

Mega International Lecture Series

The International Lecture was conducted on *20th January 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. Peter Stokes* with a sapling.



Prof. (Dr.) Sanjeev Bansal

Dean,
Faculty of Management Studies
Director, Amity Business School



Prof. Peter Stokes

Professor of Leadership and
Professional Development

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

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

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INTERNATIONAL
LECTURE SERIES



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



Mr Richard McCracken
(29th 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





Prof. Peter Stokes

Professor of Leadership and Professional Development



01:22

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MEGA INTERNATIONAL LECTURE SERIES - 201

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Mega International Lecture Series

20 JAN, 2022

LIVE @ MS TEAMS

9:00 AM BST, 2:30 PM IST

Prof. Peter Stokes
 Leicester Castle Business School,
 De Montfort University
 Professor - Leadership & Professional Development

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

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

Leading in the New Reality: Insights into Actions
 16th - 18th February, 2022
 Amity University Campus, Noida
For Further Details / Registration:
<https://www.amity.edu/india/glc/2022>
 or @anupama_rajesh

Dr. Anupama

Prof. Stokes greeted the gathering with warm enthusiasm. He illuminated the gathering about “Engaging with Genocide and Extremes: Lessons for the Everyday” and invited us to reflect and learn from extreme contexts such as genocide and potentially apply lessons to our everyday lives. Through the webinar, Prof. Stokes brought into the light a sensitive and crucial topic of the prevalence of extremism and genocide in the modern world. He emphasized the lessons that can be learned from these artificial atrocities.

Through the lecture, Prof. Stokes presented the definition of genocide as a highly organized process, requiring bureaucratic resources to initiate, sustain and, often, cover it up. Further, he added that it generates resistance and compliance, uses material and social technologies, is imbued with its cultural values and assumptions, and calls for its morbid innovations and problem-solving. Lastly, genocide requires the collaboration of numerous formal organizations, including armies, suppliers, intelligence, and other services and informal networks and groups. Far from being peripheral to the world of organizations, one can argue that genocide is central to some of its core concerns.

18:15 Request control Leave

Dr. Jaya Yadav Vinamra Jain Dr. Sanjeev Dr. Anupama ARYAM HIMAN SHANVI +50

Qualification to Presentation - II

- Second, we draw certain **analogues between genocidal actions and the experiences of everyday life in organizations**; for example, we indicate certain similarities between ethnic cleansing and symbolic cleansing in organizations, and between genocide and organizational downsizing.
- In drawing such comparisons we are **acutely mindful of the need to respect the memories and experiences of victims and survivors of genocide**. We are *not* arguing that genocide and the quotidian worklife in organizations possess the same ‘ontological’ qualities, or that ‘hot’ violence experienced by victims of genocide is commensurate with the violation experienced by victims of organizational bullying and downsizing.
- We will, however, make a case that there are **profound similarities** in the social, political and psychological dynamics underpinning both domains.

Dr. Anupama

He moved forward with the idea of three qualifications for the entire presentation. Through these qualifications, Prof. Stokes puts forward examples of genocide and the repercussions of such events. The three qualifications are: -

1. While references are made to the Nazi Holocaust - it addresses more generally genocides rather than the Holocaust in particular.
2. Drawing certain analogues between genocidal actions and the experiences of everyday life in organizations, for example, one can indicate certain similarities between ethnic cleansing and symbolic cleansing in organizations and between genocide and organizational downsizing.
3. There are currently heated debates on whether any lessons can be learned from extreme or unique events.

Further along the session, Prof. Stokes draws differences and similarities between extreme events and genocide. The comparison is based upon the various ideology and understanding of Organizational Theorists on the concept of genocide. He points out that organizational theorists' limited interest in genocide is widely viewed as an extreme or exceptional event. Many of the processes involved in genocide, political, social, psychological, and moral, are not fundamentally different from those encountered in less extreme organizational phenomena. He also points out that complicity and compliance, ranging from enthusiastic engagement to passive acquiescence and silence, are features of genocide. Genocide represents a challenge for organizational theorists in two regards—first, to unlock the organizational and managerial processes that make it possible, and second, to investigate the extent to which these processes apply to non-genocidal situations.

27:44 Request control Leave

Dr. Jaya Yad... Vinamra Jain Dr. Sanjeev... Dr. Anupama ARYAM... HIMAN... SHANVI... +52

Key Sources and Influences

- Organization and management have turned to **two influential theses**:
- **Hannah Arendt's (1963) thesis of the 'banality of evil' – a comment on extremes - stemming from her work *Eichmann in Jerusalem* and Zygmunt Bauman's argument on 'adiaphorization', or the blunting of the moral impulse effected by bureaucratic rationality, developed in *Modernity and the Holocaust* (1989) and other works.**
- Arendt's influence - pervasive in approaching terrible acts not as the motivated actions of a diabolical intelligence, **but rather as outcomes of actions perceived by many of their perpetrators as normal and routine.**
- **Bauman's – genocide - a natural outcome of modernity, the application of rational and scientific organization to mass extermination - a mass phenomenon—a generic, homogenized and stratified phenomenon. In its logistical aspect, genocide - akin to comparable modernist mass projects of production, consumption and administration**

Dr. Anupama

Shedding light on the Nazi inflicted genocide, Mr Stokes puts forward the argument given by Prof. Zygmunt Bauman, the Holocaust not as a regression into barbarism but as an outcome of modernity and the type of means-ends rationality that came to dominate it. Drawing on the above statement, Prof. Stokes also illuminates the argument put forward by Grey, and he argues that the genocide instigated by the Nazis represents the extreme application of bureaucratic logic. What makes the Holocaust so peculiarly appalling is how it was constructed industrially—with a system of rules impersonally applied, making it as technically efficient as genocide could be.

Moving forward with the presentation, Prof. Stokes immortalizes the gallants of history and the noble effort of these unsung individuals to stand against organized slaughter and give birth to the act of resistance. The act of resistance is not a new concept to humanity. When pressed and struck down, an individual stands firmer and taller in the face of atrocity. He brought forward some examples of resistance and coping with extremes. The ever-increasing historical research has revealed a broad range of individual and collective resistance acts.

- Smuggling food and people
- Underground presses
- Mutual sacrifice within families to avoid starvation
- A wide range of cultural, educational, and political activities aimed at preserving morale
- Armed struggle – partisans; uprising of the Warsaw Ghetto
- A large part of the resistance was aimed at maintaining morale and sanctifying the dignity of life

The screenshot shows a Zoom meeting in progress. At the top, there's a status bar with a timer at 36:00, a 'Request control' button, and various icons for chat, reactions, and a 'Leave' button. Below this is a row of participant avatars, including Dr. Jaya Yad..., Vinamra Jain, Dr. Sanjeev..., Dr. Anupama, ARYAM..., HIMAN..., SHANVI..., and a '+81' button. The main part of the screen displays a presentation slide with the title 'The Act of Resistance'. The slide contains three bullet points discussing criticisms of Bauman's and Arendt's theses, Raul Hilberg's work, and the role of Jewish Councils. A small video window in the top left corner shows a man with glasses speaking. The name 'Dr. Anupama' is visible in the bottom left corner of the slide area.

36:00 Request control Leave

Dr. Jaya Yad... Vinamra Jain Dr. Sanjeev... Dr. Anupama ARYAM... HIMAN... SHANVI... +81

The Act of Resistance

- Another criticism against Bauman's and Arendt's theses - they consistently ignore Jewish **resistance**, treating the victims as entirely passive.
- In this, they share **criticism raised against Raul Hilberg** (1961) whose classic work *The Destruction of the European Jews*, continues to be viewed as the foundation stone of Holocaust historiography.
- Many criticized Hilberg for arguing that throughout the war the Jews went **passively** to their death and that the Jewish Councils in occupied territories (the *Judenräte*) were part of the machinery of destruction.

Dr. Anupama

Prof. Stokes also presented a very heart-wrenching poem by Pastor Niemoller, written during the 3rd Reich.

They came first for the communists, and I didn't speak up because I wasn't a communist.

Then they came for the Jews, and I didn't speak up because I wasn't a Jew.

Then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist.

Then they came for the Catholics, and I didn't speak up because I was a Protestant.

Then they came for me, and by that time no one was left to speak up.

The above poem brings out both the dire brutality faced by certain communities of Nazi Germany and the glaring indifference of the others towards the state sponsored genocide.

Prof. Stokes also elucidated on the various stages of genocide as given by Genocide Watch's founder Gregory H. Stanton. The stages are as follows: -

- i. **Classification** (categorization of the population(s))
- ii. **Symbolization** (assigning symbols evoking hate)
- iii. **Dehumanization** (targeted group-non-human/ humanness perpetrators)
- iv. **Organization** (actual planning/enacting of administrative and control structures—often state sponsored)
- v. **Polarization** (separation of target group from rest of the population)
- vi. **Preparation** (identification and making ready of those to be killed)
- vii. **Extermination** (the managed (mass-) killing of the now classified, symbolized, and dehumanized, isolated victims)
- viii. **Denial** (the management of information and cover-up to avoid recriminations and justice)



Concluding the webinar, Prof. Stokes brought forward the cryptic relationship between commercial organizations and genocide. He argues that The state is undoubtedly the primary organization involved in genocide, but there is a longstanding body of evidence of commercial organizations implicated and complicit in genocide. Such organizations, often multinational and transnational corporations (MNCs and TNCs), frequently work with government and quasi-governmental agencies to resource, support, and perpetrate genocide. IBM's supply of administrative and accounting devices and machinery to the Third Reich exposes the obscured relationships between such organizations and perpetrators of genocide.

The session concluded on a very optimistic and informative note, along with a brief interactive question and answer session between Prof. Stokes and the attendees. The session was an eye-opener for every member of the lecture.

YouTube link: https://youtu.be/g7OViUO_9Kg

The screenshot shows a Zoom webinar interface. At the top, there is a status bar with a timer at 01:10:38, a 'Request control' button, and icons for chat, participants, and other controls. Below the status bar, there are four video thumbnails of participants. The main content area displays a presentation slide for the '7th Global Leadership Research Conference'. The slide features the Amity Business School logo and a globe with various icons. The text on the slide includes: '7th Global Leadership Research Conference', 'on the theme Leading in the New Reality: Insights into Actions', '16th - 18th February, 2022', 'Amity University Campus, Noida', 'For Further Details / Registration: https://www.amity.edu/bh/glr2022 or write to: glr@amity.edu', 'AMITY BUSINESS SCHOOL', 'Amity University Uttar Pradesh, Sector - 125, NOIDA - 201313 (U.P.) (New Delhi/NCR) India', and 'Telephone Number : 0120-4392678'. The slide is framed by a blue and yellow border. In the bottom left corner, the name 'Dr. Anupama' is visible.

02:02

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WELCOME

Dr. Anupama

Vinamra Jain

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03:22

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Dr. Anupama

Dr. Sanjeev Bansal

Peter Stokes

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57:53

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Dr. Sanjeev ... Dr. Jaya Yad... Vinamra Jain MAHIM... +99

Comment from Judeo-Christian Traditions

- ‘Evil begets evil’ (Matthew 5:38-42).
- Rabbi Hillel reminds us:
- “If I am not for myself who is for me? But if I am only for myself, what am I? And if not now, when?” (Ethics of the Fathers 1:14).
- “You shall love your neighbour as yourself” (Leviticus 19:16).
- “Hospitality to strangers” (Genesis 18:1-8).

Dr. Anupama

01:04:55

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Dr. Jaya Yad... Vinamra Jain AASHRI... MANSI ... +96

AutoSave 01:04:55 Amity Seminar Presentation – Jan 2023 – Professor Peter Stokes – C... Search [Alt+Q]

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From Beginning Current Slide Custom Slide Show Rehearse with Coach Set Up Slide Show Hide Slide Rehearse Timings Record Play Narrations Use Timings Show Media Controls Monitor: Automatic Always Use Subtitles Subtitle Settings Captions & Subtitles

36 Summary – concepts for everyday life

- Extremes are present in the everyday alongside banality
- Silence and silencing
- Complicity
- Banality of evil
- Resistance
- Othering
- Process... slippery slopes
- Grey zones
- Choice
- Lessons from religion
- Micro-moments

37 Thank You for Listening

Questions and comments please.

Click to add notes

Dr. Anupama

37 of 37 English (India) Accessibility: Unavailable

Notes 78%

Telephone Number : 011-20-4592678

Dr.Sanjeev Bansal