



NIRMA
UNIVERSITY

NAAC ACCREDITED 'A' GRADE

28th convocation

16th October, 2019

Chief Guest

Mr. Guenter Butschek
CEO and Managing Director
Tata Motors Limited



Please switch off your mobile phone as soon as the convocation procession enters

28th **CONVOCATION**

October 16, 2019

Convocation Address by **Mr. Guenter Butschek**

CEO & Managing Director
Tata Motors

Dr Karsanbhai K Patel, President Nirma University, Shri K K Patel, Vice President Nirma University, Dr Anup K Singh, Director General Nirma University, distinguished members of Board of Governors, Directors of Institutes, faculty and staff, graduating students and their parents, invited guests, media representatives, ladies and gentlemen.

Today is the D-day of our students. On your closing day at campus, calling you students may sound a bit preachy, obsolete. So, let me address you as 'ready to go' professionals.

The last time I was on campus, I was in your seat, ready to grab the corporate world by a storm. It feels great to return to a university campus after 35+ years, especially in the current avatar.

It is a great honour for me to address you today. I have been in all sorts of forums through my career, but this one is indeed a special privilege.

Thank you Dr. Patel for inviting me here and giving me the opportunity to share some of my thoughts.

Today marks an important milestone in each one of your careers.

Under Graduate, Post Graduate, PhD sound like prestigious degrees, and we all know what has gone beyond this achievement - your relentless hard work, your untiring night outs, the unwavering

commitment of your professors, your family and the good wishes from each one who has supported you in this journey.

Congratulations to all of you for being the hero of your lives. You deserve it!

This moment is all about celebration and cherishing the memories that were made in this campus.

Since today is also the time to reciprocate, let us raise a toast to all the lovely people in our life, who have been such a strong pillar for us.

As you move ahead, you will have to embrace yourself for the next phase of your lives. It will be unexpected yet exhilarating to say the least. Every day will bring with it, new challenges, new ideas and most importantly, new learnings.

Your expectations about what the world will offer you would be raised, and so would be people's expectations of you.

With expectations, also come apprehensions, fear of failures!

Many of you might get afraid, but I would like to encourage you – not to be afraid if you do not meet the expectations in the first instance.

Take it easy if it does not go your way every time. It is okay to fall, important would be how much stronger you become when you get up.

At the end of the day, what really counts is how you shape yourself as a person, how you approach yourself as a leader. Attitude matters!

Education has provided you the exposure; a professional career will give you the experience.

Do not draw conclusions from titles/ designations, but from your own personal development, your professional learnings.

Leverage your strengths; build on them, as there is no end to your learning, the journey has just begun.

I promise to all of you that you will embark on a life more gratifying, more successful the moment you take pride in learnings from mistakes.

Destination is still far away, we need to keep moving on!

Therefore, it is going to be important what kind of learning we take.

Learning by participation, by experience, risk taking, discussing ideas, evolving innovative mindset.

What would be important is that how do you evolve:

- As a person, As a professional, As a leader

In today's world, business is communication and communication is business. How you engage, exchange, and influence others with your thinking and actions, will define you.

My recommendation: Stay positive and carry yourself as the true brand ambassadors of the character you own, the value system you stand for.

The world is changing. It is a complex mix of all sorts. The same character has to play multiple roles to his/her best, without affecting the core of his/her nature, or inner talent.

You will have to learn to:

- Be humble yet brave,
- Be street smart yet naïve
- Be thorough yet sorted
- Be innovative yet consistent
- Be emotional yet practical

Packaging multiple priorities in the same personality to perform different roles would be the essence of your journey – and the best moments would be the ones, which would give you the nuances of such learning experiences.

It may happen that you are not as good in one area/subject, but are you good enough to learn, adapt, implement?

The complete package (meant as a 'person, professional and leader') will count, so focus on the larger play.

Focus on consistency, and do not forget:

'The higher you climb the hierarchy, the more visible and exposed you become'

Grow inclusive, sustainable, and model yourself into a transformational leader.

In the context of ever changing and evolving customer expectations, disruptions, government regulations, the Inclusive, Sustainable and Transformational (IST) approach is going to be the only success criterion.

You have acquired the background know how, now you have to be at the front line of the national agenda, literally positioned to build a new India.

You can command pride in what you have inherited from your parents, your professors, but your contribution cannot be granted.

It needs to be driven by a mindset of returns, on not only the investment that the ecosystem has put in behind you, but the emotional connect and mind share dedicated in your personal development.

You may probably go abroad and find better opportunities as Indian talent is highly regarded, globally competitive.

However, the India opportunity is unique; our economy is the fastest growing, with multiple unprecedented opportunities.

While we may say, there is too much talent and too little opportunities in India, the best talent will always find a way.

Do not end up working behind the desk, take charge and leave your footprints and fingerprints on a larger canvas.

What will make you stand out of the crowd, will be your ability to connect with people, drive teams of diverse nature, resolve conflicts and bring alignment.

Would you promote 'Individualism or Collectivism': How good would you be in building teams, inspiring others, creating cohesiveness, and enthusing teamwork?

Question your own conscience at each time. The clarity and inclusivity of your thoughts would decide how far and how high you go.

Look at your left and your right. Hands in Hands – how many of you would stand up for each other, how many of you would be ready to sacrifice your personal ego for the larger good, for the larger interest!

My advice: Compete within, than others to get the best out of you. That is the new reality.

To lead the change. You need to put yourself out there and prove yourself.

Managers would be plenty, leaders are seldom. So, differentiate yourself.

I come to my last section.

My favorite conundrum – what is your priority and what drives you?

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- Am I paid well? – is it about money
 - Am I highly regarded? – is it about power/position
 - Am I admired by all, Am I valued? – is it about you as your own brand/ the contribution you make

Each one of us needs to traverse this path, eventually. The choice is how quickly and how effectively one accomplishes this journey. The answer lies within you!

In conclusion, I take this opportunity to thank your university once again for grooming you, and I thank you in advance, for making yourself available to a brighter and prosperous India.

Wish you all the very best for what the future has in store for you!



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