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The Samatvam Gestalt

- › An ENABLING paradigm
- › RESEARCH-BASED conceptual framework
- › CLARITY of context, content, process and deliverables for every program
- › EXPERIENCE BASED pedagogy suitable for adult learners
- › EXPERT FACULTY, who have walked their talk
- › TRANS-NATIONAL presence

All about Samatvam

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Forward

- › Let your like-minded friends know about Samatvam Academy.

Click [here](#) to include your friends on the Sattva mailing list.

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Quote

- › **"Our chief want in life is someone who will make us do what we can"**
- Emerson

Dear Friends,

Greetings from Samatvam Academy!

As we settle into the new year, it is time for the next set of mutations at Sattva. The first change would be already evident - our new, expansive look! The second difference is in the theme of our research section. In 2012, we plan to carry articles focused on transforming the individual, who in any case is the basic building block of any organization.

Our interview this month is with Mr. Sanjeev Bikhchandani, the tall-standing pioneer of Internet based businesses in the country. His candid and practical insights into how an excellence-focused, socially responsible organization may be created and nurtured are an absolute delight. Sanjeev's achievements and convictions actually mirror Samatvam Academy's core agenda - facilitating external prosperity in conjunction with internal fulfilment.

This month's research study "An Expansive Conception of the Self" by Dr. Ananda Wood looks at the Self from as wide an angle as possible - the cosmos itself. Very intriguingly but gently, Ananda leads us from a comprehension of nature and its constituent elements to how our personality is shaped out of the very same forces. Our within, and our without, truly reflect one another. Read the article to discover how that is so.

We would like to draw your attention to our upcoming 4-day workshop on Transcendental Coaching, which commences on February 15th at New Delhi. We are sure it will be of high value to you and as well as your development-minded colleagues. The registration details are appended below. Please pass the information around.

Your **feedback** on the revised design and content of this newsletter will be much appreciated. Do **write to us**.

Warm Regards,

Dr. Sunil Maheshwari, Mr. Jagjit Singh Maan, Ms. Aarti Maheshwari

TRANSCENDENTAL COACHING

Feb. 15 - 18, 2012

India Habitat Centre, New Delhi

Announcing a 4 Day Training Workshop

On Transcendental Coaching

Dates: February 15 - 18, 2012

Timing: 9 AM TO 6 PM

Venue: Chinar, India Habitat Centre, Lodhi Road, Delhi - 110 003

Context

In the world of business, the need to assist every member of the organization in performing up to one's potential is now greater than ever before. This is optimally achieved through "Coaching" - a partnership between a leader/manager and his/her protégé - wherein the everyday work activities and environment are employed as learning resources to help glean result-oriented insights and experiences.

Coaching may be defined as unlocking a person's potential to think and act beyond existing limits and paradigms, so as to help maximize his / her own performance. At the heart of coaching is an interpersonal dialogue, which allows for collaborative critical thinking, planning, reflection, and feedback toward the realization of the protégé's visions, goals or desires.

Coaching is about helping the protégé take responsibility for issues, rather than offering solutions. The coach and the protégé together comprehend the developmental task, and explore new possibilities by challenging the perceived constraints. At the same time, they ensure accountability and support for reaching goals and sustaining development.

Content

Our **Transcendental Coaching** framework adopts an appreciative, strengths-based approach to development, in line with the latest scholarly research in the area of optimizing human performance. We have discovered that life experiences yield successful learning and achievement when maneuvered through three core phases:

a) **Appreciation** - The term "appreciation" is defined as the act of recognizing the value of a person or situation, and feeling a positive connection to it. This phase helps develop a full picture of the protégé's current values, talents and skills from his/her own and others' perspective.

future for the individual. It is an invitation for the protégé to picture "excellence". He / she is encouraged to push the creative edges of possibility, and go beyond what was previously thought as practical or feasible.

c) **Actualization** - This phase mandates the protégé to develop and implement action plans so that the vision may be turned into actual reality. This involves an intense effort to overcome old habits in a supportive environment that encourages behavioral experimentation.

This phenomenal expedition has one overarching intention - to enable the protégé to perform at full potential by surely and skillfully TRANSCENDING the perceived LIMITATIONS.

Who Should Attend

The participants at this four-day workshop learn how to guide their colleagues through the processes leading to a transcendence of perceived limitations and boundaries, leading to utilization of dormant human potential.

Upon successful completion of the workshop, participants will specifically be able to:

- Grasp process of inquiry and personal discovery to help build another person's level of awareness and responsibility
- Learn how to frame and ask appreciative questions that bring out the strengths and talents of another individual
- Gather how to build interpersonal trust, so as to co-create non-defensive relationships
- Help others to define and achieve professional and personal goals easily and quickly
- Master a coaching methodology that becomes a shared way of facilitating learning
- Practice coaching conversations, and receive valuable feedback

The process of coaching helps all leaders, from junior managers through to CEOs, in playing their leadership and managerial roles with aplomb. This program is ideally suited for heads of departments, functions or business units.

Program Fee

The fee of this program is Rs. 40,000 (US \$ 1000) per person, plus service tax. This includes tuition fee, course material. For more details please visit the following link on the Samatvam website <http://www.samatvam.co.in/procedure.html>

[Get in touch](#) for more information.

Faculty



Dr. Sunil Maheshwari completed his PhD (2010) on the subject "Relationship between Appreciative Intelligence and Leadership Capability" from FMS, University of Delhi. He completed his MBA (1994) also from the same institution. Prior to this, he graduated from Mayo College, Ajmer with flying colors in athletics, dramatics and debating, and went on pursue a Bachelor's degree in Industrial Engineering (1992) from Nagpur University. [More](#)



Dr. Ashutosh Bhupatkar is a noted management educationist, and an expert in the areas of Organization Development, Human Process Work and Indigenous Management. He was most recently the Project Director and Head of the Pearl School of Business, Gurgaon. Prior to this, he was the Director of the Institute of Management Development and Research, Pune (1989 – 2005). [More](#)

Interview with Mr. Sanjeev Bikhchandani, Vice Chairman, Infoedge India Ltd., and Founder – Naukri.com



"...One more differentiating hallmark of a great organization is the manner in which its ex-employees promote it. When the people who have experienced the inside core of an organization remain its key champions even after they have come out of it, it is very gratifying!"

As the founder of one of the first and landmark profitable Internet businesses in India, Mr. Sanjeev Bikhchandani obviously knows a thing or two about running an organization correctly. And that he is a first generation entrepreneur makes the article all the more impactful.

[Read the full interview.](#)

Research Study: "An Expansive Conception of the Self " by Dr. Ananda Wood



"...Through our limited senses and minds, we do not see everything at once. Instead, we see! particular objects; and we conceive a material world that is made up of many such objects."

In this deeply philosophical article, Dr. Wood gives practical insights on how one can analyse his experiences through the prism of the five natural elements and their conception through space and time.

[Read the full Research Study.](#)