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Individual Excellence, January 16-19, 2013
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Upcoming Program

- › **'Individual Excellence'**
January 16 - 19, 2013 @ New Delhi

Quote

- › **"Hope is a waking dream"**
- Aristotle

Forward

- › Let your like-minded friends know about Samatvam Academy.

[Click here](#) to include your friends on the Sattva mailing list.

All about Samatvam

- › Signature Programs
- › Practice Areas
- › Context & Mission
- › Team
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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

Follow Samatvam on



Welcome back!

Truly, December is a month of renewal and revitalisation. The chill in the air is prognostic of sunny enjoyment and celebration in the days ahead.

The interview this month with Mr. Piyush Upadhyay is a vignette of maturity personified. His compassionate and insightful understanding of other human beings is silently reflective of a deep self-awareness. The constantly innovative approach to issues large and small has played a significant role in his immense success. His perspectives are worthy of study and emulation.

In the Research Study this month, Dr. H.N. Bali takes a hard look at the ethical health of contemporary institutions - and suggests some remedies.

With the advent of the New Year, your dear newsletter SATTVA too will witness a renaissance. The format shall be revised so as to retain the best of the past even as a fresh, more contemporary spirit of the times is infused into the contents. Commencing the January 2013 issue, the release date shall now become the 16th of every month.

Kindly do write in. We look forward to your views and perspectives.

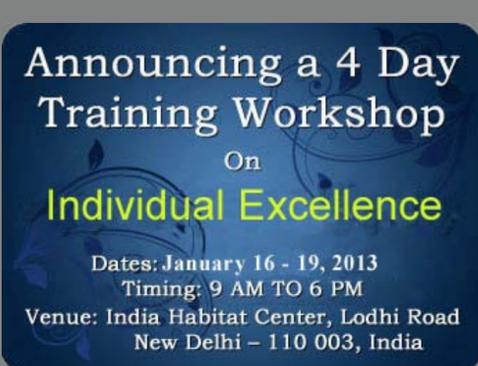
Warm Regards,

Dr. Daniel Saint, Dr. Sunil Maheshwari, Mr. Jagjit Singh Maan, Ms. Aarti Maheshwari

INDIVIDUAL EXCELLENCE

Jan. 16 - 19, 2013

India Habitat Centre, New Delhi



Context

An organization creates value for its customers through the delivery of products or services. This process hinges on the accomplishment of innumerable tasks – large and small – in an efficient and elegant manner. Members of an organization who are directly responsible for task achievement are referred to as “individual contributors”.

Most organizational members usually spend the first few years of their career in that capacity. Whether in sales, accounting, IT, manufacturing or supply chain, they contribute by meeting outlined goals in specified time frames through the use of their professional skills. Their performance ideal is to accomplish excellence in the assigned areas of responsibility.

Content

Excellence is guided by an individual's intention to generate constructive outcomes towards the achievement of efficacy as well as fulfillment in the performance of tasks. This demands preparedness on the intrapersonal plane.

Human beings are blessed with an extraordinary spectrum of consciousness that constitutes their being. The different levels of the personality – physical, emotional, mental, intuitive and causal – need to be organized into a state of mutual concert. This integration enables the person to harmonize and apply all of one's “personal” resources towards the chosen task or enterprise. The perceived constraints and limitations are progressively transcended such that performance eventually culminates into excellence.

To achieve Individual Excellence in actual practice, the following processes should be concurrently deployed:

- a) **Frame** – Discovering one's own talents, and deploying these in a chosen direction
- b) **Focus** – Mindfully channelizing vitality and effort in the service of the endeavour
- c) **Flow** – Spontaneous mastery over the intersection between oneself and the task

Who Should Attend

All members of the organization who are keen to deliver excellence.

Upon successful completion of the workshop, participants will specifically be able to:

- Explore the various levels of their being, and achieve homogeneous integration among these
- Accomplish the assigned tasks in a manner that delights all stakeholders
- Feel spontaneous joy and a sense of intrinsic reward in the performance of activities
- Experience an energized merging of action and awareness
- Discover constructive growth opportunities even in challenging circumstances
- Enhance self-confidence and self-efficacy

Program Fee

The fee of this program is Rs. 25,000 per person, plus the applicable service tax. This includes tuition fee, course material and lunch.

For more details please visit the following link on the Samatvam website <http://www.samatvam.co.in/procedure.html>

Get in touch for more information.

Faculty



Dr. Sunil Maheshwari is regarded as an international authority in the theory and practice of appreciation and other strength-based approaches for personal and organizational effectiveness. His developmental expertise has been fine tuned in the course of a 13-year corporate career in Human Resource Management, working with RPG Enterprises, Gillette, Wipro Corporation, Tata Management Training Centre and Ernst & Young in various managerial roles. [More](#)



Aarti Maheshwari is professionally an expert in the areas of Appreciative Inquiry, Individual Excellence, and Healthy Living, and is also considered as an authority in the myriad applications of Yogic sciences towards the prevention of stress and disease. Aarti has taught extensively for Tata Motors, Siemens, Reliance Capital, Tata Communications, Wipro and Infomedia India, among others. [More](#)

Interview with Mr. Piyush Upadhyay, Executive Director - HR and Administration, Volkswagen India

"...one philosophy that I always follow in the area of people management is that no person is inherently good or bad."



Often, it is the circumstances that make him what he or she is. We as HR professionals should work on those lines."

Mr. Piyush Upadhyay's interview reads like a crisp textbook on the subject of Human Resources. His acute observations, stemming from his stints as a HR professional in different organizations, succinctly bring out the essence of the profession.

Though he began his career in a traditional people-intensive industry as an IR interventionist and later transitioned into high technology organizations, he believes the essential role of the HR manager has remained the same - contribute to the accomplishment of business goals. This, he feels, can happen only if things are comprehensively mapped out, early on.

[Read the full interview.](#)

Research Study: "Recurrent Crossroads on Life's Highway" by Dr. H.N. Bali



"...Faust, and the adjective Faustian, are often used to describe an arrangement in which a person with an overvalued ambition to become both famous and prosperous, surrenders his moral integrity in order to achieve power, and with it, more importantly, success."

That's called the proverbial "deal with the devil".

Dr. Bali takes us through a minefield of anecdotes, interspersed with philosophical wisdom and underlining the truth that even a momentary lapse of ethical integrity can bring down a reputation built over decades. His piercing article fleshes the predicament in no uncertain terms.

[Read the full Research Study.](#)