



Dear friend,

A warm welcome from the Samatvam Academy!!

In the present issue, we deal with the two increasingly crucial pillars of a corporate enterprise - people management and organizational learning.

The incisive Case Study by Mr. Rajiv Chopra offers a very fine elucidation of how the simple principles of fairness, consistency, and respect for people go a long way towards enabling high performance.

The Research Study by Mr. Dilbag Singh (the first In a four-part series) describes how human capital interventions may be designed to yield optimal results - both for the individual as well as the enterprise.

We also solicit your intellectual support in making SATTVA a great success as a journal. Accordingly, please do study the details of how you may contribute.

Warm Regards,

[The Editorial Board](#)

Case Study

A Career Saved is a Career Made

By Mr. Rajiv Chopra



"Skills can be taught. However, there is very little literature on the long-term rewards that can be accrued when an employees attitude is turned around..."

Mr. Chopra dissects a crucial element in team work - that of a player performing below his/her potential - and the corrective actions possible or necessary.

[More.](#)

Research Study

Customizing People Development Interventions. Part 1

By Mr. Dilbag Singh



The author's research approach centers around the two internal resource factors (human capital and organizational knowledge) that can be considered as sources of competitive advantage.

In part one of the study, the author presents multiple methodologies that can be used for learning needs.

[More.](#)

Call for Contributions



Effective July 2013, SATTVA has metamorphosed into a monthly, practitioner-oriented journal that promotes a scholarly as well as practical understanding of the phenomena of Excellence, Synergy and Transformation in organizations.

Accordingly, we are pleased to invite organisational leaders, managers, authors, researchers and practitioners of all hues and kinds to submit high quality research and case study contributions in both the print as well as the audio-visual media for publication in the forthcoming issues of SATTVA.

These may kindly be directed to Dr. Sunil Maheshwari - the journal's Editor- at sunil@samatvam.co.in

Thank you !