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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

All about Samatvam

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Forward

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

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Quote

- › **"The greatest glory in living lies not in never falling, but in rising every time we fall."**
- Nelson Mandela

Dear Friends,

Greetings from Samatvam Academy.

Festive greetings from Samatvam Academy. With the Ganapati festival just about concluded, we now prepare for Dussehra to celebrate the victory of good over evil. The festival of lights "Diwali", signifying inner illumination, follows shortly thereafter. These celebrations offer us an opportunity to reflect back upon our roots as human beings.

In this milieu, the current month's research study by Dr. Ananda Wood is about understanding the human psyche in relation to nature. He talks about the connections between modern Physics and meditative consciousness. It's enlightening.

In our interview series over the past more than two years, we have brought you the views, values and experiences of some of the best and brightest leaders from the industry. This month, we had the privilege of talking to Mr. Deodutta Kurane, Group President - Human Capital Management, YES BANK. His rich experiences across varied industries gave our conversation a 'case study' kind of feel. Mr. Kurane provides a very balanced and realistic perspective on several aspects of the HR profession, even as the grit and gumption behind the person comes through clearly in his words.

We haven't heard from you since long. Please **do write**.

Warm Regards,

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

TRANSFORMATIONAL LEADERSHIP

October 10 - 13, 2012

India Habitat Centre, New Delhi

Announcing a 4 Day Training Workshop
On **Transformational Leadership**
Dates: October 10 - 13, 2012
Timing: 9 AM TO 6 PM
Venue: India Habitat Center, Lodhi Road
New Delhi - 110 003, India

Context

Leadership is the collective capacity of a human community to evolve and realize its own future. Leaders govern the value-creation work of the organization, and guide it towards sustainability.

The mandate of leadership is to stage a renaissance in organizational systems. Leaders recognize that any living system transforms rapidly when it views change as the means to preserve itself. So, they reinvigorate the organization's operational and cultural systems to adapt their behaviour to environmental change.

Even in times of stability, leaders seek to disturb the status quo. They awaken the organization to new possibilities of capitalizing upon the emerging future. Leaders catalyze the flowering process that enables organizations to realize their full potential.

Content

The quest for leadership is an inner journey to first discover the depths of one's own identity. Upon this secure foundation, authentic and credible relationships are established. The resulting mutuality of trust and confidence helps accomplish qualitative change that is the hallmark of transformation.

Transformational change combines inner shifts in people's motives, values, and attitudes with outer change in behaviour, processes, and practices. It is yielded through a spiral of three processes, or a play with three acts, being performed concurrently:

- a) **Appreciation** – An "inspired" search for the core heritage (or the life-enhancing forces) in a "connected" human system- through reflective dialogue and sharing of peak experiences.
- b) **Amalgamation** – Developing a shared understanding of what people want to collectively be (mission) and become (vision), thus generating insights into new potentials and possibilities.
- c) **Accomplishment** – Deploying a strategic design to "attain" the vision in actual practice, with a spirit of service

Who Should Attend

The participants at this four-day workshop shall learn how to guide human systems through the processes leading to transformational change.

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

- Gain an understanding of the positive practices and values currently in place
- Use the visioning process to direct the flow of strengths towards value-creation
- Create an environment that allows people to use their imagination
- Generate innovative solutions towards achieving a vision
- Develop others to be their best
- Lead strategic change across the organization

This program is ideally suited for chief executives, and also for Business Unit Heads or senior Functional Heads who aspire for genuine leadership.

Program Fee

The fee of this program is Rs. 36,000 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/procedures.html>

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

Faculty



Dr. Sunil Maheshwari completed his PhD (2010) on the subject "Relationship between Appreciative Intelligence and Leadership Capability" from FMS, University of Delhi. He completed his MBA (1994) also from the same institution. Prior to this, he graduated from Mayo College, Ajmer with flying colors in athletics, dramatics and debating, and went on pursue a Bachelor's degree in Industrial Engineering (1992) from Nagpur University. [More](#)



Mr. Ajit Mulla is a human process and change facilitator in the areas of leadership, teamwork, personal effectiveness, performance management, coaching & mentoring, change management and Organisation Development. His clients include several family owned as well as professional Indian organisations, as also multinational corporations - across industry sectors in the Asian geography. [More](#).

Interview with Mr. Deodutta Kurane Group President - Human Capital Management, YES BANK



"...We believe that our executives who are expected to deliver superior customer service should themselves benefit from and experience such service as internal customers."

It is one of the refined business principles that is often talked about, but takes enormous conviction and determination to execute.

Mr. Deodutta Kurane explains the practical aspects of such an approach and his personal experiences in living that philosophy through his career.

[Read the full interview.](#)

Research Study: "Physics & Psychology" by Dr. Ananda Wood



"...A map can of course be used in a calculating way, to specify a useful route and its distance to a chosen destination. But this is not essentially how maps are used. Maps also have a living use, which enables us to think more clearly about the places where we travel."

With this statement, Dr. Ananda Wood very succinctly puts forth the reflective connection between experiences of life and mind. Through his scholarly treatise, he offers an unique and synergistic understanding of modern Physics and Nature.

[Read the full Research Study.](#)