

THIS MONTH FEATURES...



TETE-E-TETE

Yashwat Desai brings out the subtle but true meaning of actualized retirement.



OD ENTHUSIAST'S ORATE

Chandrakant Tuplondhe gives tips to plan retired life.



ATYAASAA SPEAKS

Crisp pointers for making your retirement an actualized career.

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KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER



TETE-E-TETE

ACTUALIZED RETIREMENT - THE TRUE MEANING

Yashwant Desai, Managing Director, Perennial Technologies, is a first generation entrepreneur leading an immensely successful venture in the power sector. An alumnus of the Government of Engineering Karad, he rose phenomenally in an organization which is a leader in the manufacturing of diesel engines, agricultural pump sets and generating sets before starting his second innings. While wearing challenges constantly up his sleeve, he nurtures the dream of creating wealth for the nation and creating value for the people around him even if they may be remotely connected.



Why and when did you exit from the corporate world?

When I stepped into the corporate world, my only urge was to become an entrepreneur. This decision was made in my late 30's. My first venture did not work out due to the differences in the value system between partners. 'Failures are stepping stones for successes', proved right in my case and in 2004 at the age of 44, I started my own business venture from scratch and made it reach the growth phase in two years.

Did the fear of risks involved in your second innings deter you? What motivated you to keep moving?

I shared the fear that any upcoming entrepreneur has and that was of raising capital. I strongly believe that remunerating people on time is a valuable practice. This practice led to my vendors becoming my partners which solved many issues.

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THE EDITOR'S MESSAGE

The theme for this month focusses on 'Actualized Retirement'. Superannuation is inevitable with age. However, while approaching this milestone in life one goes through a host of emotional upheavals. If not dealt with consciously with adequate planning and careful considerations one may head towards disaster not only for self but the entire family. There are sure shot ways of leading a life in an actualized manner and garnering the much desired self-contentment.


The topic for next month is 'Women Self - Empowerment'. From time immemorial, women have continued to get identified and treated as an inferior gender fostering

inequalities. World over there have been fewer exceptions to this phenomena. Concerted initiatives on women's empowerment have seldom borne expected success. Real success though will come only and only if women become self-empowered. Drastic changes in the core within them will facilitate their true empowerment.

If you share a passion for the topic, have a flair for writing and would like to share your views, you can send us a 350 word article with your brief profile along with your photograph in jpeg format to atyaasaeditor@atyaasaa.com

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Through this experience I learnt that business based on strong values are to be followed by strategies and actions to achieve the targets/goals.

You had two options, take early retirement and relax with the family, or look for a better change in job. But, you took a third option of becoming an entrepreneur. Why?

Retirement is a stage where one no more needs to work for himself. It means working for the society. It is about elevating the people around, creating thoughtful, confident and determined leaders. Building an organization and moulding great individuals within and outside, was my biggest motivation for taking this third option.

How has been the support and response from your family to this initiative especially during second innings?

Family was and has always been a substantial support. My wife is the second employee of this company. She pushed me out from my corporate life into entrepreneurship.

How has the second innings impacted your health, life style and level of satisfaction?

Health is always the biggest wealth. I believe that your mind should always remain young, fresh and positive. One must really ponder upon how much time one gives for themselves to remain fit and enlightened.

You have engaged some of your former colleagues, who have retired many years ago, in your venture. What difference do you see in their life/work style and that of your own?

We have seen a remarkable change that has impacted positively in our lives. We are now in the business of contribution enhancing the value of people. Financially, there is a multi-fold increase



in the wealth. However, this thirst for creating personal wealth has now got replaced by the thirst for creating wealth for the nation. While my peers who have now retired in the normal course continue to grow and look old I seem to grow younger by the day. While overcoming the fear of 'desire', 'demand' and 'death' I am now actively engaged in creating value for everybody around me.

Is there anything else you would want to add?

Actualized retirement is a very creative concept and it should be approached as an opportunity for value creation for yourself, for society and for nation. In this way, you can help create an ecosystem that will develop self-actualized individuals thereby create a positive impact on one's 'Janma Bhumi'; 'Nyan Bhumi' and 'Karma Bhumi'. **E**

OD ENTHUSIAST'S ORATE

TIPS ON RETIREMENT PLANNING

Chandrakant Tuplondhe superannuated from a leading global automobile manufacturer with a portfolio that covers a wide range of cars, sports vehicles, buses, trucks and defence vehicles in 2013. He worked there for over 43 years before retiring as Senior Manager Technical Training. He has rich experience in tool and die making, training, recruitment and employee performance appraisal. He is an acclaimed technical trainer and is presently engaged in providing consulting services to a reputed manufacturing organization in Pune.



Retirement is a predictable milestone in every individual's life. When we say that it's certain, it can be planned from the day we are employed. Post retirement life, if planned well, brings joy and happiness in many ways. This period can be divided in two phases. Phase I is till we attain the age of 70-75 years. Post this, Phase-II till the end is truly the 'old age'. During Phase I, depending on one's health and fitness, the vigour and energy levels are good. Enjoy these years to the fullest.

Some useful tips to do this include:

1. Health first - exercise moderately every day...walk, jog, swim...as much as you like and you can.
2. Realize your life purpose. This makes life more meaningful.
3. You know your wallet size, follow financial discipline. Spend to the extent of earnings from the returns on investments you made while you earned steadily until superannuation.
4. Do not put your hard earned money in 'high risk' investments. Invest in different schemes to mitigate risks and maximize returns.
5. Provide for major emergency hospitalization expenses with 'Health Insurance' having reasonable coverage, preferably of any public sector organizations viz. New India Assurance, United India Assurance, etc.
6. Look for moments of joy and celebrate them with your near and dear ones.
7. Extend your support to your children and grandchildren whenever they need. Invest 'quality time' on your family and friends.
8. Plan for decent vacations within and outside India.
9. Pursue at least one hobby viz. gardening, reading and social work with an NGO etc. This would remove the feeling of loneliness.
10. Read and follow spiritual learnings to attain eternal peace and joy.

11. Review your eating habits, type and quantity of food. Eat whatever suits you and make changes accordingly.
12. Extend full support to your better half, try hands on cooking and get joy out of the same.
13. Be social - join social groups viz. senior citizens' group, laughter's club, etc.
14. Make friends with younger folks, they would support you in difficult times.
15. Do not advise anyone unless asked for. Do not dabble in the lives especially of your near and dear ones.
16. Make use of your skills, experience and offer the same to needy people, institutions etc.
17. Old age is a state of mind, never grow old mentally!

Enjoy LIFE to the fullest in an actualized manner because you never know when you will breathe last! **E**

ATYAASAA SPEAKS



MAKE YOUR RETIREMENT AN ACTUALIZED CAREER



Retirement is a state of mind of the mediocre. Statistics indicate high mortality rate for people within first five years post retirement owing to lack of empowered goals. Withdrawal from intellectually active life is the primary factor responsible for this phenomenon. Some engage themselves into customized rituals, pass time and play mind games with folks around them making their lives miserable. All this does not help the individual. The situational complexity then starts redefining the self-identity and associated relationships.

Here are a host of pointers to deal with retirement effectively:

- Early retirement planning since the age of forty to forty five helps tremendously to overcome the mid-life crisis which all professionals' experience.
- It's important to mentally engage in creative pursuits to avoid attracting stress. Ensure this by involving yourself in activities you are passionate about. This may include hobbies which remained to be pursued during active work period.
- Plan must also include securing financial and physical health for self and spouse.

- Must ensure self-owned house and safe financial assets with high liquidity. They need to be kept intact till the last breath of the surviving partner.
- Long term investments with assured returns to meet the complete set of needs of both together with occasional wants to be ensured.
- A well laid out 'will' securing the well-being of the surviving partner and eventually reducing/eliminating the confusion for the heirs is a must. It should be revisited every five years for possible situational changes. The contents of the will should be kept strictly confidential by the executors.
- Health insurance cover till the age of eighty to eighty five is essential for both the partners.
- Struggle to retain the identity from an earlier avatar is inevitable. 'Let go' attitude helps immensely.
- Becoming and remaining a contributing member of the family as well as society continually enhances and retains our 'face value'.
- Do not allow people to take you for granted as 'retired folks' is going to add stress.
- Frank and open communication with the near and dear ones to set expectations from each other helps in reducing stress and redefining relationships.

This will enable you to lead an enviable life of actualized retirement. Though the length of the life is important, a life well lived is fulfilling. **E**



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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BEANSTATEMENT

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