

highlights of this issue

- Industry champion, Rushikesh Rajendra talks about companies who are able to generate good individual and collective Karma.
- Raghav Chakraaborty shares with us his take on the power of communication
- Niket Karajagi throws light on managing employee mindset in today's world



industry champion Rushikesh



Rushikesh is a strong believer and practitioner of metaphysical and spiritual learning in corporate world. He has implemented these techniques to see individuals, teams and business units move forward and register growth. He has also seen these practices failing when oriented solely towards selfish motives. With an experience of seventeen years of working in Government Sector and four years in Corporate Sector, he realizes that a lot needs to be done in Corporate Governance in the light of Corporate Karma.

Every one today is talking about the economic crisis. Those who are in jobs are desperately holding on to them irrespective of salary revisions while others are doing well for themselves. Some companies are struggling hard to maintain the pace of growth while others continue to do well. One is thus encouraged to take a closer look towards this interesting phenomenon.

Well meaning and 'Karmikally' good companies (companies who are able to generate good individual and collective Karma) have used this situation to:

1. Identify under / non performers and downsized their teams
2. Bringing senior level resources under crosswire and in some cases laying them off
3. Putting new recruitment on hold till such time this cleansing is done
4. Re-looking at their business strategies and evolving newer models to keep on the drive

On the other hand companies which were 'Karmikally' not very sound have gone through hardships with many of them forced to close down business.

Wisdom say the root cause of all downturns remains the same always - the cycle of "Greed" followed by "Fear". This Greed Factor triggered the avalanche of slow down resulting into all round fear. All, including governments have worked overtime to arrest this Fear Factor. This is to ensure a minimum time period of the Greed < > Fear cycle.

A close view of companies doing well will clearly show the Law of Karma (Action) playing its role in totality.

1. Ethical and value based business practiced at all levels in their organization
2. Clear vision and mission practiced within the entire company
3. A business plan with effective risk mitigation implemented by all

The current situation is not to the liking of most of the employees since they were long used to regular appraisals and receiving handsome variable components in addition to their salary. One would see beginning of movement of people once the positive cycle sets in.

A good start would be to look into the positives to the current situation:

- a. Companies are forced to re-look at their business models
- b. They have started looking at their bottom line more seriously rather than their top line
- c. As a result, correction to inflated (unreasonable) salary components have happened
- d. Expectations of high starting salaries from the prospective employees have come to more realistic terms especially from trainees or interns
- e. Prayerfully, the employees will start deserving first and then desire
- f. This is likely to solicit long term commitments from the employees

Even the company environment is now likely to be more transformational rather than transactional of an entrepreneur who believes cause and effect phenomena ultimately prevails at all levels.

the editor's column

The present times see employers taking great care in who they hire, invest in and move up to the next level. And it is a precautionary and pre-emptive measure that could bail an organization out of the turbulent times being faced.

The current Knowledge Beans gives some pointers on how employers can look at certain hurdles they may be going through. Rushikesh Rajendra, our industry champion, empowers employers with the knowledge of how one produces a good individual in the industry and thereby contributes to the collective Karma of the organization.

Niket Karajagi taps into the employee mindset and how one can effectively mould it, while Raghav Chakraaborty shares inputs on the power that communication wields in the connections we make with people.



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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 **Raghav Chakraaborty**

power communication

Raghav Chakraaborty is an alumnus of Symbiosis College of Arts and Commerce. Raghav has a keen acumen for business and presentation skills having conducted several seminars and presentations all over India. Training has always been his passion and he enjoys imparting it.

The power to change is the power to communicate. Communication is what makes us powerful. "Powerful Communication is the process of conveying information from a sender to a receiver with the use of a medium in which the communicated information is understood the same way by both sender and receiver"

As the definition states, it is not only exchange of ideas, thoughts or information, but also a conscious effort to understand the receipt of the same with the receiver.

Powerful communication skills and strong intent work side by side, nothing gets made simply by flapping your lips. A clear understanding of who you are and what is expected from you is essential. In order to get the best of deals you need to know specifically what it is you want and what you are willing to do to achieve your goals.

It is about the connection, the need to feel understood, the need to communicate our hopes, dreams, ideas and desires and the need to be heard. Once we understand this, we will start to connect with others.

People who know how to connect are known as powerful communicators. They are successful. Think about anyone who has ever led. Think of Mahatma Gandhi; a superb communicator, conventioneer and a visionary, practically anyone who has ever thought great ideas has had to learn how to communicate the sense of greatness of these ideas.

Powerful Communication is a learned skill that requires continuous development and practice. The more we apply these tools, the better we become at utilizing these skills.

founder's note

Niket Karajagi

MANAGING EMPLOYEE MINDSET

Effectively Managing Employee 'Mindset' – the word in quotes is nothing but how a mind is programmed over the years.

The complex human mind keeps undergoing modifications. A human being behaves the way his or her values and beliefs are moulded over the years but it is important that we also know that these beliefs can undergo a change. These changes can be immediate or can be over a period of time and are purely dependant on motivators for change.



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

Let us understand the process of change of a mind. Firstly the mind is conditioned solidly. It believes and sees what it wants to. The change thus can happen only when a person experiences a situation where his or her values and motivators are not satisfied. The mind also can get influenced easily when it is in a heightened state of emotion. This heightened state can be created through controlled situations in which the subject experiences the effect of his or her own behaviour instantly and this induces a change in the belief system. Making people go for difficult situations and making them experience their potential can be a great idea for effecting change. A mind thus experiences a change in conditioning only when motivators are triggered or pain is experienced. Training and assessment processes with effective simulations can surely create this effect.

However what do we do with people who have no motivators? If a person is completely content with the situation and has no motivators then it is best not to work on the individual. Also an individual who just "wants" to do well but does not want to manifest it in reality through effort, is also a difficult proposition.

In my profession I have experienced that facilitators, mentors, coaches and effective feedback can surely help transform minds by creating situations of pleasure and pain to effect a positive change.

Are you and your organization investing a sincere effort to transform mindsets? If you are, then your teams would surely perform even in the most trying times. After all an organization is nothing but an outcome of collective mindsets.

bean
statement

A mind that is like a controlled arrow shall surely reach its target

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