

IIF & UNCTAD organizes First Empretec Primer Workshop at Chandigarh



“ The workshop has changed our focus from skills to behavior, we were always looking for skills and trying to improve them. Now the focus has changed that skills can be hired or attained, but behaviors are the most important. I was also missing in writing all the behaviors” – concluding note of a second generation entrepreneur probably summarizes the effort of IIF to bring linkage between culture and business.

The first Empretec Primer Workshop **EPW 38 – IIF #1 hosted by IIF Chandigarh Chapter** was held on **24th & 25th Aug., 2019** at Welcom Bellevista Hotel, Panchkula.

The Institute of Indian Foundrymen has taken a step towards capacity building partnering UNCTAD’s Empretec Programme which was a roadmap of building business linkages through the strong cultural ecosystem of Empretec’s 30 years of existence and UNCTAD’s 100 Million hours of research.

Empretec’s primer is an attempt to identify HiEERAs (High Impact Entrepreneurs from Emerging Regions for Action) who may play a key role in strengthening its industry value chains, absorb investment, create jobs and thereby play an important role in nation-building.

IIF Chandigarh Chapter took the initiative to host the FIRST Workshop with Empretec India Foundation with the support of IIF Office Bearers and Secretariat within a span of 7 days which was commendable. The **efforts of Mr. Ajay Rai, Vice Chairman of Chandigarh Chapter** to reach out to the participants and bring the industry together has been commendable.

The participants comprised a rich mix of senior entrepreneurs from trading, manufacturing to young entrepreneurs who had just joined the business, senior employees – all learning from each other. The facilitation was by Mr. Arnab Chakraborty, Mr. Manish Kothari & Mr. Pathik Mehta (all practicing entrepreneurs and Empretec Graduates). The **participants came from Ponta Sahib, Mohali, Hoshiarpur, Chandigarh, Ambala, Jalandhar**, and were deeply involved & contributing to the learning outcomes of the workshop.

Certificates from UNCTAD – Empretec India Foundation & IIF – Empretec Programme were made available to 11 Participants who completed the workshop. Based on the participation and contribution, and growth mindset shown in the workshop by the participants **9 out of the 11 participants are being invited to the graduation level 6 day workshop of UNCTAD**, which will connect them to the business linkages and business development services of UNCTAD.

The impromptu feedback and documented feedback of the participants is very encouraging, and a few bytes are as below:

Senior Maintenance & Project Employee of a Public Ltd firm – “It was a long time back since **I listened so much**, as we are always into so much work, job, pressure, and nothing else”

Young 3rd Gen Entrepreneur – “This workshop basically addressed my biggest question that I preserved till the end that due to my age how could I be heard, I hope I will work on it and **will share my experience**”

Senior Sales & Marketing Head – “New thought process, we are doing the things in routine, but it has given a real sense of thought to how to get things done in a more meaningful manner. **It will help in getting a better way of goal setting and systems.** In the workshop everybody has earned something and has contributed which is very good”

CEO/Director professional– “I was trying to write all the behaviors and out of 10, I could fill only 5. **I could realise we are telling we are doing all these things, but actually we are not practicing.** After this 2 days **I could realise where I could apply this, and where I am stuck up and where I am lacking, to getting the work done.**” He also shared the workshop has given him a perspective of finding his own goals, and align them with the company goals to find his IKIGAI.

Facilitator & Chair of program – “I have moved from a participant in Nov 2018 to a facilitator and signatory on a UN Certificate. I have taken a risk in facilitating with my own customers.”

2nd Gen Owner of a foundry – “This workshop has **given me a direction to find my personal goals** which will **help me lead a better life**”

Middle age Foundry 2nd Gen Entrepreneur “This workshop has **made me realise that I remain too much in my head, some action is required**”

2nd Gen owner of a foundry – “I think it has **helped me realise I was doing more managerial work than being an entrepreneur, has opened my eyes**, and that I struggled with finding all the behaviors”

Senior most entrepreneur – “**I have never worked on behaviors, but I think it is required**”

There was a consensus of the entrepreneurs to **work on building a culture and a movement which will help bring a much needed change in structuring and growing together.** The coming together of foundries who probably compete with each other, and supply to the same buyer to understand the possibilities when **the walls and barriers are broken, transparency is built, and the energies are focused on growth** rather than protecting oneself.

The group showed immense promise to facilitate the **building of a movement starting from erstwhile Punjab and building a strong entrepreneurial ecosystem.**

The Empretec Facilitators were very satisfied with the participants active participation and openness to understand the importance of Personal Entrepreneurial Competencies to Business Outcomes.

Glimpses



