



Industry-Academia Dives into Remote Leadership & Development in GST in FICCI Online Session

Virtual Platform | June 27, 2020: Initiating a dialogue on adaptation of remote work and long-distance team management, FICCI organized an online session on 'Remote Leadership for Business Success During COVID-19' followed by an advanced briefing on Development & Challenges in GST on June 27, 2020 at 15:30Hrs. Ms. Shifa Joshi, HR Consultant and CS Sanjay Malhotra, Practicing Company Secretary joined aboard as experts for the themes respectively.

Corporate work structures stand altered in the wake of COVID-19 pandemic. Work-from-Home (WFH) has risen as an acceptable practice across sectors, both as a social distancing measure and means to cut overhead cost. Understanding that this trend is here to stay, companies have gone as far as incorporating remote work policy in their frameworks. Apparently, while this happening, questions are being raised on WFH outcomes and its potential to drive growth. A recent survey on WFH has found that only 0.02% of Indian workforce is able to showcase high productivity attributes, rest 99.8% is yet to adapt to remote work. This poses as a challenge for managers who are now tasked with supporting their employees as they face COVID-19 scares while not compromising on productivity. Taking a cue from it, this online session focused discussion around effective leadership in this time of crisis.

Ms. Shifa Joshi, HR Consultant guided the participants through nuances of remote leadership. Performance measurement in remote team management, she highlighted, shall be more about outcomes than processes. Equipped with case studies and real-time examples, she emphasized on need of a human touch while managing remote employees. On growth aspect, she encouraged companies to take this time for pursuing innovation and creativity. *"Leadership of adaptation is imperative to tide over managerial concerns during COVID-19. Managers need to communicate often, pick up on employee concerns and show them that they care,"* she concluded.

CS Sanjay Malhotra, Practicing Company Secretary & Indirect Tax Expert followed with his advanced session on Development & Challenges in GST. GSTR-3B Returns (Late Fee Waiver for Non-Filers), e-way bill extension for issuance on/before 24.03.2020, GSTR1 & GSTR3B return time-frame as amended on 03.04.2020, GST amendments as on 24.06.2020 were some of the sub-themes that he intricately covered in his session. Further in pursuit to support industry, he comprehensively explained and offered way ahead to companies on their tax related queries/questions in Q&A round.

Industry and academic stakeholders from across States and sectors appreciated the initiative. **Mr. GB Singh, Regional Head, FICCI** thanked attendees for joining the session and welcomed them to be a part of next session on GST as scheduled for mid-July.