

KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER

IN THIS MONTH

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ABOUT ATYAASAA

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 and 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. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



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OD CONNOISSEURS' ORATE

Nirzari Sen

THREE POINT AGENDA FOR CAREER SUCCESS - INTIATE . LEAD . SUCCEED

In a group, when a leader talks about a task to be completed and knowingly or unknowingly you say spontaneously "I will do it"; this is taking initiative. Let's take a step back and understand, what made you say "I will"; Is it because : **1.** You are an expert at doing "that" job or **2.** You wanted to impress your manager or **3.** You have the knack of jumping into new tasks and completing them.

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Nirzari Sen has a rich experience of over nine years working with various MNCs. She is passionate about Human Resource Management and OD initiatives. She possesses a clear focus on managing HR interventions as a career. Currently working with an organization having a global footprint which offers a comprehensive suite of services to software product companies across all stages in the product lifecycle, from product ideation to obsolescence, she heads the global HR department where she is responsible for ensuring smooth delivery for strategic and operational activities along with talent acquisition and engagement. She is currently pursuing higher studies as well.



THE EDITOR'S MESSAGE

The theme for this month highlights the path one should traverse to make success your friend. Success has different connotation for each individual and each one finds the best fit to achieve it. Establishing equilibrium in personal and professional life is an elusive ideal and myth in perspective of many individuals but is it just about making the appropriate choices and picking up the apt opportunities only.

The topic for next month is "Synergizing Personal and Professional Life". If you share a passion for the topic, have a flair for writing and would like to share your views, send us a 300 word article with your brief profile along with your photograph in jpeg format by or before June 10, 2015 on the email id atyaasaaeditor@atyaasaa.com

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I am sure that at least one of the above will closely fit your thought, when you think about your first initiative.

More often than not, managers and employers prefer engaging with employees who take initiatives on their own. Thus, taking initiative is the fastest way to become your manager's preferred team member and fast track your career growth. To be an initiator, here are a few golden rules:

Be pro-active rather than reactive

Budding leaders jump on to an opportunity when it presents itself. Moreover once you commit by saying "I will do it", it is very critical to think wisely before beginning to act. It helps to have an intellectual thought process and see a spectrum of tasks before acting on them.

Analyze your strengths and weaknesses

After understanding the task completely it is very important to do a risk analysis. Before starting off any task, one should clearly understand the "potential" success and failure attached to that particular task.

Plan the execution appropriately

Execution plays a major role in task completion; one should have clarity on how the task is going to take a shape forward, the risks associated, a robust risk mitigation plan and identifying the best team players for the job

THREE POINT AGENDA FOR CAREER SUCCESS - INITIATE . LEAD . SUCCEED - Nirzari Sen



Walk along with your team

When your team is boiling out, you should be with them guiding and mentoring. "That" sense of responsibility makes you a great leader. It is important that an initiator is a great leader who always knows the pulse of the time.

Generate opportunities

As an initiator, if you have succeeded in delivering the task, it is important for you that you identify your successors and train them suitably so that you move on to newer challenges while having your best men ready for similar tasks in the future. **E**

OD ENTHUSIAST'S ORATE

.....Praseed TV



YOUR ROUTE TO SUCCESS



Praseed TV is Senior Biz Project Manager with a global leader in digital marketing and digital media solutions in USA. He has 14 years of experience as subject matter expert, programme manager and worked with leading Fortune 500 firms. A 1993 IIT Mumbai alumni and currently pursuing MBA in the USA, Praseed also is an avid off-road driver marshall certified from the Jeep (USA) and participated in numerous driving adventures which he claims releases stress and helps rejuvenate oneself when in contact with nature.

Before I share my secret of success, I personally like to take this quote from Martin Luther King Jr - "we are prone to judge success by the index of our salaries or the size of our automobiles rather than by the quality of our service and relationship to mankind". Isn't this so very true in today's world and we need to ask ourselves what is measured as 'success'.

We may ask why success is so different for men and women. Women associate success with relationships and values unlike men who mostly look at material success. Money, however, is still important for both genders as a success parameter. Sometimes we face social and cultural expectations which change our perception of success.

For me, success is not just spending majority of my time with work that are fulfilling but also leveraging my potential as a human being by helping people in a meaningful way and also providing the lifestyle, freedom and experiences that I desire. Success for me is very personal and not necessarily a long term goal, but a daily journey. I feel successful if I get a task done at work, make a stranger smile, open the door for others. . . . moments of accomplishment are success pods for me.

My years of experience, travel and association with people from different cultures has shown that simple formula for success is happiness plus constant improvement plus contribution. If we are not happy then success has no room for us.

Remember success comprises of some vital ingredients like: be happy with what you are doing, always grow constantly as an individual and lastly remember to contribute to other people in meaningful ways. With these aspects around, success will always be present with you in every step of your life. **E**

FOUNDER'S ARTICLE

Niket Karajagi

DEMYSTIFYING CAREER SUCCESS

Career at a conceptual level means making a personal choice of contribution we wish to bestow to the ecosystem that we live in, and it has to be in line with our natural strengths and competencies. Making a career is not about aping the successful people or individuals in the personal circle of relationships. It is a well thought of choice made by assessing what is the purpose in life I wish to lead and how do I propose to lead it. It is not mandatory that all need to take a career call. It is perfectly fine to make choices based on situations.



However once we do make a career choice, the life around us changes completely. Some are lucky to make it right in the beginning of their life. While some come to mid life crisis and make the choice and most continue doing what they are doing with awareness that they cannot change course as risks are too high. So what is a successful career? Is it so abstract that it is just for a few blessed ones or is it a path that can be easily traversed? Let's demystify it.

Every human being is born unique on this planet. Our strengths, talents, competencies, skill sets and life experiences are all a unique permutation and combination. Nature has created us perfectly in a way to do what we are meant to do. It is the unique contribution to the system around us, in our own creative way. It does not matter what our educational qualification is.

Doctors have become great artists, engineers have become politicians, lawyers have taken on to social causes and others have crafted some unique non conventional careers. So it is a myth that career needs to be in line with educational qualification. However, some young people make a choice based on their inner calling and pursue academics in line with it, they are the exceptional lucky ones.



Niket Karajagi is the Founder Director of Atyaasaa, Pune which contributes to top corporate brands globally. He is business a psychologist, a coach and an organization transformation facilitator with niche areas of expertise and contributions. Niket is an authority on creativity and innovation, emotional intelligence and statistical methodologies apart from his operations background in understanding of management processes.



To determine our career choice and envision it, we must transport ourselves way ahead in future and ask ourselves what we wish to see ourselves as. We may also ask a question on what is it that I enjoy doing the most and how can I convert it into a profession. Once that vision is created purely through a factor of feel by keeping our mental paradigms aside we also need to now gauge what is the investment in terms of time and effort that we must put in to make the best of our vision. For creating successful careers one needs unrelenting focus, planning, dedication and hard work.



Also since it could be a very distinctive choice we must believe in it completely and insulate ourselves from all social pressures. If the choice made is right, a series of coincidences commence immediately and we feel we are on the right track. Career and passion go hand in hand. A true career option will make you excel for sure. It energizes you, keeps one intellectually and creatively stimulated which bring success easily. Financial gain here is a useful by-product.

Talk to your inner essence, your heart and it will tell you what it yearns for. Do not be overwhelmed by hazards, you will surmount them. Submerge yourself in the light of that inner calling and carve a niche. Mondays will never create a stress after that and Sundays will remain fantastic. Seek guidance of a mentor and evolve the right path. Commit to the path and do not back out ever to experience the beautiful journey of a successful career. Be amongst the few who became the best and remain the best. **E**



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BEAN STATEMENT

Success is an expedition which only proficient passionate can embark on.