

Dear Friends,

Warm greetings from Samatvam Academy.

September is a month of transition and change. Rains give way to a pleasant nip in the air, and the nights begin to get longer than the day.

The word 'change' encompasses several strains - adaptability, teamwork, appreciation, self esteem, conflict handling, and much more. This month's interview with Dr. Sangram Tambe, as well as the research article by Shweta Bisen, dwell on the character of change. You will surely find them interesting and educative.

Our recent open program on "Transcendental Coaching" was an intense and highly enriching experience for the nine participants that attended. The photos manage to convey only a partial snapshot of the fun and bonhomie that complemented the intense personal exploration and skill-building all through the four days. Please click [here](#) to view the program feedback

We would also like to draw your attention to our forthcoming workshop - '**Managing Synergy**' from December 7 - 10, 2011. The title says it all, and it will surely provide an important perspective for you and colleagues in the march towards ever greater productivity and effectiveness. The details are carried below.

Your feedback is important. Please do [get in touch](#).

Warm Regards,

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

'Transcendental Coaching' workshop (Sept. 21 - 24, 2011)
India Habitat Centre, New Delhi
A Snapshot



"...It was an insightful workshop which helped me to get a lot of clarity in life." [More](#)

Announcing a 4 Day Training Workshop On Managing Synergy

Dates: December 07 - 10, 2011
Timing: 9 AM TO 6 PM
Venue: Deck Suite, India Habitat Centre,
Lodhi Road, Delhi - 110 003

Content

The key to managerial success is to recognize that the seeming opposition between polarities is merely a screen that veils their symbiotic nature.

The average manager views these priorities or values as competing, zero-sum dilemmas and vacillates or compromises between them, with limited success. The superior manager works hard in an attempt to maximize both, with some success.

The outstanding manager identifies these as complementary values, just like the two sides of the same coin. The extraordinary manager delivers results by creatively integrating these traditional polarities. He / she harnesses synergy from their partnership.

Thus, good managers maximize value-creation by deriving synergy everywhere they can. They follow a spiral process of three concurrent steps:

- a) Appreciation – Locating and respecting the strengths, values or opportunities in a situation
- b) Reconciliation – Resolving the incongruities or differences into a harmonious whole through a mental process of synthesis
- c) Implementation – Deploying the obtained solution(s) so as to achieve results of a high order that satisfy all stakeholders

Who Should Attend

The participants at this four-day workshop learn how to guide human systems through the processes leading to the development of synergy. It is designed to enable the participants to excel in a managerial role.

After the successful completion of the workshop, they would specifically be able to:

- Understand the characteristics of highly successful managers
- Assess their own management styles
- Anticipate and resolve conflict situations
- Leverage differences in values for obtaining synergy
- Create a synergistic work environment
- Build and maintain productive relationships

All senior managers, particularly those responsible for planning and directing the operations of a project, department, function or business unit will find this program highly beneficial.

Program Fee

The fee of this program is Rs. 40,000 (US \$ 1000) per person, plus 10.3% service tax. This includes tuition fee, course material. 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.

[Interview with Dr. Sangram Tambe, Director - Group HR, Piramal Group](#)



"...the second is my flair for conceptual analysis. I revel in rearranging the elements of a problem, and then analyzing them painstakingly to find a solution."

That quote, in short, explains one of Dr. Tambe's guiding principles in life - professional and personal. His concise outlook on decisions taken through his career reveal a thoughtful and methodical man in pursuit of learning and facing change, head-on.

[Read the full interview.](#)

[A Research study on Conflict Management Styles and Appreciative Intelligence by Shweta Bisen \(along with Priyamvada Srivastava\)](#)



Conflict, an inevitable component of social life, is highly prevalent in organizational settings and due to high emphasis on workplace harmony and productivity effective conflict management is becoming increasingly popular.

How does a decision maker in an organizational setting take proactive steps in conflict resolution?

This impressively dissected research study fleshes out the several intricate issues that impact the subject of Conflict.

[Read the full research study.](#)

"I not only use all of the brains I have, but all I can borrow."

- Woodrow Wilson

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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