



# VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Mangers, Academicians and Executives.

## CONTENTS

### EDITORIAL NOTE

**VALUE WAVES:**  
NAVIGATING INDIAN  
INDUSTRY 4.0 THROUGH  
EMERGING ORGANIZATIONAL  
BEHAVIOUR TRENDS  
- BY DR. SHITAL BATI

**ISSUE: 14**

**VOLUME: 09**

**YEAR 2024**

### Editorial Team

Chetan Bhojani and  
Team- Add Value Consultants

### E-mail:

chetan.bhojani@gmail.com

## Editorial Note

Dear Readers,

Merry Christmas...!!! We are approaching the end of the Year 2024 and all set to welcome the New Year 2025. The Year went well with a lot of happening and lot more new things to learn. We have aligned our businesses more towards Industry 4.0 and have developed more humanitarian approach towards our workforce. A lot more more work is being done from researchers and academia too. Our Indian Industry traditionally has more emphatic approach in terms of People Relations at work and continuously aligning with their systems. Our expert in this issues has highlighted the same and outlined a way for the education institution. I am sure this will be greatly helpful to the readers.

We also welcome articles from Experts, Entrepreneurs and Management professionals who can dive deep into Industry scenarios...

Have a Great Time....!!! HAPPY NEW YEAR

Regards,  
Chetan Bhojani

# NAVIGATING INDIAN INDUSTRY 4.0 THROUGH EMERGING ORGANIZATIONAL BEHAVIOUR TRENDS

At the Nordic Business Forum 2024, Adam Grant, an organizational psychologist and bestselling author focused on themes highly relevant to navigating Industry 4.0. Some of the major insights which are relevant to the Indian context, emphasized fostering a **culture of generosity**, adopting a **scientific mindset for decision-making**, and developing "**confident humility**" in leadership.

- **Generosity in the Workplace:** Organisations should create environments where employees freely share knowledge and support each other's growth. Practices like "reciprocity rings," where team members ask for and offer help, can drive collaboration and innovation. For Indian industries undergoing digital transformation, this approach could help break down silos and encourage collective problem-solving.
- **Scientific Mindset:** Leaders should view decisions as experiments, testing hypotheses rather than clinging to

testing hypotheses rather than clinging to assumptions. This approach, which Grant links to significant revenue growth in European businesses, can help Indian companies adapt to rapidly changing technologies like AI and IoT. Embracing trial and error can mitigate risks and enhance agility in adopting Industry 4.0 innovations.

- **Confident Humility:** It means being secure enough in your expertise and strengths to admit your ignorance. By acknowledging their weaknesses, leaders build trust and foster openness, crucial for driving innovation. This mindset aligns with the collaborative ecosystems required for Industry 4.0, where partnerships and co-creation are vital.

Grant has also emphasized the importance of seeking advice instead of feedback. This forward-looking approach can be particularly effective in industries like manufacturing and IT, helping teams pivot from critique to actionable improvement.

These three principles can help Indian industries thrive by enhancing adaptability,

teamwork, and innovation. New recruits need to cultivate this scientific mindset coupled with generosity and confident humility to be Industry 4.0 ready. Education sector needs to prepare strategies for aligning students' skills with the demands of a digitized, data-driven economy.

### Strategies that can be implemented in Education Sector for Preparing Management and Technology Students for Industry 4.0:

- **Adopt a Scientific Mindset in Learning** - Case studies and simulations can be designed to test hypotheses and explore multiple outcomes, mirroring real-world uncertainties in Industry 4.0 environments. Incorporate tools for decision analytics and digital transformation to teach students how to analyse data and make evidence-based decisions.
- **Promote Generosity and Collaboration** - Create a culture of knowledge-sharing in classrooms through group projects

and peer mentoring. Students can use digital collaboration tools like Slack or Asana to mimic industry practices.

- **Develop Adaptability and Continuous Learning** - Include agile methodologies and design thinking workshops to train students to adapt to rapid changes. Teach frameworks for lifelong learning, emphasizing upskilling in emerging technologies like AI, IoT, and blockchain.
- **Incorporate Industry 4.0 Technologies into Curriculum** - Offer specialized courses in data analytics, AI-driven decision-making, and cybersecurity to align with industry needs.
- **Cultivate Leadership with "Confident Humility"** - Train students in self-awareness and emotional intelligence, helping them acknowledge weaknesses while seeking growth opportunities. Integrate courses on ethical decision-making and corporate responsibility to align leadership practices with sustainable development goals.
- **Facilitate Cross-disciplinary Learning** - Introduce joint programs or electives in technology, engineering, or data

science to break silos between management and technical education. For instance, collaboration with engineering departments on Industry 4.0 projects could be transformative.

- **Focus on Real-world Applications and Internships** - Strengthen industry-academia collaboration by organizing guest lectures, mentorship programs, and hackathons.

### Key Implementation Steps for Institutions

- **Upgrade faculty training** to incorporate digital pedagogies and Industry 4.0 concepts.
- Establish **industry advisory boards** to ensure curriculum alignment with market demands.
- Develop **smart campuses** leveraging IoT and AI for experiential learning.

These efforts, driven by a blend of practical skills, critical thinking, and adaptability, can help students transition seamlessly into roles shaped by Industry 4.0's complexities.

## About the Author



### Dr. Shital Bati

Department of Management Studies, KSKV Kachchh University

She has 25 years of teaching experience in management education and is an avid reader, traveller and freelance trainer.

# VALUE EVENTS :

CELEBRATED **WORLD MEDITATION DAY ON 22ND DECEMBER, 2024** JOINTLY ORGANIZED BY **IMHAPPY AND ISTD WESTERN REGION, SUPPORTED BY LIONS CLUB INTERNATIONAL-RAJKOT GOLD** WITH AN ONLINE PANEL DISCUSSION ON **“INNER PEACE, GLOBAL HARMONY”**.

IT WAS MODERATED BY **MR. CHETAN BHOJANI, FOUNDER - IMHAPPY, DIRECTOR, ADD VALUE GROUP OF COMPANIES, NATIONAL COUNCIL MEMBER-ISTD**. MANY PROFESSIONALS, EXPERTS AND HR HEADS JOINED THE SESSION.



www.imhappy.in

In Association with



Western Region

**Celebrating**  
**WORLD MEDITATION DAY**  
**An online Panel Discussion on**  
**Inner Peace, Global Harmony**



**Dr. Anurag Mehta**  
Meditation Expert,  
Workplace Psychologist



**Dr. Parth Pandya**  
Wellness Expert,  
Secretary, ISTD Rajkot



**Ms. Kirti Srivastava**  
Spiritual Guide &  
Counselling  
Psychologist at Imhappy

Moderated By



**Mr. Chetan Bhojani**  
Founder-Imhappy, National  
Council Member- ISTD

**22nd December, 2024,**  
**Sunday**  
**11:00 AM to 12:00 PM**

For Free Registration, drop a message  
on **+91 9173043856**

Supported By

