

Dear friend,

Warm greetings from the Samatvam family.

The annual ritual of the budget presentation is just over. The summer is just starting to make its presence felt. We can look forward to heated action in the business world and elsewhere. Let's see.

Like always, here we are with our brew of HR wisdom for this month. We interviewed Mr. Anil J Gole, Executive Vice President and Head HR, GREAVES COTTON who throws light on the evolution of HR in the last few decades. In the Case Study section, we have Dr. R. Krishna Murthy espousing the cause of business and employee interests, equally.

I hope you have noted our upcoming program - the four day **Training Workshop on Stress Management** from April 20 - 23. Registration details are carried below.

In case you missed it the last time, I would like you to check participant feedback from our last program on Team Play. [It is here.](#)

Your feedback will be appreciated. [Do write to us.](#)

Warm Regards,

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



**Announcing a 4 Day Training Workshop On Stress Management**

Dates: April 20 - 23, 2011  
Timing: 9 AM TO 6 PM  
Venue: Zorba the Buddha, # 7, Tropical Drive, Mehrauli - Gurgaon Road, New Delhi

## Content

Stress arises when individuals perceive that they cannot adequately deal with the demands being made on them, or with threats (real and imagined) to their well-being.

However, it is fallacious to assume that stress arises exclusively out of external circumstances. In fact, outer situations are neutral; how we relate to them determines how they affect us. The nucleus of stress actually resides in the deeper chambers of one's own being.

## Who Should Attend

The program blends physiology with psychology, art with science, and profundity with common sense. This four-day workshop is very useful for individuals who find their performance getting adversely affected by the stress and pressures of modern life. Further, those who perceive several constraints in their life situations would experience the program as very liberating.

## Program Fee

The fee of this program is Rs. 32,000 per person, plus service tax.

This includes tuition fee, course material, lodging and boarding on a twin-sharing basis. Non-residential participation would attract 25% fee reduction. For more details, please visit the following link on the Samatvam website - <http://www.samatvam.co.in/procedure.html>

## Program Registration

To register yourself for the program, please [click here](#)

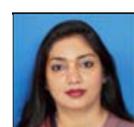
[Get in touch](#) for more information.

## FACULTY



### Dr. Sunil Maheshwari

Dr. Maheshwari is an Industrial Engineer from Nagpur University. He completed his MBA as also his PhD on the subject "Relationship between Appreciative Intelligence and Leadership Capability" from FMS, University of Delhi. [More.](#)



### Ms. Aarti Maheshwari

Ms. Aarti Maheshwari holds a Bachelor of Commerce from the University of Rajasthan (1996), as well as an MBA (Finance) through the Newport University, USA (1998). [More.](#)

## Interview with Mr. Anil J Gole, Executive Vice President and Head HR, GREAVES COTTON



"Openness and transparency are mandatory in order to gain the trust of the people for whom we are working.

HR policies must be flexible, and must never degenerate unchangeable rules. Our policies need to be dynamic, so as to be able to address the changing needs of the workforce."

Samatvam had the good fortune of talking to Mr. Anil J Gole, Executive Vice President and Head HR, GREAVES COTTON. He gives a fascinating world view of HR - from the days when it was a highly IR driven function to the smart sophistication it has acquired today.

He takes us through the thick and thin of action, as it were. [Do read the full interview.](#)

## Reconciling Business and Employee Interests - Case Study by Dr. R. Krishna Murthy



This case study features the travails faced by a Ready Made Concrete (RMC) mix company caught in a downward slide for reasons beyond its control.

The study reveals how the same crisis was leveraged to cleanse itself and make peace with its constituents, in a peaceful manner.

[Read the full case study.](#)

"Our greatest happiness does not depend on the condition of life in which chance has placed us, but is always the result of a good conscience, good health, occupation, and freedom in all just pursuits. "

- Thomas Jefferson

## 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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