



**Diamond Jubilee International
Conference on
Leadership And Innovation
For A Sustainable World**



Organized by XISS

Date: 16th February, 2017 (9 am to 5pm)

At

**XAVIER INSTITUTE OF SOCIAL SERVICE AUDITORIUM,
DR. CAMIL BULCKE PATH, RANCHI 834001**

Keynote Speaker:

Frank Werner, Fordham University, USA

Conference Theme

Leadership and Innovation For A Sustainable World

“By its very nature, creating value through a sustainability lens is a process of continual improvement and learning. There is no end point — it’s about continuing to strive to create and deliver value as we go.”

— David Golden

Leadership and innovation are becoming two essential wings of both business planning and global and local governance in the milieu of the United Nations Climate Change Conference held in Paris 2015. These two have to steer the business and governance to a sustainable world. The overarching goal of the Paris convention is to reduce greenhouse gas emissions to limit the global temperature increase. Besides global warming, huge ecological destruction is taking place due to non-green production technologies. Such production processes are causing extinction of many species, ground water pollution and thereby placing the future of mankind in a perilous position. Implementation of Paris convention will require technological innovation at industrial level, new market adjustment, global awareness and proactive social actions towards sustainable development.

Both political and business leaderships need to reorient themselves, partly through innovation to address the above challenges. Similarly the innovation should not be just a survival strategy but it ought to be the survival strategy of our time to ensure sustainable future for the generations to come. While the market may look for cheaper commodities and services, technological innovation may escalate inflation. Appropriate business leadership therefore, has to evolve strategies to foster environment friendly technical innovations on one hand and address the aspirations of the market on the other. Political and social leaderships need to take bold steps to promote the innovation, market competitiveness and adoption of behavioural

changes at the societal level even at the risk of losing political popularity during transition phases.

The current conference will encourage discussion on the scholarship, pedagogy and practice of leadership and innovation under the following broad themes:

- Leadership and Innovation in HRM for a Sustainable World
- Leadership and Social Change for a Sustainable World
- Sustainable Development through Information & Communication Technology: Case Studies on Best Practices
- Evolution of Start-up Culture and Sustainable Development

Call For Papers

This call for papers encourages the submission of papers that cover the above topics as well as contributions which connect the Conference Theme and other topical areas. Authors of accepted papers will have the following opportunities: (a) Four best papers will be selected for presentation for each conference session, as there will be four sessions, altogether sixteen papers will be selected for individual presentation, (b) Other selected papers will have the opportunity to be published either in the post conference edited book volume which will have global circulation, or in the XISS Journal viz. *Jharkhand Journal of Development and Management Studies (JJDMs)*.

Who can Participate?

Academicians, Research Scholars, NGO Practitioners & Company Professionals

How to Submit Abstract and Paper

A. Submission of Abstract

- First, you must submit a proposal (Abstract) based on the following characteristics:
 - Microsoft Word document, written in Times New Roman, font size 12
 - Title of your proposed paper along with Session No. and Session Theme
 - A summary of the paper (maximum 500 words), detailing: the purpose of the article and methodology used
 - The subject area of the paper
 - Key insights

B. Submission of Papers

- Upon approval of the Abstract by the Academic Council, on the basis of relevance to the general theme of the Forum, its objective and methodological framework, you can submit your Paper. Scholarly papers in the above topics should follow the following editorial guidelines for formatting your paper:
 - Microsoft Word document, Times New Roman font, 12-point
 - Double-spaced APA citation style
 - Footnotes at the bottom of the corresponding page (not endnotes)
 - Maximum of 10,000 words in length including the abstract, footnotes and bibliography
 - Only JPEG (JPG) and TIFF (TIF) file format for illustrations and figures 3cm lateral and 2.5 cm top and bottom margins, on page A4 size

- Plagiarism is strictly prohibited. Paper should be original and not published anywhere.

There will be a blind peer review for all submitted Papers. The accepted and presented papers in the Conference will be incorporated in the proceedings.

Submission of the Abstract & the Paper:

Please submit the abstract & paper electronically in the following mail id only: **lifskon@xiss.ac.in**

Please mention the Name of the Session and the Sub Theme clearly at the Heading

Important Dates

Abstracts submission	December 18, 2016
Selection of Abstracts	December 19, 2016
Information sent to Authors about selection	December 21, 2016
Submission of the Full Papers	January 14, 2017
Selection of Papers by Reviewers	January 18, 2017
Feedback sent to Authors	January 22, 2017
Submission of the Final Papers	January 31, 2017

Registration for the Conference

Registration Gate way is open for the conference and it will remain open till 25th January 2017. There is no registration fee. Any Academician, Research Scholar and Business Practitioner with a letter from the authority can register for the conference. XISS will not arrange any travel and accommodation for the

participants and the paper presenters. However, list of hotels and guest houses will be given in the invitation *e-brochure* so that the participants and the paper presenters can book their own accommodation accordingly. Food and beverages will be arranged for all participants and paper presenters without any charges during the conference. Registration for the participants will be done on the basis of first come first serve only. All paper presenters will be allowed to participate in the conference on priority. **Special certificates will be given to the paper presenters.**

Session I: Leadership and Innovation in HRM for a Sustainable World

Organizations today are adopting new leadership styles and innovative practices to achieve a sustainable growth and competitive advantage. Human Resources are most important source of organizational development and are increasingly becoming the strategic business partners. Human resource management too, has realised the importance of sustainable development for contributing towards organizational growth. Business sustains its growth and prosperity when the people behind the business grow. Talent management is one of the keys for improved business performance and sustainable development of an organization. By developing talent, organizations today strive to develop strong leadership teams and create a talent pipeline to attain organizational goals and sustained growth. The human resource department has gone beyond its niche area of operation to introduce innovative HR practices at the work place that satisfies not only issues of gender equity and diversity but also the social concern areas of human resource management. This transition of the work environment requires a sustainable change in the organizational culture. The need is to move beyond producing profits to creating long term values. With the changing workforce demographics and the influx of millennials in the organization, the need of the hour is to identify new leadership competencies in order to ensure sustainable coexistence of a diverse workforce. Furthermore, there is a need to introduce

labour reforms in the existing archaic labour laws to facilitate the transition from Industrial Relations to Employee Relations.

What we need today is value based leaders and not rule bound leaders to deal with a world in flux. With questionable sustainability of our planet looming large over us we need to find ways and means to lead and innovate in a way that we make our business and service organizations and the people in it hopeful of better tomorrow. What we practice in the name of Human Resource Management should be people friendly leading to a sustainable world.

Sub-domains

- Talent management for a sustainable business
- Innovative HR practices for sustainable organizations
- Developing an organizational culture for a sustainable business
- New leadership competencies for coexistence of a diverse workforce for a sustainable world
- Role of labour reforms and a transition of IR to ER for a sustainable business

Session II: Leadership and Social Change for a Sustainable World

Innovation and Leadership has positive correlations, it is understood that a Leader has to be innovative in his/her action and thought. Both innovation and leadership are crucial for the development of any organization or development of the society as a whole. Innovation processes toward sustainable development have received exponential attention. Innovation may lead to the changes towards sustainable development in general, and if considered in particular, then may be innovation is needed for technological, social and institutional changes.

The grey areas of eco-innovation are management of externalities, green entrepreneurship, creation of non-fossil fuel energy and

management of water resources. All of these four grey areas of the sustainable development are widely ignored.

The potential contribution of the evolutionary approaches from environmental and innovation economics to eco-innovation research needs a proper study. Proper research and development on these areas are required to get a broader understanding of innovation for sustainable change. The theoretical and methodological approaches to analyze these processes are poorly developed. Therefore, following sub-domain areas are prioritized for inviting the academic and research papers:

Sub-domains

- Non-fossil fuel energy and energy conservation
- Green entrepreneurs and rural livelihoods
- Bilateral river issues: distribution of water for sustainable change
- Management of externalities and environmental sustainability

Session III: Sustainable Development through Information & Communication Technology: Case Studies on Best Practices

The present society is facing challenges in finding sustainable patterns and processes of development. It is now widely recognized by academicians and practitioners in many fields that development till date has regularly led to the degradation of resources. Information & Communication Technology (ICT) can play a significant role in representing a catalytic process for sustainable development. According to Mr. de Fontaine “ICT will likely be most useful in making sure that information is available and presented in such a way that it empowers executives to make intelligent decisions on sustainability.” True value and tangible

benefits will be achieved only when sustainability is embedded as a core element of company culture and strategy, with systematic links to innovation and creativity. Sustainable development takes time and can come from many avenues including some innovative practices and cases. This conference will create a platform for discussing such enlightening issues. The purpose is to provide some brain storming sessions on the best & innovative practices on Sustainable Development through ICT. The Conference will provide opportunities for networking & collaborations amongst scholars from academia, industry & government, apart from paper presentations on the Conference theme. Authors can write on any of the following sub domains:

Sub-domains

- A framework for best practices in ICT for sustainable development
- Case studies analyzing technological versus social solutions
- Challenges & opportunities in innovative practices through ICT for sustainable development

Session IV: Evolution of Start-up Culture and Sustainable Development

The Start-up culture in today's world has its own challenges of building sustainable organizations that continue to thrive as they grow and evolve. The leaders behind such initiatives need to strike a balance between the growth strategy and the values supporting the Social, Environmental and Economic aspects of Sustainability. The Government has various schemes to promote the ignited – innovative minds to set up cost effective sustainable business models for a better future. Here the leaders need to keep evolving at the right pace with innovative business practices and introspection. Innovation and innovative leadership is thus the core driver of sustainability in the area of people, profit and planet. The objective of the Conference would be to orient the

different stakeholders towards a more sustainable start up culture. Authors can write paper on any of the sub domain given below:

Sub domains

- Financial discipline and governance for sustainable development
- Leadership and financial sustainability
- Financial planning and sustainable development
- Business modelling for sustainable world
- Going green – the “sustainability” *mantra*.
- Marketing strategies for a sustainable world
- Responsible marketing

For Further Information write to:

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