



## highlights of this issue

- Milind Bhide on fastidious decisions while braving Mt. Stok Kangri, Ladakh
- Rukkini Sen on the art of bringing positivity, happiness and success to life
- Niket Karajagi sees the merits of young talent in today's corporate industry



## industry champion Milind Bhide



*Milind Bhide, Director of Countryside Outdoor Programmes Pvt. Ltd. has been running his adventure travel company very successfully for the last 15 years. His passion has always been trekking in the Himalayas.*

### MT. STOK KANGRI – A CHALLENGING YET STIMULATING EXPERIENCE!

Some decisions are hard to make. I have led many groups for treks in the Himalayan range. Here was I, on one such trip – standing at an altitude of 19,000 ft., in Ladakh facing a tough choice.

What draws amateurs to Ladakh is that while the climb to the peak at 20,100 ft is challenging, no technical climbing skills are required. So, for those who want to go that extra mile, this is the perfect pay-off without getting into serious mountaineering. The trip I would like to recount was with a small group of trekkers who aspired to climb Mt. Stok Kangri in Ladakh.

The first four days of the trek were simple enough. It is necessary to acclimatize if you are attempting anything higher than 10,000 ft and hence we progressed slowly to the base. At night, with the aid of our headlamps, we started for the summit. The weather was biting cold and the progress was slow. By day break, we came to a glacier which separated us from the final climb to the summit. It was an enthralling prospect, and the mountaineer in me was straining for it. The going was tough and when we just had the last 200 odd meters to gain, the clients declared that they did not wish to continue!

I grappled with the situation – the clients needed to be escorted off and that was my first responsibility. I could not ask them to wait on the ridge while I made the summit climb. A quick decision had to be made. With a lot of disappointment I turned my back to the summit and headed down...

To miss the summit means a lot to mountaineers. It is a dream involving preparation, planning and endurance at high risk. The irony is that we do not do it for gain or fame, but for a classic reason: because it's there. Yet, it calls for a positive attitude, humility and total acceptance. There is an immense satisfaction in doing things without a purpose. Where there are no expectations, there are no disappointments. So, I stopped regretting my decision.

There is always a second chance!

We returned to Leh. However, as I was well conditioned and the weather was fine, I decided not to excuse myself and try again. Two days later, here I was on the summit!

Earlier, I had to make the tough decision of turning back from the summit, putting my duty as a guide above my personal ambition. As I stood, there was contentment, stillness of mind and the greatest joy that I have ever experienced.

## the editor's column

*As we enter the new financial year with hopes and wishes of prosperity, we look at what changes we may need to bring to our old modes of thought and practise. It may be scaling new heights we may have never persevered toward, thinking on our feet and acting spontaneously or bringing out the finer sides of our personality through cruder shades of experience.*

*The New Year brings uncertainty, however it brings opportunity. While Rukkini Sen implores us to move ahead with this positivity through part II of her article on Breaking Barriers, our industry champion helps us understand just how to brave daunting decisions and tasks ahead of us.*

*And, who better can we carry with us to make a promising future but the young energetic talent around us says Niket Karajagi.*



### Mohua

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*Mohua by qualification is a psychologist bringing this paradigm to the*

*corporate sector. She is passionate about tapping into the infinite capabilities of the human potential. She looks forward to her unique contribution to people in the form of assisting them in showcasing themselves. She therefore strives as an editor of Knowledge Beans to help people share their experiences and pearls of wisdom to all those who seek it.*



space for everyone **Rukkini Sen**

# breaking barriers - bringing positivity, success and happiness into your life. part-2

*Having studied Personnel Management (Masters) and Economics (BA), Rukkini Sen has combined practical knowledge with facilitation skills to develop and deliver programmes which meet the changing needs of business. She has attended labs on "Basic Human Lab Process" and "Diversity - Working through Differences" conducted by the Indian Society of Applied Behavioural Sciences. She has been in the Training and Development arena for over 5 years and has worked for a variety of industries such as IT, ITES, FMCG, Engineering and Consulting.*

To build and maintain a positive attitude, one can start with these ideas:

Ask yourself: What are the principles that build a positive attitude?  
Answer this question as simply as possible and write them down.

Put down the benefits of being positive. Do not be vague at this point; make it real and relevant, giving examples. This will clearly help you understand why you are doing this.

Strongly desire to be positive. In the morning before you get up from your bed, focus on the good and what you are going to change. Feel a sense of peace within yourself and with the outside world.

Develop the discipline and dedication to practice those principles.

Change is inevitable and as humans we generally resist change. Change is uncomfortable and can be stressful as well.

Breaking out of one's comfort zone and challenging set principles and beliefs can lead one to satisfying dimensions that one may have never imagined or experienced.

A great spiritual thinker once asked, when we see a beautiful lotus in full bloom, do we look at the mud or the murky water surrounding it? We don't, as we are so awed by the beauty of the lotus that it overshadows the dirt around it. This is a very important message - the flower is grown in murky conditions and yet at the end it grows out to be a pretty lotus. Adopt this vision in life and talk health, happiness and prosperity with everyone you meet and see the benefits materialize in your life.

## founder's note

**Niket Karajagi**

### MANAGING WITH YOUNG TALENT

*Young and talent are two different things. It is imperative for organizations to have young talent which would create certainty for the organization's future, as well as the drive that is so essential in today's times.*



*Niket Karajagi is the founder director of Atyaasaa Consulting Private Limited, Pune which contributes to top corporate brands globally. He is an established international management consultant and an innovative human resource trainer with niche areas of expertise & contributions. Niket is an authority on creativity & innovation, emotional intelligence and statistical methodologies apart from his operations background in understanding of management processes*

*The advantages of having young professionals in an organization are multiple. They are energetic, high on risk taking and experimentation and also willing to learn new methods. They, along with the experienced professionals, can be an amazing combination of success. However selection and deployment of young professionals is very important. During the selection process one has to understand the programming of young minds. We are living in an age of speed and technology. Speed can create aspirations difficult to sustain and also lead to immense quality compromises. Speed can also result in aspirations of fast growth and acquisition of status which can be damaging for the organization and also the young minds. Technology has provided us the boon of reducing effort levels. This can make a young mind move away from high effort tasks. An attitude of instant gratification can actually cause an unstable professional life. Sometimes the young minds can also underestimate the proven methods of the past.*

*My suggestions for the young minds who want to evolve as a talent is straightforward. Firstly, smart work does not mean fast work. Smart work is an innovative style of doing work which reduces time and augments quality of output. Young minds need to have hunger for learning which is then put into practice. The young also need to be careful about the perceptions they create in corporate. Commitment, courage, creativity, competence and contribution to generation of wealth are the best combinations for success.*

*Should the young mind get a mentor it can be the best boon ever. A mentor can help channelize the energy and also keep the focus on goals while ensuring transfer of life skills. Thus a mantra for success; choose your young talent well, groom them through great values and competencies and shape your organization's future.*

*Look within and there would sure be young talent that can create a great future for your organization.*

**bean**  
statement

*A rigid mind always has a logical explanation for all it does, including how it is not being rigid*

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