at Ashorne Hill Management College with European based assessors in recognition of their participation in the TBEM External Assessment Cycle of 2019.

### **Heads of Companies Meeting**

TNF Europe held a Heads of Companies meeting on September 24, 2019, at TCS London. 15 employees attended the meeting from 10 Tata companies. UK government representative, Mark Slaughter, Director - General Investment, Department for International Trade, shared his insights on investing in Britain beyond Brexit. Further discussions covered the Tata Limited report on how Brexit is likely to impact Tata businesses in Europe.

### **Communicators' Working Group Meeting**

TNF Europe held a Communicators' Working Group meeting on June 19, 2019, at Tata Limited in London. 17 employees attended the meeting from 9 Tata companies. Participants gave interesting updates and insights from their respective companies and enjoyed the useful networking opportunity. Discussions covered sponsorship of the Tata Varsity Pitch competition and the current Brexit situation. ■



## TNF China

James Zhan from Tata Sons is the Chairman of TNF China and Aaron Du from the same company is the Convener.

### Activities, events and programmes: April 2019 to March 2020

#### Gathering at the China EV100 Annual Conference

On January 11, 2020, TNF China arranged a gathering in Beijing. China EV100 is the largest nonprofit organisation and third-party think tank aimed at boosting the development of the electric vehicle (EV) industry in China. Tata companies have been actively involved with EV100 events. JLR China and Tata Technologies have worked closely with EV100, and fully leveraged this platform to meet new customers and know about market trends and new technologies. 8 Tata colleagues from 3 companies joined the gathering, including senior management from JLR China, Tata Technologies UK/China, and Tata Sons Beijing office. Participants shared latest information about EV market conditions/technologies and companies planning to enter the industry in 2020.

#### Smart Manufacturing

TNF China organised a meeting on October 25, 2019, in Shanghai. Over 20 Tata colleagues from various companies in China attended the event. Delegates from Siasun, the largest robot manufacturer in China, were invited as a special guest. Several case studies related to TCS's experience and solutions in the smart manufacturing sector was shared with the audience. With



Tata colleagues at the 'Smart Manufacturing' session on October 25, 2019, in Shanghai.





Participants at the Market Assessment Meet on May 27, 2019, in Shanghai.

an active smart manufacturing sector in China, TCS is considering China as a key market for its manufacturing solutions. Many aspects of Siasun's capabilities and solutions related to smart manufacturing and future collaboration between Siasun and the Tata group was discussed.

### **Company Operations Update**

On June 21, 2019, TNF China organised a meet in Shanghai. 22 Tata colleagues from various Tata companies in China were in attendance. N Sivasamban, Vice President and Global Head, TCS, indicated that China was a key market for the Group for business operations and a sourcing destination. Discussions included JLR China's journey and current challenges faced; Tata Elxsi's expansion; Tata Motors' journey into battery and electric motor suppliers; NTACO and Tata Technologies' business developments, opportunities and challenges; introduction of Tata Steel International's new strategy for the Chinese market; Tata Steel's sourcing trade and practice; Tata Power Solar's China sourcing story and TCS China's strategy and introduction to business development in healthcare.

### **Market Assessment Meet**

TNF China held a gathering on May 27, 2019, in Shanghai. 12 Tata colleagues from various companies in China attended the event. Different sectors like the auto and auto-related business, steel, and IT and information service industry were covered. The various discussions included Tata Elxsi's service contract with China Great Wall Automobile company; TCS China's business, challenges and opportunities. NTACO, Tata Technologies and JLR China shared their business developments. ■

## TNF ASEAN

KV Rao from Tata Sons is the Chairman of TNF ASEAN and Chandra Mohan Verma from NatSteel is the Convener.

### Activities, events and programmes: April 2019 to March 2020

#### Tata & Singapore

On January 23, 2020, TNF ASEAN organised an event with the theme 'Tata & Singapore: Engage, Explore, Expand'. More than 40 Tata employees were in attendance. There were key representatives present from the Ministry of Trade, Enterprise Singapore and Economic Development Board. The event served as a platform to introduce the account management teams from the government bodies to the senior leadership of the Tata companies. These government bodies were taken on a tour of the TCS experience centre. Participating companies shared presentations on digital development, innovation, people initiatives and CSR.

#### Tata Crucible Campus Quiz 2019

The Tata Crucible Campus quiz was held in October 2019, in Singapore, with entries from nearly 500 teams. It was attended by over 200 people. Vikram Nair, Member of Parliament Singapore, was the guest of honour, and several Tata colleagues from Singapore were also present.

#### TNF ASEAN Meet for H1 2019

The event was held on August 22, 2019, and the theme was 'Experience Sharing on Innovation Initiatives'. Held at the TCS Experience Centre in Singapore, there was participation from 50 employees from more than 15 companies. Mr Rao started with an introduction and recent happenings in the region. New members were introduced, each company head gave a brief update on their companies and Tata Projects, JLR, Tata Communications and TCS shared presentations on innovation. ■



Tata employees at the 'Tata & Singapore: Engage, Explore, Expand' event on January 23, 2020.



## **TNF North America**

Michael McCabe from Tata Sons is the Chairman for TNF North America. Dharna Dhamija from the same company is the Convener.

### **Activities, events and programmes: April 2019 to March 2020**

#### **Council on Foreign Relations Talk**

On February 19, 2020, Group Chairman N Chandrasekaran delivered a talk at the Council on Foreign Relations. 10 senior leaders from 4 Tata companies in New York attended the event. The talk at CFR was attended by Tata colleagues from JLR, TCS, IHCL and Tata Sons.

#### **Tata Innovation Dialogue**

Tata Sons organised the Tata Innovation Dialogue on Future of Mobility with Robert Filipovic, Director of Product Planning, JLR, North America, on February 10-11, 2020. The Tata Global Internship Programme was also launched at Tufts, MIT and Harvard universities. 4 Tata representatives from JLR, Tata Sons North America and Group HR and several external people were present at the launch.

#### **HR and Communications Working Group Discussions**

On February 4, 2020, HR and Communications representatives from Tata companies in North America connected over the quarterly discussion and briefing from the Group Publications team to discuss and collaborate plans for key programmes and initiatives. This included discussions on programmes like Tata Young Expressions, content strategy for platforms like the Group Intranet, Tata World and Tata Review, to collaborate on and engage with Tata colleagues within companies in North America. 35 Tata employees from 11 companies were a part of the discussions.

#### **Public Affairs Working Group Session**

Public Affairs and Communication representatives from Tata companies in North America connected on January 21, 2020. Topics of discussions included briefing and preview of 2020 politics and international affairs with The Cohen Group, Tata Sons office updates, government affairs updates and communications updates. 18 Tata representatives from 8 companies attended the session.

#### **Annual New Year Lunch**

On January 19, 2020, Tata Sons hosted a New Year lunch for Tata colleagues (JLR, TCS and Tata Sons) in Washington DC.

#### **Sustainability/HR Working Group Meet**

Tata Sons hosted a TNF call with the CSR/HR teams of Tata companies across North America. The discussion on November 19, 2019, aimed to provide updates on sustainability programmes; share information on leveraging memberships with think tanks, industry organisations, and universities; discuss Tata's perspective on sustainability globally; and leverage group synergies across different vendors. 30 Tata representatives from 10 companies were present on the call.





Group Chairman N Chandrasekaran with Tata colleagues at the Council on Foreign Relations on February 19, 2020.

### **OFII Annual Dinner**

On November 14, 2019, Tata Sons sponsored a table at OFII's annual dinner. TCS received a CSR award for 'Ignite My Future'. 10 colleagues from TCS, Tata Steel, JLR, Tata Communications, IHCL and TCPL attended the event and were part of the Tata table.

### **Tata Innovation Dialogue**

Tata Sons hosted the Tata Innovation Dialogue on November 12, 2019, on workforce effectiveness with Balaji Ganapathy, Head of Workforce Effectiveness, TCS. The Innovation Dialogue was accompanied with the launch of the Tata Global Internship Programme at the University of Maryland. 7 Tata colleagues from 3 companies along with several external people attended the launch.

### **Sustainability Awards**

On November 11, 2019, TNF North America launched and closed the process of Sustainability Awards for colleagues from North America. The Tata North America Sustainability Award recognises an individual or team who has helped integrate sustainability into the company's business or community outreach for social or environmental programmes, covered by the Sustainable Development Goals. 29 Tata representatives from 5 companies were a part of the process.

### **Public Affairs Working Group Session**

Public Affairs and Communication representatives from Tata companies in North America connected, on October 18, 2019, over a quarterly discussion on a range of topics including collectively leveraging Tata corporate memberships in the region, group participation at industry forums and trainings and Group's approach on policy advocacy related matters. 23 Tata employees from 8 companies were a part of the discussions.

### **Tata Network Forum in Canada**

Canada country Heads of JLR, TCPL, Tata Steel Minerals Canada, IHCL and Tata Sons met for the Annual Tata Network Forum in Canada on October 16, 2019. The Group interacted with the Consul General of India in Toronto, representatives from Deloitte, and the team from the





Students from Tufts and MIT at the launch of the Tata Global Internship Programme, on February 10-11, 2020.

University of Toronto, across a range of diverse topics ranging from Canada-India relations, Canadian economy and the innovation ecosystem. The Group also attended an election briefing session organised by the Canada-India Business Council, and the annual Diwali reception, where Tata Sons hosted a table of key stakeholders. 5 Tata representatives from 5 companies attended the event, along with external stakeholders on the Tata table.

### **Regional Round of Tata Innovista**

The regional round of Tata Innovista was launched on October 3, 2019, across 14 Tata companies in the US and Canada. The finals will take place in India.

### **Launch of Tata Volunteering Week 12 (TVW12)**

TNF North America supported the Tata Engage team in the launch of TVW12 for North American companies on September 5, 2019. This edition of the TVW was launched to coincide with the International Day of Charity, and companies participated by organising volunteering drives with Tata colleagues. 14 Tata companies were a part of the launch. For North America, Tata companies clocked 4,000 volunteer hours, through the efforts of 2,400 volunteers.

### **Meetings with Tata Companies in New York/New Jersey**

On August 26, 2019, the Tata Sons North America team met with representatives from Tata Communications, JLR, Tata Consulting Engineers and IHCL in the New York/New Jersey area.

### **USISPF Annual Summit**

Tata Sons hosted a table for Tata colleagues at the US-India Strategic Partnership Forum (USISPF) Annual Summit on July 11, 2019. The programme covered discussions on different aspects of the US-India bilateral relations, meetings with partners and advisors at The Scowcroft Group and US-India Strategic Partnership Forum. 7 Tata representatives from 5 companies attended the Summit and were on the Tata table with external stakeholders.

### **Toronto Partnership Summit**

Tata Sons hosted a table for Tata colleagues at the Canada-India Business Council Annual Summit on June 26, 2019. The programme covered discussions on Canada-India bilateral



Tata colleagues at the West Coast Summit on April 29, 2019.

relationships. 5 Tata employees from IHCL, Tata Steel Minerals Canada, Tata Elxsi and Tata Sons were a part of the discussions.

### **USIBC Annual Summit**

On June 12, 2019, Tata Sons hosted a table for Tata colleagues at the US-India Business Council (USIBC) Annual Summit. The programme was spread over two days and covered aspects of the US-India bilateral relations, meetings with partners and advisors at The Cohen Group, Brookings and US-India Business Council. 9 Tata employees from IHCL, Tata Communications, JLR, Tata Steel, TCPL and Tata Sons participated.

### **TNF West Coast Summit**

Tata Sons North America hosted the West Coast Summit on April 29, 2019. The company representation included 22 participants from Tata Communications, IHCL, TCS and Tata Sons. The discussion involved sharing priorities for the coming year and steps on how Tata companies can work closely together to drive 'One Tata' in the region, and as a follow up session with the US-India Strategic Partnership Forum. As part of the meeting, the Tata team also met with the Deputy Consul General of India in San Francisco. ■

## TNF MENA

Sunil Sinha from Tata Sons is the Chairman of TNF MENA. Prabhakar Kesavan from Voltas is the Convener.

### Activities, events and programmes: April 2019 to March 2020

#### Interaction with Harish Bhat, Brand Custodian, Tata Sons

On December 17, 2019, TNF MENA arranged an interaction with Mr Bhat. He provided insights on his time with the Tata group and his role as Brand Custodian. 15 Tata representatives from 8 companies graced the event. Representatives of Tata MENA companies introduced themselves, their roles and operations of their companies. Mr Bhat took questions from and engaged in a useful dialogue with the group, especially the latest developments about the Tata brand and sectors of interest.

#### Launch of TNF Oman

A new sub-regional chapter of Tata MENA — TNF Oman — was launched with the first meeting in Muscat on November 7, 2019. The objective of the sub-regional chapter was to extend the benefits offered by TNFs to countries within the MENA region, in addition to the UAE, with substantial Tata companies' operations. Around 40 Tata employees from 6 companies were in attendance. The meeting was attended by Mr Sinha, Tata company leaders managing operations in Oman and Voltas Oman senior employees. The Indian Ambassador to Oman HE Munu Mahawar graced the occasion with his presence and addressed the audience on India-Oman relations and cooperation.

#### Quarterly TNF MENA Meet

On October 15, 2019, TNF MENA organised its Q3 meet. The agenda of the meet was to share



Tata colleagues interacting with Mr Bhat on December 17, 2019.





Participants at the Quarterly TNF MENA Meet on October 15, 2019.

information about group level programmes and initiatives; provide insights into geo-political and economic developments in the region through external subject matter experts; and facilitate Tata MENA companies' interaction, sharing and collaboration on business opportunities as well as organise team activities. The meet was attended by 70 senior managers from 17 Tata companies. The highlight of the meeting was the presence and participation of Bhaskar Bhat, Director - Tata Sons. He addressed the audience by sharing his experience and learnings with Titan and Tata Sons and also took questions. Leaders of other Tata companies gave brief updates on their operations and plans for the region.

### **Meeting with FICCI and Ambassador of India to the UAE**

TNF MENA arranged a meeting with FICCI and the Ambassador of India to the UAE, Shri Navdeep Suri, on May 1, 2019. The meet was to discuss potential opportunities for Tata companies from the Dubai Expo 2020. Around 21 Tata employees from 15 companies attended the meet. Participants were engaged in a brainstorming session on the Expo and also interacted with the FICCI team. Discussions were held and ideas were exchanged on various means of participation of individual companies as well as the overall group at the Expo. Queries on the event were addressed by FICCI representatives and Mr Suri.

### **Tata Crucible Campus Quiz Dubai 2019**

The third edition of the Tata Crucible Campus Quiz was held on April 15, 2019, in Dubai. 122 students from 7 universities participated in the quiz. The quiz, for college students, was a half-day event, with a preliminary written round amongst all teams, followed by on-stage finals amongst the top 8 teams. New York University, Abu Dhabi, and Birla Institute of Technology and Science, Dubai, were successful and participated in the International Finals on April 28, 2019, in Mumbai.

### **Meeting with Mr Rao**

On April 8, 2019, a meeting was arranged with Mr Rao. Participants had the unique opportunity to interact with Mr Rao and exchange updates, ideas and thoughts on Tata MENA and ASEAN companies' operations, TNF activities and potential collaborations. 8 Tata employees from 5 companies attended the meet. ■

***In case of any queries or feedback, please write to [tbexg@tata.com](mailto:tbexg@tata.com)***

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