

Dear Friends,

Greetings !

Welcome to the August issue of our monthly communique. It also marks the first anniversary of Samatvam Academy, which came to life on July 14 last year.

Our recent program on 'Transformational Leadership' from July 20 - 23, 2011 elicited a good response from the industry. 13 participants from industries as varied as IT, consumer products and Biotechnology attended the event. The photos capture just a few snapshots of the insight and enthusiasm that were generated at the workshop. Please [click here](#) to view the program feedback.

In this month's interview section, we feature Mr. Yashwant Mahadik, Vice-President - HR, Philips India. He comes out to be a very versatile manager, who is at home in functions as varied as Sales, Manufacturing, and (of course) HR. These varied career experiences have shaped his very grounded perspective on the role of HR in organizations.

Appreciation. It's one of the deepest human emotions and the 'feel-good' impact it has in the personal and professional environment is immense. The research study in this issue dissects the topic in a very academic, and yet practical and applicable way. You sure will find it usable.

We welcome your ideas on making this newsletter better and effective. Please do [get in touch](#).

Warm Regards,

[Dr. Sunil Maheshwari](#), [Mr. Jagjit Singh Maan](#), [Ms. Aarti Maheshwari](#)

Transformational Leadership (July 20 - 23, 2011) India Habitat Centre, New Delhi

A Snapshot



"...it is really very effective in enhancing professional development" .
[More.](#)

[Interview with Mr. Yashwant Mahadik, Vice-President - HR, Philips India](#)



"...simply put, the HR function is at its best when it is able to command enormous respect from the employees and the leadership alike. From the perspective of the external world, the employer brand value and the ease with which the organization can attract talent is also a mark of external effectiveness."

Mr. Mahadik takes us through his meticulously detailed journey in the HR profession - from his beginnings as a fresh trainee, growth and learnings along the way. The interview presents interesting insights on the evolution of the HR profession from the late 80s to the present.

[Read the full interview.](#)

[Appreciative Acumen: A research study by Dr. Sunil Maheshwari](#)



Appreciation is a process of giving attention to something in a loving way. It is the feeling of being at one with the object of appreciation, and to feel connected with it. It thrives in a climate of acceptance, and involves a breaking down of boundaries.

The French author and humanist Voltaire was of the opinion that by appreciation, we make the excellence in others our own property.

[Read the full research study.](#)

"When an idea exclusively occupies the mind, it is transformed into an actual physical or mental state"

- Swami Vivekananda

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- RESEARCH-BASED conceptual framework
- CLARITY of context, content, process and deliverables for every program
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- EXPERT FACULTY, who have walked their talk
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