



IISWBM

INDIAN INSTITUTE OF
SOCIAL WELFARE AND
BUSINESS MANAGEMENT

Orientation Day 1 (13th July, 2026).

The first day started with the topic: The Purpose of Business and the Central Role of People.

Speaker: Mr. Saibal Chatterjee, Chairman and Managing Director, Lokenath Chatterjee & Sons (Precision Tools) Pvt. Ltd

Overview

Mr. Chatterjee drew on his experience leading a precision tools manufacturing business to challenge students to think beyond profit as the sole purpose of a company. He argued that a business exists to serve people, its employees, customers, and the wider community, and that profit is the outcome of doing this well, not the reason the enterprise exists in the first place.

Rethinking the Purpose of Business

● **Profit is a result, not a purpose:** Sustainable profit follows from creating genuine value for customers and treating people fairly, rather than being pursued as an end in itself.

● **Business as a social institution:** Companies operate within a community and carry a responsibility toward the livelihoods and wellbeing of everyone connected to them.

● **Long-term thinking over short-term gains:** Decisions made for quick returns often erode the trust and loyalty that sustain a business over decades.

People at the Centre

Drawing on decades of running a family manufacturing business, Mr. Chatterjee stressed that people, not machines or capital, are the real differentiators of any organization:

● **Employees as stakeholders:** Workers who feel respected and invested in are more committed, more careful, and more innovative on the shop floor and beyond.

● **Leadership as service:** He described good leadership as enabling people to do their best work, not simply directing them.

● **Trust across the value chain:** Long-standing relationships with employees, suppliers, and customers built on fairness create resilience during difficult times.

Lessons for Future Managers

- Measure success not only in financial terms but also in the quality of relationships a business builds with its people.
- Treat ethical dealing and fairness as long-term competitive advantages, not constraints on growth.
- Recognize that a company's culture and values are set by the everyday choices of its leaders, not by mission statements alone.

Key Takeaway

A business built purely around profit is fragile; one built around people, its employees, customers, and community, creates the trust and loyalty that make lasting success possible.

Glimpses from the Session





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Seminar Summary: 02

Topic: Numbers Inform, Stories Inspire: Designing Presentations That Stick

Speaker: Mr. Rijit Sarkar, Senior Consultant, PwC

Overview

Mr. Sarkar drew on his experience advising clients at PwC to show students that data alone rarely moves an audience to act. He argued that effective presentations pair the credibility of numbers with the pull of a narrative, and walked students through practical techniques for turning dense analysis into presentations that decision-makers actually remember.

Why Numbers Alone Fall Short

- **Data builds credibility, not connection:** Figures and charts establish that a claim is true, but on their own they rarely persuade an audience to change their mind or take action.
- **Cognitive overload is the enemy:** Slides crowded with statistics force the audience to work hard to find the point, and most give up before they find it.
- **Retention favors narrative:** Audiences forget isolated figures quickly but remember the story that gave those figures meaning.

Designing Presentations That Stick

Mr. Sarkar outlined a practical approach for combining analytical rigor with storytelling craft:

- **Lead with the takeaway:** State the single most important conclusion first, then use data and narrative to support it, rather than building up to it slide by slide.
- **One idea per slide:** Each slide should carry one message, with the visual and the headline reinforcing the same point rather than competing for attention.
- **Turn data into a story arc:** Frame numbers around a situation, a complication, and a resolution, so the audience follows a narrative rather than a table of results.
- **Design for the eye, not the analyst:** Simplify charts, cut unnecessary labels and gridlines, and use contrast and color deliberately to direct attention to what matters.

Lessons for Future Managers

- Treat every presentation as an argument with a single conclusion, not a summary of everything that was analyzed.
- Rehearse the narrative first and let the slides follow it, rather than building slides and hoping a story emerges.
- Use data to earn trust and stories to earn attention; strong presentations need both.

Key Takeaway

Numbers alone inform, but they rarely inspire action; presentations that stick are the ones that use data to earn credibility and story to make that data memorable.

Glimpses from the Session





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Seminar Summary: 03

Topic: MindTree – The Human Advantage: Harnessing Human Strengths to Lead, Influence

Speaker: Mr. Debadeep Chakrabarti

Overview

The seminar explored how automation, growing complexity, and eroding trust in organizations are increasing the value of distinctly human skills. Mr. Chakrabarti emphasized that as machines take over routine tasks, the organizations that succeed will be the ones that deliberately invest in what remains distinctly human.

Why Human Skills Matter More Than Ever

- **Automation is rising:** Routine, rules-based work is increasingly handled by machines and algorithms.
- **Complexity is the norm:** VUCA markets reward people who can sense ambiguity and still move with clarity.
- **Trust is the currency:** Employees, customers, and stakeholders follow people, not just processes.

The Human Advantage: Three Core Capabilities

The Human Advantage rests on three capabilities that machines cannot replicate at scale, the deliberate use of distinctly human strengths to create value, build trust, and drive change inside organizations:

- **Judgment:** Weighing incomplete, conflicting information and deciding well under uncertainty.
- **Empathy:** Reading emotion and context to respond to people, not just problems.
- **Creativity:** Connecting distant ideas into original solutions no algorithm was trained to find.

Key Takeaway

As machines take over the routine, the organizations that win will be the ones that deliberately invest in what remains distinctly human judgment, empathy, and creativity to lead and influence effectively.





Seminar Summary: 04

Topic: The Future of Jobs in the AI Era; What Management Students Should Prepare For

Speaker: Mr. Md. Hassan

Overview

Mr. Hassan's session examined how rapidly AI adoption is reshaping India's workplaces, why human skills are becoming the scarce differentiator as AI absorbs routine work, and which specific AI capabilities management and HR students should build to stay relevant.

AI Adoption in India's Workplaces

Key takeaway: AI is no longer a 'good-to-have' skill; it is a must for success.

- India is adopting AI at work faster than the global average, with a noticeably higher share of employees using AI on the job compared to the worldwide figure.
- **88%** of Indian employees use AI at work has roughly a third of them every day, showing AI has become part of the routine job for most workers.
- **91%** of Indian business leaders see adopting AI as essential to remain competitive, reflecting pressure to adopt AI from leadership as well as the workforce.

Human Skills as the Scarce Advantage

Key takeaway: Degree matters, skills matter more.

The session highlighted the skills rising fastest in demand across India:

- **Analytical thinking:** valuable from fresher to experienced levels.
- **Creative thinking:** valuable from fresher to experienced levels.
- **Leadership & influence:** builds mainly with experience.
- **Resilience & agility:** important to build early, ideally from the fresher stage.

- **67%** of Indian firms report broadening their talent pools to fill emerging roles (versus a lower global figure), showing employers are struggling to find people with the right skills through traditional methods.
- **30% vs 19%:** a notably higher share of Indian companies (versus global peers) are dropping degree requirements in favor of skills-based hiring — what you can do matters more than where you studied.

AI Tools Students Should Learn

The session mapped out practical AI capability areas for management/HR students to build, each paired with tools to practice, how they apply in a corporate HR setting, and what students should be able to demonstrate:

- **Generative AI productivity:** using tools like ChatGPT, Microsoft Copilot, and Google Gemini to draft job descriptions, interview questions, policies, and training or communication material.
- **AI-enabled recruitment & sourcing:** using AI-powered sourcing and applicant-tracking tools to shortlist candidates and personalize outreach.
- **Skills and talent-matching platforms:** using skills-cloud and talent-intelligence tools to match people to roles and support internal mobility.
- **People analytics & visualization:** using Excel, Power BI, and AI data-analysis tools to study attrition, hiring funnels, and engagement, and build dashboards for leadership.
- **Workflow automation & AI agents:** automating routine HR processes such as onboarding and approvals, while knowing where human judgment should stay in the loop.
- **Employee listening & text analytics:** using sentiment and text-analysis tools to summarize employee feedback and surface engagement themes.
- **Responsible AI & governance:** checking AI outputs for bias and accuracy, protecting data privacy, and knowing when a decision needs human sign-off.

Key Takeaway

Management and HR students don't need to become AI engineers, they need to become skilled, informed, and responsible users of AI-enabled tools, pairing them with distinctly human skills like analytical and creative thinking, leadership, and resilience to stay competitive in the AI era.



