

Indian Business Chamber

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Upcoming Events

13th March: Meet and Greet webinar with H.E Pradeep Rawat, ambassador of India to the Netherlands.

AGM 2021*

*The dates are still undecided due to COVID-19 and we will follow the government's guidelines before planning any of the above events.



Dear Members,

Somehow the month of February always has a tendency to go very fast. It's been no exception this year either. Good news is that we had our first meeting of the board this month and are looking forward to a great year ahead in anticipation.

We have spoken about multiple topics in the board about upcoming events, our finances, opportunities to increase our visibility and how to engage our members further this year.

In this edition of the newsletter, we provide details on an upcoming webinar for our members with the ambassador of India to the Netherlands and feature another one of our new board members who has in his own ways made us a stronger unit.

To improve our engagement with all our IBC members, we would request them to send in their feedback on the newsletter or suggestions on new topics to secretary@indianbusinesschamber.nl for subsequent newsletters. You are more than welcome to send your own creative article which we will feature in the upcoming newsletters.

Wish you all best of health. Stay safe!

Warm Regards,

Manu Katyal
(Chairman IBC)

IBC Board Members

Manu Katyal
(Chairman)

Shivan Bhoendie
(Vice Chairman & Treasurer)

Sid Gupta
(Secretary)

Board Members:

- Vinod Sehdev
- Hemant Mishra
- Gagan Vermani

Chairmen emeritus

- Badri Madan
- Harry Bahl
- Pramod Sharma
- Ram Sand

Featured Member – Mr Gagan Vermani

From the month of June last year we started a series of interviewing our members, featuring their profiles and experiences in the newsletter. In this newsletter we bring you, Mr Gagan Vermani, one of the three young board members of Indian Business Chamber, NL, who started in Feb last year.

When did you first arrive in the Netherlands and what brought you here?

I first came to the Netherlands back in 2007, as part of an onsite deputation which was originally meant for 6 months but lasted 18 instead. It was a last minute decision from my organisation to send me as I was the only other person who was travel ready at that time and the one who was originally supposed to travel had a last minute emergency. Hence I was sent instead. From a young age I had a fascination with windmills and perhaps it was somehow destined for me to come to the Netherlands.



Tell us a bit more about yourself before you came to the Netherlands?

I was born in New Delhi. My father was in the Armed Forces, hence I got an opportunity to travel around and live in various parts of the country. In fact, by the time I was done with my high school I had already been in over half a dozen schools. I studied in convents, kendriya vidyalayas and public schools.

I attribute a lot of my success and understanding of people on this exposure to rapid influx of diversity at a young age. Couple that to a large part of extended family in the USA, I also had a big influence of western ways at an early age.

After high school, I did my Bachelors in Engineering in Electronics and Telecommunications from Army Institute of Technology, Pune. My first job landed me for training down south adding to another experience of new culture altogether. For my MBA, I did a global program which saw me study in Dubai, Toronto and Singapore adding to the theme of continuous movement and of change being the only constant.

Why did you decide to come back to the Netherlands?

Back in 2010, nearing the completion of my MBA, I was at the crossroads of deciding if I wanted to join a big organisation or venture out on my own entrepreneurial journey. I had witnessed first-hand consequences of the market crash of 2008 towards my own career progress and recognised the decision making in large organisations under such circumstances.

I had financed majority of my education and had taken a small loan from my parents. I realised that I was in a fortunate situation of being young, independent and devoid of any obligations which made taking a plunge to start working for myself as the next logical step. Even if I would fail I would not be left with the regret of not trying.

With this frame of mind I reached out to a former colleague within ABN AMRO and provided a value proposition. I have to admit that he was very welcoming and had the foresight to recognize the value that I brought on the table. I started as an independent consultant in April 2010, and since then there has never been looking back.

Working independently for over a decade now, how have you diversified in your field and in your opinion, what have been some of your significant contributions?

My first assignment when I started was rather focused on hard skills of technology which I had acquired from my previous assignments. However, with the learnings from my recent study, I soon realised that I was able to connect the dots quite quickly from business objectives to the bits and bytes of technology.

Couple that to my understanding not only of the Indian culture but also of the organisations from India who are big players in the outsourcing domain I was able to quickly bridge the gaps and speed up delivery.

I have also had the fortune to lead diverse teams, sometimes with team members of twice my age and deliver outstanding results, which not only lead to newer challenges but also helped in creating a wide network with lasting relationships.

One of my most significant contributions would be to bring in a shift in the mindset within organisations, from leadership to the workforce in creating a belief around the potential of outsourcing. In the beginning of last decade, the mindset revolved around a client vendor relationship with cost centric drivers, while now I see it increasingly maturing towards a real partnership model.

Lately, I focus on developing strategies for building high performing teams and bringing the right structures within departments for them to function efficiently.



According to you what are some of the key factors in creating a high performing culture?

Over a period of time I have recognised that one of the biggest factors that will determine the success of a team is the degree of trust among its team members. Trust does not happen overnight but emerges through continuous practice of individuals walking their talk.

Another big factor for teams to perform is by laying down a solid foundation. If team members don't have the right tools at their disposal or the right information at the right time they will not be able to deliver. Hence

stressing on transparency for the latter is crucial in the beginning stages of team setup.

Last but not the least, another major factor for long term success of any team is an overall growth mindset. Learning not only from their own mistakes but also from those of others.

[Apart from work, what are the hobbies you engage your time in?](#)

I enjoy all kinds of sports. I played squash quite regularly before the pandemic and at the peak of my game was able to be at par with some of the players who play competitively within NL. I started golf at the age of 10 and play as much as time allows or an opportunity presents itself. I have participated in a few half marathons and played cricket for two seasons with a club in Amsterdam. Lately I enjoy going out for long walks and climbing stairs.



Apart from that, I enjoy reading books and watching documentaries. I'm an avid traveller, although during these times I have to admit it's hard to follow this hobby. I do

follow meditative practices and even conducted some workshops for colleagues at office to introduce them to the benefits of mindful living.

[It's now been a year since you joined the board of Indian Business Chamber, how has the experience been so far?](#)

Indian Business Chamber is in the middle of a transformation by taking steps in bringing our professionalism to the next level as well as re-aligning itself with the needs of its newer members. Last year although was overshadowed by the pandemic and acted as a restrictive force, it also helped the new board to think outside the box and compelled us to focus on laying the groundwork for upcoming years.

We had a wonderful golf experience event in September last year, and being a member of the golf committee I could experience the amount of effort and commitment that goes in organising events at that scale. We missed the direction from our key organiser Late Mr Gurnani and had to regain the knowledge of organising golf events from scratch. Now we have a good runbook with us, and I'm sure the next event will be smooth sailing from an organising perspective.

Our newsletter and initiatives like featuring members and companies has been appreciated by our members and has also brought in a better understanding with the members about the history and purpose of IBC. With the groundwork done so far and a shift in our focus by providing new services to our members, I'm looking forward to engaging with our members in 2021.

Based on your professional experience in the Netherlands, what advice would you give to other professionals out there who are thinking of starting their own journey as independent consultants?

As an Independent consultant one has to always maintain balance between a longer term view while ensuring relevance in the short term. You must constantly adapt to changing circumstances and not take anything for granted. One has to move away from a transactional mindset towards a relationship based mindset as building bridges by helping others grow alongside is always beneficial in the long run.

If you had to share one life lesson to our readers, what would that be?

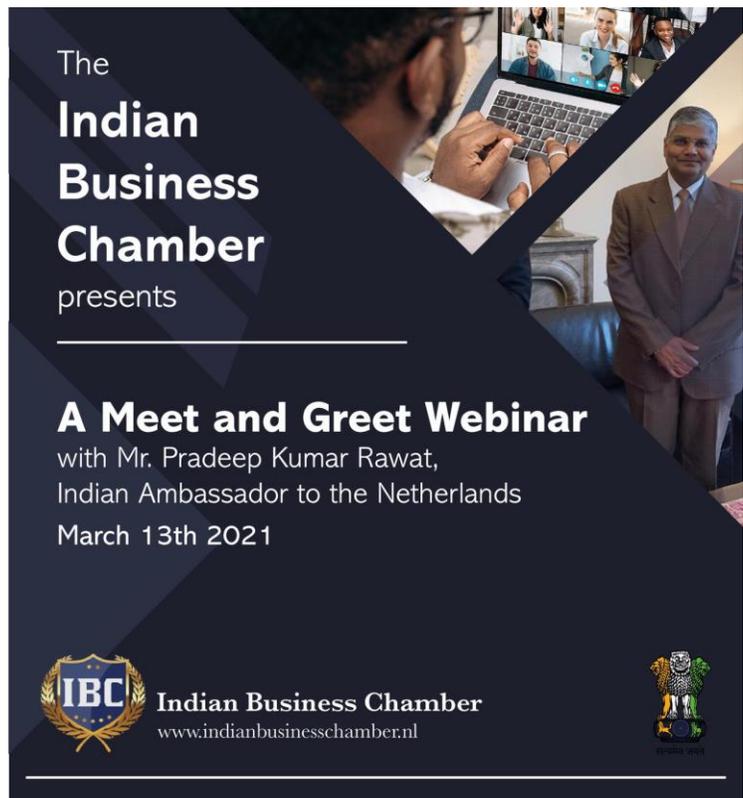
People matter, not just their position. Stay grounded and make sure that respect is the basis for any kind of relationship. In case of arguments or disagreements, look at the message and not the messenger. Try and understand another person's perspective and sometimes it's better to just walk away. No matter how high you reach, you are at the end of the day a human being.

Upcoming Events

IBC welcomes its members in a meet and greet webinar with H.E, Pradeep Kumar Rawat, Indian Ambassador to the Netherlands.

Event Details: March 13th, 16.00 to 18.00 hrs. Details and link will be sent out shortly to the IBC members from the Secretary at IBC's mailbox. If not a member of IBC you can sign-up for the a membership [here](#).

Due to the Coronavirus pandemic, all upcoming IBC events are carefully considered based on the guidelines of [Ministry of Health, Welfare and Sport](#) and want to ensure the safety of our members and their families as top priority.



The
**Indian
Business
Chamber**
presents

A Meet and Greet Webinar
with Mr. Pradeep Kumar Rawat,
Indian Ambassador to the Netherlands
March 13th 2021

 **Indian Business Chamber**
www.indianbusinesschamber.nl



Important News – Netherlands

Politics and business make uneasy bedfellows, warns departing NFIA chief

Changing tax rules and uncertainties surrounding government policy on cutting back nitrogen-based pollution may cause foreign companies to think twice about settling in the Netherlands, departing commissioner for foreign investments Jeroen Nijland has told the Financieele Dagblad.

[Read More](#)

Under the Microscope: the Evolution of the Netherlands' Biotech Ecosystem

The Netherlands has long been a leading location for Life Sciences & Health operations, yet the COVID-19 pandemic has propelled the biopharmaceutical sector into the global spotlight. Our world is continually striving to find the next greatest health advancement, expediting vaccine trials and searching for a cure for cancer. We know that health and safety are essential for securing our future, but how do we get there? The answer is biotech.

[Read More](#)

Video Webinar: Starting a business in the Netherlands

The webinar is aimed at entrepreneurs who want to move their business to the Netherlands, or start a business there. The original broadcast of this webinar took place on 29 March 2018.

[Read More](#)

Starting an IT company in the Netherlands

Starting an IT business in the Netherlands is for the most part the same process as starting any other type of business. You don't need any special permits or licenses to start an IT company, but you would be well-advised to join one of the existing branch organizations, in order to receive support and advice, and to profit from networking opportunities.

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Important News – India

Govt pursuing reforms to make India one of world's top economies: FM

Finance Minister Nirmala Sitharaman on Saturday said that the government, undeterred by the COVID-19 pandemic, has been pursuing reforms for achieving sustained long-term growth in a bid to make India one of the top economies of the world in the coming decades.

[Read More](#)

India's Economy Exits Deep Recession as Fledgling Recovery Strengthens

NEW DELHI — After plunging into one of the worst recessions of any major economy, India is showing signs of a modest comeback.

But that recovery is uneven, and the country is still struggling to find ways to sustain growth. Its service sector is vulnerable, and the vast informal economy — which employs farmhands, day laborers, rickshaw drivers and many millions of others — remains weak as well..

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CASE STUDY: Digital Adoption By Indian SMBs

India has ~6.33 crore micro, small and medium enterprises. The number of registered SMBs grew 18.5% YoY to 25.13 lakh units in 2020, from 21.21 lakh units in 2019. As of 2020, registered SMBs were dominated by micro enterprises at 22.06 lakh units, over 18.70 lakh in 2019, while small enterprise units went up from 2.41 lakh to 2.95 lakh. Midsized businesses marginally increased from 9,403 units to 10,981 units in the same period.

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New Annual report MSME

The annual report on Micro, Small and Medium Enterprises has been recently published by Small industries development bank of India. The report gives an overview as well as an outlook on the sector in relation to the covid-19 situation.

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