

International Mega Lecture

The International Lecture was conducted on **11th November 2021** at **03:45 pm - 05:30 pm IST(+5.30GMT)**. Prof. (Dr.) **Sanjeev Bansal** (Dean Faculty of Management Studies and Director -Amity Business School) welcomed **Dr. Karen Cripps** (*Principles of Responsible Management Education (PRME)* at *University of Winchester, UK*) and honoured her with a sapling.



A curtain-raiser for the lecture series showcasing all the speakers was run.



MEGA
INTERNATIONAL
LECTURE SERIES

 <p>Prof. (Dr.) Martin Broad (28th Oct, 2021) University Of Winchester Dean Business, Law and Digital Technologies</p>	 <p>Mr. Richard McCracken (24th Oct, 2021) The Case Centre, UK Head and Director</p>
 <p>Dr. Karen Cripps (11th Nov, 2021) University of Winchester, UK Principles of Responsible Management Education (PRME) Champion</p>	 <p>Prof. Ivan Coste Maniere (18th Nov, 2021) Skema Business School Director & Professor - Marketing Founder - MSc Luxury & Fashion Management SKEMA Business School, France</p>
 <p>Mr. Tom Lowe (2nd Dec, 2021) University of Winchester, UK Director Centre for Student Engagement</p>	 <p>Prof. (Dr.) Peter Stokes (20th Jan, 2022) Leicester Castle Business School, De Montfort University Professor Leadership & Professional Development</p>
 <p>Dr. Simon M Smith (13th Jan, 2022) Oxford Brookes University, UK Principal Lecturer Business, Management & Enterprises</p>	 <p>Prof. (Dr.) Leo Paul Dana Montpellier Business School Visiting Professor (INSEAD) Marie Curie Fellow at Princeton University</p>
 <p>Dr. Anupama Rajesh Head Internationalization Cell Professor Amity Business School</p>	 <p>Dr. Sanjeev Bansal Dean Management Studies Director & Head Amity Business School</p>

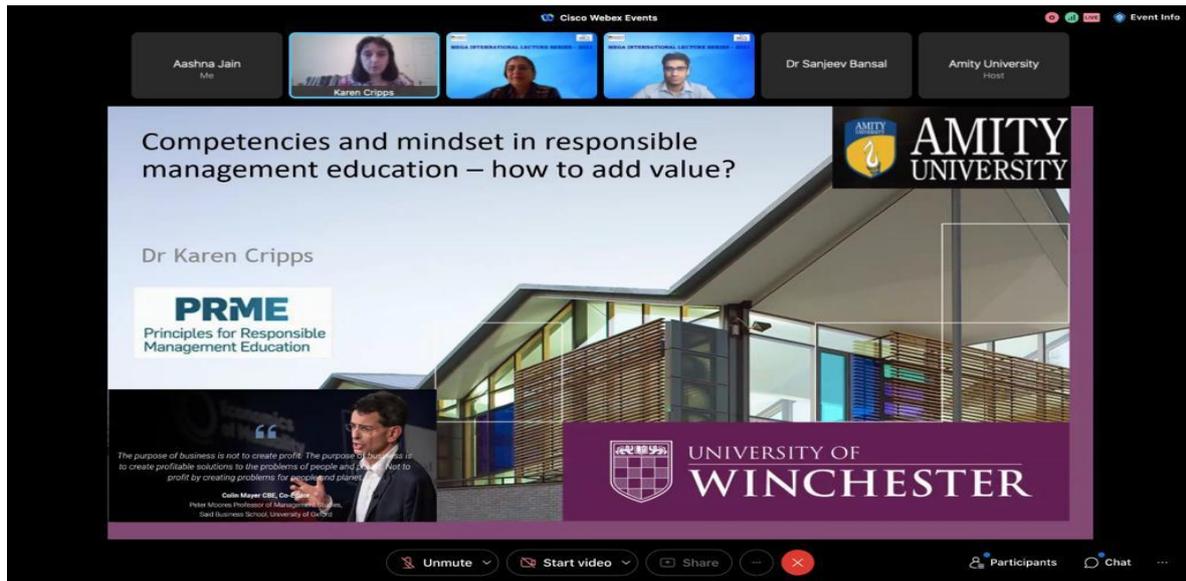
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Global
Leadership
Research
Conference

Leading in the New Reality: Insights into Actions

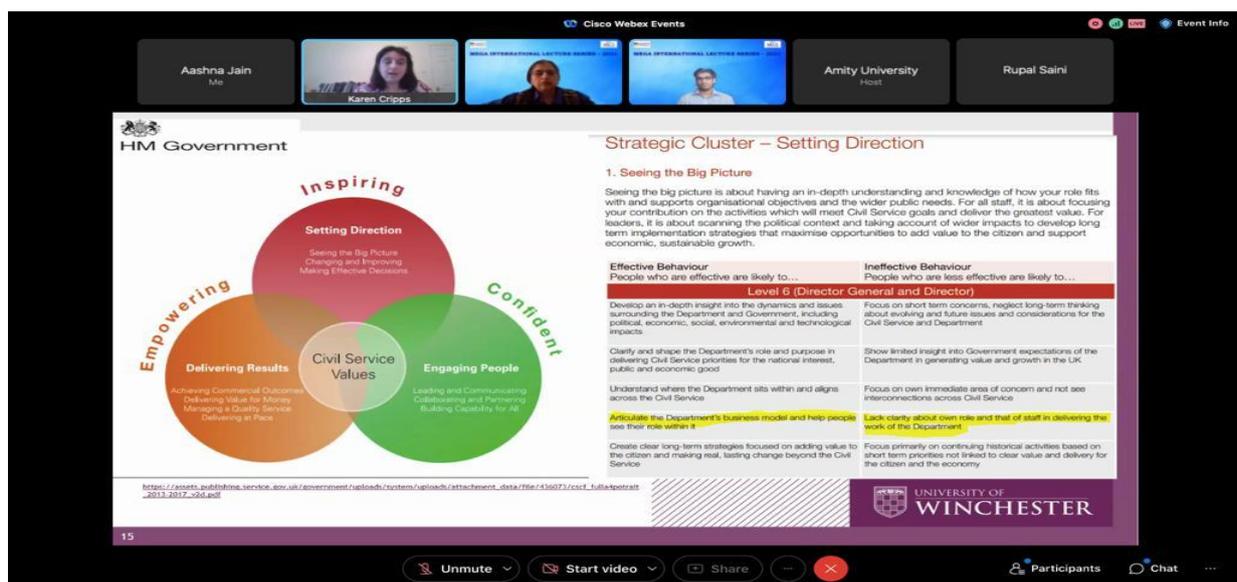
16th - 18th February, 2022
Amity University Campus, Noida

For Further Details / Registration:
<https://www.amity.edu/abs/glrc2022>
glrc@amity.edu

Dr. Cripps was introduced to the audience by **Prof. (Dr.) Anupama Rajesh (Head of Internationalization and Professor of Amity Business School)**



Dr. Karen Cripps greeted the gathering with warmth and enthusiasm. She discussed with the students about **“Competencies and mindset for responsible management education and leadership,”** which develops students’ abilities to be future generators of long-term value for business and society and work for a more inclusive and sustainable global economy.



Through the lecture, Dr. Cripps focused on competencies and mindset in responsible management education. The lecture became very informative as Dr. Cripps coined the term “**Prime.**” She further elucidated on the concept of Prime through six principles: -

- 1) Principle of Purpose
- 2) Principle of Values
- 3) Principle of Method
- 4) Principle of Research
- 5) Principle of Partnership
- 6) Principle of Dialogue

Aashna Jain
Me


Karen Cripps


Manav Preet

Amity University
Host

Rupal Saini

2. Criticisms of competency frameworks

1. Reductionist
2. Generic
3. Reinforce traditional ways of understanding management and leadership
4. Focus on measurable behaviours and outcomes
5. Mechanistic approach

(Bolden and Gosling 2006)



NHS Leadership Qualities Framework

“Competencies approaches epitomise modernism and managerialism”
(Stokes and Oiry 2012: 17)

“When assessing leaders against competencies there is a tendency to interpret behaviour according to these predefined categories. Thus, in effect, the framework becomes a self-fulfilling prophecy whereby individuals redefine themselves in terms of the corporate language.” (Bolden et al 2005: 3)

<http://www.kanarathompson.co.uk/wp-content/uploads/2013/09/HQ6-Leadership-Qualities-Framework.pdf>

As the lecture progressed, Dr. Cripps presented the main agenda of the gathering, competency in the sphere of an organization. Firstly, she discussed the function of competencies in the United Kingdom organizational context. She also explained the layers associated with competency, such as working with others, leadership, and delivering results. Furthermore, she also brought forward the limitations associated with the competency structure in an organization.

Secondly, the role of competency was discussed in detail around university education and responsible management. She also very efficiently pointed out the position of professional competencies in the university curriculum and the benefits of responsible management competencies and mindset. Dr. Cripps very well-aimed the understanding of organizational practices serving as examples of values and attitude to deliver the students efficiently.

Going forward, Dr. Cripps also illuminated the gathering regarding the competency framework and its components. As the lecture was reaching its conclusion, Dr. Cripps brought forward the criticism about the competency framework, which mainly included: -

- 1) Reductionism
- 2) Generic
- 3) Reinforcement of traditional methods of management and leadership understanding.
- 4) Focusing on measurable behaviours and outcomes
- 5) Mechanistic approach

She said the following under competencies of ambidexterity, “Instead of growing dynamic, flexible and adaptable managers, capable of facing the challenges of tomorrow, the risk seems to be that the competency framework is, in an evolving society, cultivating dinosaurs struggling to develop the skills of the past. “

In conclusion, she expressed that a child is not born with competency embedded in it; the quality develops over time in the person and is highly influenced by the type of education they acquire.

3. Professional competencies in the curriculum



<https://www.winchester.ac.uk/academic/graduate/competency-framework/>



Aashna Jain
Me



Manav Preet

Amity University
Host

Rupal Saini

In Conclusion (part 1)



John Telfer - 2nd
Non-executive Director and Advisor
2d - ip

I am absolutely over the moon (if that is sufficiently aspirational in the age of Bezos). Last night at the Wanderlust awards I was awarded "Travel professional of the year". The suit goes back in the wardrobe and now it is the morning after the night before. Am still literally reflecting on the award. As I mentioned in the acceptance speech - you can have skill and ability - but you need luck, and more crucially to be in a supportive environment. I am so lucky to be surrounded by people both now and throughout my life who have supported and encouraged me both professionally and personally. Thank you each and every one of you.

