

highlights of this issue

- Dinesh Gopalan brings to light the current financial scenario.
- Swarendu Biswas shares the benefits of practising DISC.
- Rukkini Sen talks about how important it is to be positive to be happy.



industry champion Dinesh Gopalan



Dinesh Gopalan works for Fidelity Bangalore as Director-Finance. He holds an MBA in Finance from IIM-Ahmedabad, and has more than twenty years of experience in Corporate Finance.

WALL STREET IS DEAD! LONG LIVE WALL STREET!!

The current financial crisis is a great source of inspiration for this poem titled as: Wall Street is dead! Long live Wall Street!!

One can imagine future generations of aspiring bankers in the classroom, trying to learn how to make money from the Wall Street experience:

Lives of bankers all remind us,
We can profit from subprime,
And, departing, leave behind us,
Footprints on the sands of time!

Footprints that perhaps another,
Looking at Wall Street's history,
A rich and unscrupulous brother,
Seeing, can unlock the mystery!

----- and further -----
The basest crimes of humanity,
Arose from religion or greed,

With a cover of legality,
Wall Street's crimes are egregious indeed!

The rich and the powerful,
Have always conspired to keep,
Their own pockets always full,
The public paying for their upkeep

If it's not the power of naked sword,
It's religion's veiled suggestions,
Or the public's collective greed,
That aids in all the depredations!

the editor's column

I take this opportunity to thank our readers for their appreciation in context to the "Importance of DISC" published last month. On readers request we again have Swarnendu Biswas, in the Vital Requisite section with some more information on DISC.

The current financial scenario inspires our industry champion to pen down his words in an artistic and creative manner. He gives us management inputs in a poetic form highlighting some social issues; how this is corrupting the society and eroding the value system, the common man being victimized. Thus how important it is to be positive in such turbulent times, is brought to light by Rukkini Sen. This article is being published in two parts, so enjoy reading and look forward to the next issue.



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Neha Arora is a young, pro-active, and energetic individual, with a passion for Human Resource Management & Training. She comes with a clear focus on managing HR interventions as a career. She has worked on multiple key projects in training and consulting areas over a period of time in Atyaasaa.

vital requisite Swarnendu Kumar Biswas



Swarnendu Kumar Biswas holds a Master's in Management from Symbiosis Institute of Business Management, Pune. He schooled at India's premier public-school, the Mayo College, Ajmer and is passionate about training and counselling. Certified on the 'DISC model' of Behavioral Understanding by Success Insights International and he's pursuing CPBA from TTI Performance Ltd, USA

WHAT'S IN 'DISC' FOR ME?

Everybody unknowingly displays his/her behavioral-style non-verbally; which means if we can read the signals by learning this language, we could easily identify their key-driving behavior and thus derive its' benefits.

Cooperation & Commitment - We trust and work well with those who are similar to us, agree? So, if we understand and tune into each others' behavioral-style, we could elicit cooperation and commitment from them. Good news is, clues to one's behavioral-type are all-around their personal space and mannerisms.

Team Effectiveness and Progress is hampered due to inter-personal quibbles. This is where DISC can help resolve conflicts, improve communication and aid motivation, which are the keys to 'top-performance' teams.

Gaining Buy-In - Almost all of us have experienced people who love to talk endlessly about themselves and others who dread getting 'stuck-with-them' in any formal or informal gatherings; these folks have lost numerous opportunities to gain buy-ins. Conversely, those whom we long to meet regularly have already gained our buy-in and therefore are more in demand

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vital requisite

Swarnendu Kumar Biswas

Preventing or Resolving Conflicts – Understanding DISC helps us comprehend other behavioral types and therefore helps pre-empt or prevent many problems before they even occur. Some work best alone, some are good with numbers, others flourish in teams, some detest any kind or form of control and others shy away from risk. So, maybe it's smarter to hire keeping DISC in mind; rather than hire and attempt to change or mould people to organizational-needs, later.

Thus, once we have learnt the DISC-language and have used it to interact with or recruit people: we will find understanding human nature is actually effortless. We can also 'empathize' with people of other behavior-types and learn to interact with ease, effectively.



space for everyone **Rukkini Sen**

breaking barriers - bringing positivity, success and happiness into your life. part-1

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.

Have you ever wondered why some individuals, organizations, or countries are more successful than others?

It's no secret or hidden strategy. These people simply think and act effectively and achieve high levels of performance in every arena of their lives. They have learned how to do so by investing in the most valuable asset – themselves. When one speaks of investing in themselves: - training programmes, workshops, one on one coaching, etc comes to mind. However all these methods may not meet with success due to one major challenge – if the foundation is not right or strong enough. If the foundation is strong and is built on a system of truth, integrity and a positive attitude, then these methods of development can spur on an individual in his path to success and happiness.

However if the foundation is built on ego, illusions and self consuming barriers, it is impossible to truly benefit from any workshops or any reading material for that matter.

Ego, Illusions and Self Consuming Barriers may stem from these factors:

- Fear of the unknown
- Negative behavioral patterns since childhood that are difficult to recognize and break
- Unrealistic expectations from self and others
- Feelings of bitterness and resentment
- Need to feel Safe

If you have now realized that your world seems to be recreating the same patterns and relationships which are not bringing you happiness, it is time to sit up and do something about it NOW.

One must ask oneself:

Which attitudes are valid and leading you to success?

Which are invalid and are irrelevant and have only negative repercussions?

Which ones will lead you to achieve your goals?

Which ones will lead you away from your goals?

Which ones can you start working on immediately?

This little enquiry itself will bring great clarity and will keep reminding you of what your life's purpose is. It will help you check your progress and measure your efforts so that your dreams don't just remain dreams but are translated into achievable goals.

If you have already made that decision that you want to feel a sense of balance, peace and achievement, then that's half the battle won. To reach the other side, a little hard work is required, but the journey is enjoyable indeed.

bean
statement

The only competency that is effective during difficult times is Creativity & Innovation. However, its associated risk will always prove to be a deterrent to its implementation

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