

Dear Friend,

Warm greetings from the Samatvam family.

You will be glad to know that our latest open program on Team Play conducted at the India Habitat Centre, New Delhi from Jan 19-22 was an immense success. We had developed an original, appreciation-based, conceptual model to serve as a base for this intensely experiential workshop. The feedback from the participants was overwhelming. We would like you to have a look at the [consolidated feedback report](#).

Some of the photographs from the program are presented below.



In the interview section of the newsletter, we bring you a delightful conversation with Mr. P Dwarakanath, Director - Group Human Capital at Max India. In the case study section, Kim-Jun Franzen, presents her original research on the 'Effect of Change Management Programs in the curricula of Business Schools.'

We hope that you have been enjoying the various issues of this newsletter. Your thoughts and ideas on enhancing its effectiveness will surely be appreciated. We have lot to share over the coming months. [Do write to us](#).

Warm Regards,

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

[Interview with Mr. P. Dwarakanath, Director - Group Human Capital, MAX India](#)



"Personal credibility is what I value most in the HR profession. How much the HR function is needed in the organization indicates the level of its credibility in that system. I am always keen to determine how much the HR function in an organization is valued, both inside and outside of it."

So says Mr. Dwarakanath, Director - Group Human Capital.

Samatvam had a very enlightening time with Mr. Dwarakanath who gives a absorbing account of his professional life - from the days when the industrial environment was highly regulated to the liberalised set up we are in now. Do read his full ruminations [here](#).

[Creating Responsible Leaders: Effect of Change Management Programs in the curricula of B-Schools - by Kim-Jun Franzen](#)



The need of the hour, as voiced by people across society is to bring about change in the curricula of B-schools. The teaching methodology needs adjustment to create tomorrow's global responsible leader. The challenge is 'how'.

[Read the full case study](#). Credits: Franzen Partners India

"When a team outgrows individual performance and learns team confidence, excellence becomes a reality."

- Joe Paterno, a football coach

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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