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Dear Friends,

Welcome back to a celebration of what's right with the world!

We are glad to present to you the third anniversary issue of SATTVA. Time flies, does it not?

In the present edition, we carry a fascinating Case Study of an **Appreciative Inquiry** based OD intervention by Dr. Ashutosh Bhupatkar. Besides the quick and spectacular results, it is noteworthy that the organization belongs to the ITES sector - a first of its kind.

The Research Study on **Emotional Intelligence** by Dr. Maheshwari and Mr. Tripathi dissects the popular subject in a simple yet rigorous manner.

Your views and [feedback](#) are welcome and awaited.

Thank you.

Warm Regards,

The Editorial Board

Case Study

Appreciative Inquiry at Notab

By Dr. Ashutosh IP Bhupatkar



Notab is one the typical entrepreneurial success stories. However, its approach to handling growth pangs was atypical.

When faced with rapid employee attrition, this Pune-based software company took a long term and fundamental approach to handle the crisis.

This case study elaborates how the principles of Appreciative Inquiry were applied to discover and solve the deeper issues affecting the organization and take it to the next level of growth.

[More.](#)

Research Study

The Concept of Emotional Intelligence

Dr. Sunil Maheshwari & Mr. Aseem Nath Tripathi



Though Emotional Intelligence as a term is frequently used, few have attempted to analyse its origins and multi-faceted definitions.



Many scholars have studied the subject in admirable detail and enumerated the application of emotions to assist reasoning.

This study attempts to encapsulate how management practitioners can leverage Emotional Intelligence in the organizational context.

[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 !

Let your like-minded friends know about Samatvam Academy. [Click here](#) to include your friends on the Sattva mailing list.

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