

Dear Friends,

2012 is here! May the New Year bring you an ample measure of health, harmony and happiness.

The much-awaited winter chill, coupled with sun-soaked days and the festive spirit, makes December truly eligible for the title of "Month of the Year".

Our recent workshop on 'Managing Synergy' from 7 - 10 December attracted 14 professionals from varied organizations. The four day event dwelt on the numerous, intricate nuances of evolving synergy in every aspect of the managerial and leadership roles. We are pleased to share the feedback report of the workshop herewith.

This month's interview with Mr. Alok Goyal, Chief Operating Officer, SAP India Pvt. Ltd. is a treat. In this candid, outspoken and direct conversation, we get a rare glimpse into how wholesome leadership is attained and exercised at an early age. The lessons and nuances of exercising leadership in a complex, technology organization make this a must-read.

In the Research Study section, we have Ms. Prameela Kalive, Vice President, Zensar Technologies who provides a crisp and clear overview of the 'Vision Communities' initiative at their company. It provides ample evidence of enlightened leadership that is preparing to catapult Zensar into the big league.

Kindly do [get in touch](#) to share your valuable feedback and opinions.

Warm Regards,

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

MANAGING SYNERGY

Dec. 7 - 10, 2011
India Habitat Centre, New Delhi
A Snapshot



Consolidated Feedback Report Workshop on Managing Synergy

Dec 07 to 10, 2011, India Habitat Centre, New Delhi

The scale used is:

5	4	3	2	1
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Q. No	Question	Average Rating
1	The workshop administration was appropriate and informative	4.9
2	The workshop was scheduled at a suitable time	4.9

We requested feedback from the participants on various aspects of the workshop. [Click here](#) for the detailed report.

[Interview with Mr. Alok Goyal, Chief Operating Officer, SAP India Pvt. Ltd.](#)



"...It is erroneous to assume one hundred percent correlation between performance and skills every quarter. We need to separate the noise from the signal, and also give time for the flower to bloom. Thus, organizational patience is very important."

Mr. Goyal's straightforward views on various aspects of running a large technology organization are refreshingly candid. His roller coaster experience comes across colourfully - of being an academican, entrepreneur, technocrat, people manager and more.

[Read the full interview.](#)

[A Research study on Zensar's Vision Communities by Prameela Kalive, Vice President, Zensar Technologies](#)



Most of us are reasonably familiar with Zensar Technologies. But it is much more than one of India's top-twenty IT companies as Prameela explains in this detailed research study.

She takes us through the company's history, people engagement practices, idea fertilisation, vision communities and more.

[Read the full research study.](#)

"In the old paradigm it was believed that in any complex system, the dynamics of the whole could be understood from the properties of the parts. In the new paradigm the relationship between the parts and the whole is reversed.

The properties of the parts can be understood only from the dynamics of the whole. Ultimately there are no parts at all. What we call a part is merely a pattern in an inseparable web of relationships."

- Fritjof Capra, Physicist

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

[SIGNATURE PROGRAMS](#)

[PRACTICE AREAS](#)

[CONTEXT & MISSION](#)

[TEAM](#)

[ADVISORY BOARD](#)

FORWARD

Let your like-minded friends know about Samatvam Academy.

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

Follow Samatvam on

