

KNOWLEDGE BEANS

a human resource newsletter



HIGHLIGHTS OF THIS ISSUE

- Vivek Solanke elaborates on the secret ingredients for success
- Vinita Chopra emphasizes on the importance of 'going the extra mile'
- Ashwin Ramaswamy shares the key to being successful in professional life
- Neha Kamat gives insights on 'Coaching for professional success'

THE EDITOR'S COLUMN

Deeksha Jawa

Deeksha Jawa, Head – Project Management, Atyaasaa Consulting Private Limited, is a post graduate in Management HR and Green Belt in Six Sigma with a background in Psychology. She has a passion for behavioural sciences and combines her knowledge of psychometric testing with her management expertise to manage projects end to end and design & develop workshops in order to meet the changing needs of businesses.



Everyone has those days when no matter what one tries life seems to be a series of setbacks. Well, today is a brilliant day to take charge of your life and develop strategies to achieve personal and professional success. This edition of Knowledge Beans will help you delve into the ingredients required for success in life

EDITOR'S BEAN TIP

The tools to becoming a successful person:

- Introspect
- Have the desire to learn
- Invest in self development
- Set reasonable goals
- Commit yourself to whatever you do
- Surround yourself with winners
- Welcome new ideas and approaches
- Take risks and don't be afraid of failures

Write to us

For information : info@atyaasaa.com

For contributing articles : atyaasaaeditor@atyaasaa.com

For suggestions : feedback@atyaasaa.com

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst & a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



ATYAASAA
AWAKENING HUMAN EXCELLENCE

OD CONNOISSEUR'S ORATE

Vivek Solanke

TRANSFORMING LEADERSHIP

Vivek Solanke is a masters in Personnel Management and is presently working as Assistant Manager HR, IR and Admin at Endress, a swiss MNC and leading automation company into manufacturing of flowmeters.



Success is waking up in the morning feeling victorious rather than feeling beaten up. Success is walking proudly in the streets with your head up high while being happy and satisfied.

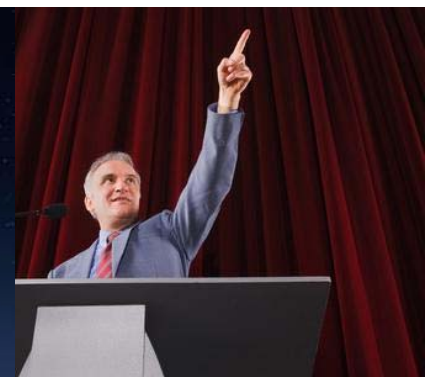
The real secret to success lies in the following formula:

Success is all about trial and error: Babies learn how to hold objects correctly by first holding them in all incorrect ways. After sufficient number of tries the baby learns how to hold the object correctly. Thus, if you want to be successful then you must understand that you have to keep failing until you discover what works.

Positive attitude and believing in yourself is essential to success:

Once a soldier asked the major. "Sir we are surrounded from all sides by enemies". Major said "Excellent! we can attack in any direction." A strong and positive attitude creates more miracles than any other thing because life is 10% how we make it & 90% how we take it.

continued to next page >>



<< continued from previous page

Sincere & honest: Be yourself and do what you feel is right based on your values and beliefs. People accept you more when you stop trying to be someone you aren't.

Passion is a great asset: Lots of people claim that having a great passion for what you do is the secret to success, while I strongly agree that passion will certainly help people become successful; still some people can succeed without having passion for their work.

Be flexible and 100% sure that you are going to reach your goals: After overcoming enough number of failures you will find nothing standing in your way. When Edison was asked how he managed to try 1000 times to invent the lamp without losing hope even though everyone was making fun of him he said "whenever someone told me you failed to invent the lamp I used to reply saying, I didn't fail, I just found another way how not to invent the lamp".

Be a learner always and enjoy work: Constantly learn the things which we don't know, from any one, any time. Enjoy your work, just like the kid involves himself and enjoys the activity with full concentration.

Don't let the child inside you die: Spend some time with family, play with small kids, watch cartoons with them. See them work very hard on simple things. Their logic also helps us find solutions and reduce stress.

Accept mistakes and say sorry: Whenever you make a mistake, apologize for the same. As we all know this needs courage.

If an egg is broken by an outside force, a life ends. If an egg breaks from within, life begins. Great things always begin from within.

In the end, geniuses & successful people don't relax in chairs. They relax in work, awake with determination & commitment. The time to relax is when they don't have time for it. ■



OD ENTHUSIAST'S ORATE

Vinita Chopra

LET THE EYE BALLS ROLL.....GET NOTICED

Be it our first or last, encounter becomes very important as it sets the tone for all relationships to follow. Specially, when we navigate our careers, we need to make efforts to make simple changes that make a lasting impact.

Vinita Chopra is a communication faculty at International School of Business and Media and a corporate trainer as well. She firmly believes in learning and applying creativity at work.



Seth Godin in his book, Purple Cow: Transform your business by remarkable says, "Today the one sure way to fail is to be boring. Your one chance for success is to be remarkable". Boring people become invisible soon. Therefore be open to changes, to impress and to be remarkable.

Present yourself appropriately. Create a "Picture" of yourself; so that it says much about you to the person you meet. For a picture is worth a thousand words. Work on your body language, your attire your speech. The picture should not be out dated, instead it should be what the world wants to experience. Beautiful advertisements of



continued to next page >>

<< continued from previous page

Docomo caller tune add, "Listen to what you want to hear", explains what the world wants out of us.

"Pity the man who inherits a million and isn't a millionaire", Jim Rohn. We are all blessed with talent, expressed in biblical language. This is where the problem lies; we are not willing to change and grow. Be a visionary. "Think big, think fast and think ahead", Dhirubhai Ambani. Be an asset to your work place. Bring great ideals to the table. Be always willing to give more than hundred percent. Always be ready to accept creative criticism and use it to become a valuable professional. We need to be aware and have the feel of the world, need to know what's working in the real world and determine what the successes have in common.

"Two men look out of the same prison bars, one sees mud and the other stars", Fredrick Langbridge. It is our attitude which makes a big difference at the end of the day. We have a choice everyday regarding the attitude; which attitude to embrace for the day. Our attitudes control our life.

"Go an extra mile". Everyone knows this. The problem is, this has been like an abused line and most people fail to put it to hearts. Going an extra mile should be like music. Table your accomplishments; highlight your capabilities and abilities to solve problems, to bring results. The end result should be a smile and a spark.

Hone your intuitive style and make every encounter not just good but great.

For you need to shine in a crowd of perfectly competent and undeniably excellent professionals. ■



OD FOLLOWER'S ORATE

Ashwin Ramaswamy

THE KEY TO BEING SUCCESSFUL IN PROFESSIONAL LIFE

Who wouldn't want to be successful in life? Every one of us would. Considering the fact that our achievements at work are considered THE measure of success, I'd say that being successful in your professional life is the key to being successful in life in general. The hard fact to be understood is that success in a professional workenvironment is not an accident but something that can be attained by paying attention to a few subtle yet important details.

Ashwin Ramaswamy is an electronics and communication engineer currently pursuing his PGDM from Goa Institute of Management (GIM). He has a work experience of two and a half years at Wipro technologies. He has keen interest to explore and learn different domains within the human resource management field.



The best thing you can do to further your career is to Underline your uniqueness. Know the skills that set you apart from the rest of your colleagues and highlight them. Ensure that your superiors know about them and think of you as soon as any work necessitating their use comes up.

Make sure you keep up with the latest developments in your field. Read magazines and journals and build up your knowledge base. You can leverage any information that you have picked up in conversations with other professionals and work colleagues. It will make you come across as an intelligent and knowledgeable person.

continued to next page >>



<< continued from previous page

Set goals for yourself. Think about where you want to be and how to achieve it. Come up with a roadmap which sets you on the path to it. It does not have to be comprehensive and it may have to change. But the key is to have a framework which will provide you the necessary direction.

Network! I cannot emphasise enough the importance of this aspect of the professional life. The people at your workplace today will be the same people who could tomorrow be the upper level management of multinational corporations tomorrow. Get to know them early.



Finally, Mentor your colleagues. This will help you to grow at a personal and professional level and also help you to understand issues faced in the training process. Ultimately, the key is to be a good leader and learn how to balance the different aspects of professionalism. ■

THE COACHING WAY

Neha Kamat

COACHING – A MEANS TO PROFESSIONAL SUCCESS

Every one of us has dreams and aspirations of success. Though success means different to different people, an element of challenge is always associated with our dreams of success. This is more so in case of professional success where we have to compete in a dynamic and demanding world of targets and uncertainty. Wouldn't it be great to have an expert who would collaborate with us to help transcend from one success to another unhindered and without being digressed?

This brings us to the concept and practice of coaching. Coaching is the scientific art of enhancing performance by customised, solution centred, result focussed systematic process of developing individuals for a specific purpose. It helps the individual to discover his hidden power and manifest latent potential.

Coaching aligns the protégée with his work purpose and inspires him to surmount his blind spots. By enhancing critical competencies, it facilitates professional success of the protégée. The benefits of coaching are not limited to the individual; it impacts the entire organisation. Organisation benefits include increased productivity and effectiveness as well as a culture of continuous learning. Coaching as a method of people development is used by organisations for middle, senior and top management executives.

Coaching process starts with protégée profile analysis that helps the coach have an in-depth understanding about the protégée. This is followed by designing a customised strategy that revolves around the protégée profile and his aspirations. During the coaching sessions, the discussions are based on results of behavioural/psychometric tools. In each coaching session specific goals are set for the protégée that are closely monitored to gauge the protégée progress.

Neha, Associate Consultant - Coaching Division, Atyaasaa Consulting Pvt. Ltd. is a post graduate diploma in Human Resources and Industrial Relations. She uses her analytical skills to apply management knowledge in dynamic business context and facilitate people bring out the best in themselves. She aspires to gain expertise and contribute in all facets of HR.



Thus, the coaching process applies the behavioural science knowledge to help individuals and organisations to achieve success. ■

For further details please write to info@atyaasaa.com

BEAN STATEMENT

"Success is all about doing things you thought you can't do."