

Mega International Lecture Series

The International Lecture was conducted on *10th February 2022* at *02:30 pm - 03:30 pm IST (+5.30GMT)*. *Dean Prof. (Dr.) Sanjeev Bansal* (Dean Faculty of Management Studies and Director and Head of Amity Business School) honoured *Prof. (Dr.) Simon M. Smith* with a sapling.



Prof. (Dr.) Sanjeev Bansal

Dean- Faculty of Management Studies
Director, Amity Business School

Dr Simon M. Smith

Oxford Brookes University,
Principal Lecturer - Business
Management & Enterprise

Prof. (Dr.) Anupama Rajesh (Head of Internationalization and Professor of Amity Business School) briefed the audience about MILS. Dr. Anupama welcomed Mr. Smith with warmth and grace.

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



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MEGA INTERNATIONAL LECTURE SERIES



Prof (Dr) Martin Broad
(28th Oct, 2021)
University Of Winchester
Dean
Business, Law and
Digital Technologies



Mr Richard McCracken
(24th Oct, 2021)
The Case Centre, UK
Head and Director



Dr. Karen Cripps
(11th Nov, 2021)
University of Winchester, UK
Principles of Responsible
Management Education
(PRME) Champion



Prof Ivan Coste Maniere
(18th Nov, 2021)
Skema Business School
Director & Professor - Marketing
Founder - MSc Luxury & Fashion
Management
SKEMA Business School, France



Mr. Tom Lowe
(2nd Dec, 2021)
University of Winchester, UK
Director
Centre for Student Engagement



Prof (Dr) Peter Stokes
(20th Jan, 2022)
Leicester Castle Business
School, De Montfort
University
Professor
Leadership & Professional
Development



Dr Simon M Smith
(13th Jan, 2022)
Oxford Brookes University, UK
Principal Lecturer
Business, Management &
Enterprises



Prof (Dr) Leo Paul Dana
Montpellier Business
School
Visiting Professor (INSEAD)
Marie Curie Fellow at Princeton
University



Dr Anupama Rajesh
Head Internationalization Cell
Professor
Amity Business School



Dr Sanjeev Bansal
Dean
Management Studies
Director & Head
Amity Business School



**7th
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

The session was started by *Dr. Simon M Smith(Principal Lecturer in Business, Management and Enterprise, Oxford Brookes Business School, Oxford Brookes University)*, with a warm welcome to the gathering.



Prof.(Dr). Simon M. Smith
Oxford Brookes University,
Principal Lecturer – Business Management & Enterprise



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MILS



mega international lecture series

LIVE IN HIS TEAMS 6:30 PM

DR. SIMON SMITH
OXFORD BROOKES UNIVERSITY,
PRINCIPAL LECTURER - BUSINESS,
MANAGEMENT & ENTERPRISE

10th February, 2022

Dr. Anupama Rajesh
Head - Internationalisation Cell
Professor - Amity Business School

Dr. Sanjeev Bansal
Dean Faculty - Management studies
Director & Head - Amity Business School

Leading in the New Reality: Insights into Actions

16th - 18th February, 2022
Amity University, Gurgaon, India

For Further Details / Registration:
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AMITY BUSINESS SCHOOL
MILS

7 Global Leadership Research

Prof. Smith greeted the gathering with warm enthusiasm. He illuminated the gathering about “Examining paradox, the hidden curriculum and impact on leadership” and introduced PRME (the Principles for Responsible Management Education) as a United Nations-supported initiative designed to enhance the profile of sustainability in business and management schools around the world and inspire future leaders to balance economic and sustainability goals (PRME, 2021).

PRME exists to raise the profile of sustainability, transform management education, build research, and thought leadership globally, and promote awareness of the Sustainable Development Goals. Despite the efforts of PRME and their embedding into Business School curriculums, there remains a 'hidden curriculum' regarding the domination of neo-liberalistic/ capitalistic virtues within higher education delivery. Creating a paradoxical situation whereby there is a conflict of values and what business should look like. There is arguably still domination of capitalist characteristics, whether conscious or unconscious, i.e., business learning to maximize profit over people and planet (the 3Ps) because success is often still measured through such quantitative (and arguably managerialism) methods.

LIVE on YouTube **Recording**

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PRME and the Hidden Curriculum

- PRME (the Principles for Responsible Management Education) is a United Nations-supported initiative designed to enhance the profile of sustainability in business and management schools around the world, and inspire future leaders to balance economic and sustainability goals (PRME, 2021).
- PRME exists to raise the profile of sustainability, transform management education, build research and thought leadership globally, and promote 'awareness' the Sustainable Development Goals (SDGs) (Bradley, 2019; PRME, 2021).
- Despite the efforts of PRME and their embedding into Business School curriculums, there still remains a 'hidden curriculum' regarding the domination of neo-liberalistic/ capitalistic virtues within higher education delivery (Blasco, 2011, 2020).
- This creates a paradoxical situation, whereby there is a conflict of values and what business should look like.
- There is arguably still a domination of capitalist characteristics, whether conscious or unconscious, i.e. business learning to maximise profit over people and planet (the 3Ps), because success is often still measured through such quantitative (and arguably managerialist) methods.

Dr. Anupama Rajesh

Aashna Jain

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Dr. Sanjeev Bansal

He moved forward with the lecture, discussing the hidden curriculum and PRME. With this, Prof. Smith brings out the critical and urgent pressure on management education to respond to global crises and address the SDGs. A profit-first mindset at the institutional level is also often embedded in educational outcomes. He also warned about the risks of education contributing to an industrial mindset that "steer students towards individualism, materialism, and hyper-rationality. He elucidated with the help of Blasco notes that just as there can be diversity in approaches to responsible management education, each institution is likely to have its hidden curriculum, and this is best understood through awareness of how it manifests in order that strategies can be devised to overcome any associated problems. This demands critical reflexivity across the institution, including discussion on the tensions and paradoxes between the principles of responsible management education and other forms of managerial thinking.

Further, along with the session, Prof. Smith explained the Organizational Ambidexterity through the following points: -

- Involves two opposites: Exploitative versus Explorative practices
- Potentially paradoxical if organizations attempt both the practices
- Significantly, there is a growing body of literature that suggests that, not only is this approach possible, but it is also becoming increasingly necessary for short-term survival and sustained success
- It is also argued that many organizations engage with ambidexterity, whether consciously or not

LIVE on YouTube Recording

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Explorative

- **Explorative approaches** focus on new knowledge and movements away from existing knowledge.
- Other keywords within these approaches relate to experimentation, flexibility, innovation and divergent thinking.
- Comparisons can be made here to transformational leadership as perhaps aspects of, for example, coaching, mentoring and teaching become essential to achieving such an explorative approach successfully.
- Again, can we argue a need for this during the current world pandemic?

Dr. Anupama Rajesh

Aashna Jain

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Dr. Sanjeev Bansal

Explorative approaches focus on new knowledge and movements away from existing knowledge. Other keywords within these approaches relate to experimentation, flexibility, innovation, and divergent thinking. Comparisons can be made here to transformational leadership as perhaps aspects of, for example, coaching, mentoring, and teaching becomes essential to achieving such an explorative approach successfully.

Exploitative approaches focus upon existing customers and/or markets. Other keywords related to these approaches include efficiency refinement expanding what is generally known to the organization. Comparisons can be here to transactional leadership and McDonaldization. We can perhaps see a need for this primarily because of the world pandemic.

Prof. Smith also explained forward the examples of Normative leadership approaches: -

1. The transformational leader

- A leader seen as someone who can instil pride, faith, respect, and a sense of mission.
- It is suggested they have an ability to delegate, teach and coach employees whilst treating them as individuals.
- In addition, these leaders can encourage employees to think and act in new and creative ways.

2. The transactional leader

- A leader who rewards employees in accordance with their contracts and the efforts they exert.
- It is argued they avoid giving new direction if old practices are fulfilling the performance goals.

The image is a screenshot of a Zoom meeting. At the top, there is a black bar with 'LIVE on YouTube' and 'Recording' indicators. The main content is a slide from Oxford Brookes Business School titled 'PRME and the Hidden Curriculum [2]'. The slide contains a list of five bullet points discussing management education's response to global crises and the hidden curriculum. To the right of the slide is a video call interface with three participants: Aashna Jain, a man in a suit, and Dr. Sanjeev Bansal, who is speaking and gesturing. The meeting title 'MEGA INTERNATIONAL LECTURE SERIES - 2021' is visible at the top of the video call area.

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PRME and the Hidden Curriculum [2]

- There is increasing pressure on management education to respond to global crises and address the SDGs.
- A 'profit-first' mindset at institutional level is also often embedded in educational outcomes (Lourenço *et al.*, 2012).
- Wals and Benavot (2017, p. 407) warn of the risks of education contributing to an 'industrial mind-set' which "steer students towards individualism, materialism and hyper-rationality".
- Blasco (2020) notes that just as there can be diversity in approaches to responsible management education, each institution is likely to have its own idiosyncratic hidden curriculum, and this is best understood through awareness of how it manifests in order that strategies can be devised to overcome any associated problems.
- This demands critical reflexivity across the institution, including discussion on the tensions and paradoxes between the principles of responsible management education and other forms of managerial thinking.

Aashna Jain

Dr. Sanjeev Bansal

Concluding the webinar, Prof. Smith brought forward the pointers examining the paradox: -

- The implementation and delivery of responsible management education and a drive to achieve SDGS are, by their very nature, paradoxical.
- The application of Organizational Ambidexterity is not a normal one.
- Analysing ambidexterity is a complicated juxtaposition the sustainability paradox could be argued to be insurmountable for many, if not most, organisations.
- Yet, we are at the point where change is a necessity.
- This journey can start in management education.
- With the hidden curriculum (conscious or unconscious), higher education academics can be a part of the problem, but it is time we became a true part of the solution.

YouTube link - https://youtu.be/cr01Bq_f6ww

The image is a screenshot of a Zoom webinar. At the top left, it says 'LIVE on YouTube' and 'Recording'. The main content is a slide from Oxford Brookes Business School. The slide title is 'Normative leadership approaches - examples'. It lists two types of leaders: 'The transformational leader' and 'The transactional leader', each with a bulleted list of characteristics. On the right side of the slide, there are three video thumbnails. The top one shows Aashna Jain, the middle one shows a man in a suit, and the bottom one shows Dr. Sanjeev Bansal.

LIVE on YouTube **Recording**

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Normative leadership approaches - examples

The transformational leader

- A leader seen as someone who can instill pride, faith, respect and a sense of mission.
- It is suggested they have an ability to delegate, teach and coach employees whilst treating them as individuals.
- In addition, these leaders can encourage employees to think and act in new and creative ways.
- A responsible leader?

The transactional leader

- A leader who rewards employees in accordance to their contracts and the efforts they exert.
- It is argued they avoid giving new direction if old practices are fulfilling the performance goals.

Aashna Jain

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Dr. Sanjeev Bansal



Prof.(Dr).Simon M.

Oxford Brookes University,
Principal Lecturer –
Business Management & Enterprise

Aashna Jain

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Dr. Anupama Rajesh

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mega international lecture series



LIVE @ MS TEAMS 2:30 PM

DR. SIMON M SMITH
OXFORD BROOKES UNIVERSITY,
PRINCIPAL LECTURER - BUSINESS,
MANAGEMENT & ENTERPRISE

10th February, 2022



Dr. Anupama Rajesh
Head - Internationalisation Cell
Professor - Amity Business School



Dr. Sanjeev Bansal
Dean Faculty - Management studies
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Aashna Jain

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AMITY BUSINESS SCHOOL
 Amity University Uttar Pradesh,
 Sector - 125, NOIDA - 201313 (U.P.) (New Delhi/NCR) India
 Telephone Number : 0120-4392678



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 <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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Aashna Jain

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THANK YOU

A vertical stack of four video thumbnails. The top one shows a man in a suit. The second one is titled 'MEGA INTERNATIONAL LECTURE SERIES - 2021' and shows a man's face. The third one is also titled 'MEGA INTERNATIONAL LECTURE SERIES - 2021' and shows a man in a suit. The bottom one shows a man in a suit with the Amity University logo and the text 'Amity University' below it.

