

Dear friends,

The end of this financial year has been marked by immense hope and excitement. This is as true for the country's economy, as it is for the result of the World Cup cricket matches.

The recruitment of new talent is now picking up in most industry sectors. Simultaneously, organization development is also taking centre stage. After all, both are equally necessary for corporations wanting to leverage upon the growth opportunities available in the buoyant economic climate of the present day.

In this issue of *Sattva*, Mr. Ronald Sequeira, Executive Director - HR, Glaxo Smithkline Pharmaceuticals (South Asia) talks about his experiences in providing innovative HR support for organization growth throughout his illustrious career. He also provides a very refreshing perspective on leadership development in the future.

In the case study section, Mr. Shirish B Joshi describes how he helped facilitate SAMBANDH's own development journey, as this rural development organization sought to reinvent itself in order to remain relevant and keep pace with the changing times.

We hope you have noted our upcoming program - the four day Training Workshop on **Stress Management** from April 20 - 23. A video introduction to the workshop is indicated alongside, and the program details are enumerated below. For a more detailed description of the promise that the event holds, please [click here](#).

Any thoughts? Please do write to us at [feedback](#).

Warm Regards,

[Dr. Sunil Maheshwari](#), [Mr. Jagjit Singh Maan](#), [Ms. Aarti Maheshwari](#)

Content

Stress arises when individuals perceive that they cannot adequately deal with the demands being made on them, or with threats (real and imagined) to their well-being.

However, it is fallacious to assume that stress arises exclusively out of external circumstances. In fact, outer situations are neutral; how we relate to them determines how they affect us. The nucleus of stress actually resides in the deeper chambers of one's own being.

Who Should Attend

The program blends physiology with psychology, art with science, and profundity with common sense. This four-day workshop is very useful for individuals who find their performance getting adversely affected by the stress and pressures of modern life. Further, those who perceive several constraints in their life situations would experience the program as very liberating.

Program Fee

The fee of this program is Rs. 32,000 per person, plus service tax.

This includes tuition fee, course material, lodging and boarding on a twin-sharing basis. Non-residential participation would attract 25% fee reduction. For more details, please visit the following link on the Samatvam website - <http://www.samatvam.co.in/procedure.html>

Program Registration

To register yourself for the program, please [click here](#).

[Get in touch](#) for more information.

FACULTY



Dr. Sunil Maheshwari
Dr. Maheshwari is an Industrial Engineer from Nagpur University. He completed his MBA as also his PhD on the subject "Relationship between Appreciative Intelligence and Leadership Capability" from FMS, University of Delhi. [Read more](#).



Ms. Aarti Maheshwari
Aarti Maheshwari completed the Yoga Teachers Training Course from The Yoga Institute, Santacruz, Mumbai (2001) and also the Yoga Instructors Course from The Vivekananda Kendra, Bangalore (2002). Aarti has also completed a Basic Course in Ayurveda from the International Academy of Ayurveda, Pune in August 2004. [Read more](#).

Interview with Mr. Ronald Sequeira, Executive Director - HR, Glaxo Smithkline Pharmaceuticals (South Asia)



"In HR, the first thing one needs to have is credibility. Often, an organization's credibility is judged through its HR function and the value systems one drives forms the bedrock for any kind of change initiative one may embark on"

Samatvam had the honour to interview Mr. Ronald Sequeira, Executive Director - HR, Glaxo Smithkline Pharmaceuticals (South Asia).

His career path is like a text book lesson for any aspiring and practicing HR professional. One of the rare professionals who has successfully straddled diverse industries such Banking and Pharma, Mr. Sequeira has much *gyan* to espouse on the state of HR, the ability to glean insights from diverse experiences and such other perspectives.

[Do read the full interview](#).

SAMBANDH: Swimming with the Tide - Case study by Shirish B. Joshi

This case study is about the gradual and sustained evolution that happened in SAMBANDH, a



organisation working in rural development and renowned for introducing technology for rural livelihoods.

[Read the full case study](#).

"We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we're liberated from our own fear, our presence automatically liberates others".

- Williamson Marianne

A Video Introduction to the program



STRESS MANAGEMENT

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THE SAMATVAM GESTALT

- An ENABLING paradigm
- RESEARCH-BASED conceptual framework
- CLARITY of context, content, process and deliverables for every program
- EXPERIENCE BASED pedagogy suitable for adult learners
- EXPERT FACULTY, who have walked their talk
- TRANS-NATIONAL presence

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