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Individual Excellence Workshop
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Upcoming Program

- > **'Individual Excellence'**
June 13 - 16, 2012 @ New Delhi

Quote

- > **"Excellence is not a skill. It is an attitude."**
- Ralph Marston

Forward

- > Let your like-minded friends know about Samatvam Academy.
- [Click here](#) to include your friends on the Sattva mailing list.

All about Samatvam

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- > Practice Areas
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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

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Dear Friends,

Greetings!

The monsoon beckons. For the fourth straight year, we look forward to bountiful, refreshing rains. And freshness kindles the spirit of doing good better best, eventually inspiring excellence.

As you may be aware, "excellence", "synergy" and "transformation" are the central themes around which all the activities of Samatvam Academy revolve. The present edition of SATTVA is a special issue devoted to the phenomenon of Excellence. It is the first in a trilogy; the other two themes shall be addressed in alternate issues of SATTVA within the year.

The research study entitled "*Facilitating Individual Excellence*", authored by Dr. Sunil Maheshwari and Mr. G. Srinivasan, lucidly describes how one can leverage nature's own processes and techniques to achieve excellence on the individual plane. This is followed by masterful, research-based articles on the nine elements that collectively deliver the goal of absolute excellence: *Direction, Mindfulness, Harmony, Stability, Vitality, Mastery, Attention, Concentration and Absorption*.

'Individual Excellence' is also the title of Samatvam Academy's upcoming workshop that is to be held between June 13 - 16, 2012 at the India Habitat Centre, New Delhi. It shall provide an opportunity for the participants to appreciate and experience the fundamentals of excellence. The details are provided below. Please consider attending.

This being our first "special" issue, your feedback is "specially" important to us. Kindly do **write** back and tell us what you thought of it.

Warm Regards,

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

INDIVIDUAL EXCELLENCE

June 13 - 16, 2012

India Habitat Centre, New Delhi



Context

Members of an organization usually spend the first few years of their career as individual contributors. In this capacity, they are directly responsible for the accomplishment of set tasks or assignments to produce specified output in defined conditions –whether of time, cost, quality or any other. This eventually gets refined into "excellence" in the fulfillment of responsibilities.

The effort put into fulfilling tasks, coupled with creativity in overcoming the intervening obstacles, results in work as output. In this process, people are usually required to continually apply and enhance their self-potential. They need to develop the confidence and creativity to challenge as well as transcend their "perceived" limitations and constraints.

Individual contributors thus need to involve their whole being - the hand, the heart and the head - in executing their activities to the satisfaction of all stakeholders. This alignment among the various levels of the personality not only delivers optimality and effectiveness, but also helps bring about the state of "flow" - where the boundary between work and play progressively disappears.

Content

Excellence in human performance may be attained by the concurrent application of the following natural processes:

- a) **Frame** - Organize or gather together the input resources, strengths or talents.
- b) **Focus** – Rationalize or channelize these resources so as to reach a focal point.
- c) **Flow** – Resonance or synchronization of the resources in order to initiate the result.

Framing involves the recognition of innate talents and strengths, which are then organized together to establish a clear direction for applying one's attention and energies.

Focus leads to improved awareness, as in the case of an acrobat walking a tightrope. It also mediates efficacy, as when sunbeams directed and focused through a magnifying glass ignite a piece of paper.

Flow leads to the dropping of defence mechanisms, and opens up a vista of objective insights when the resources are synchronized in order to initiate the result that is sought.

Who Should Attend

This four-day is designed primarily for professionals who are contributing successfully at their respective organizational roles, and now aspire to raise their performance to a qualitatively higher plane.

After the successful completion of the workshop, the participants would specifically be able to:

- Learn a process methodology for achieving excellence in any natural situation
- Set clear goals, and exclude distractions and worries of failure from one's consciousness
- Calibrate and balance the personal skills and competencies with respect to the challenges and demands
- Achieve a homogenous integration of the different levels of one's being
- Pay attention to what is happening in the moment, and immerse oneself completely in a particular activity
- Experience a sense of intrinsic reward even in mundane activities

All leaders and managers who seek to combine vocational success with personal fulfillment, regardless of their present hierarchical level, will find this program to be immensely beneficial.

Program Fee

The fee of this program is Rs. 20,000 per person, plus the applicable service tax. This includes tuition fee, course material and lunch. For more details please visit the following link on the Samatvam website <http://www.samatvam.co.in/procedure.html>

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Research Study: "Facilitating Individual Excellence"

by Dr. Sunil Maheshwari & Mr. G. Srinivasan



A European gentleman once visited a temple under construction where he saw a sculptor making an idol of God. Suddenly, he noticed a similar idol lying nearby. Surprised, he asked the sculptor....

The authors unravel the research study with an interesting story on the self-driven quest for excellence. The study elaborates on the



refusal to adopt a half-hearted, sloppy, "*near enough is good enough*" perspective of life.

Detailing a three-step (Frame, Focus, Flow) sequence that the technology of excellence entails, the authors describe how one can arrive at a specific, natural solution to any problem or desired result as the output.

"...excellence is the state or quality of being exceptionally good or extremely meritorious. The term is often employed to denote a continuous striving to be at one's best, and operating at peak potential."

[Read the full Research Study.](#)

Individual Excellence Model: Decoding the Nine Elements

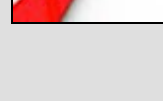
Direction



Cosmic Order, is an ancient Indian concept that refers to the unitary and inflexible law of universal order and harmony underlying all natural phenomenon.

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Stability



Stability may be defined as the capacity of a person for self-direction and inner control over one's body-mind apparatus.

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Attention

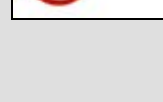


The noted psychologist William James defined attention as "taking possession by the mind of one out of several simultaneously possible objects or train of thoughts."

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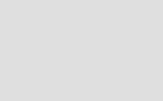
Mindfulness

Mindfulness is a flexible state of mind that is characterized by openness to novelty, sensitivity to content, and engagement with the present moment.



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Vitality



Vitality is classically defined as "having a high degree of physical and mental energy". Specifically, vitality represents the harnessing or regulation of bio-energy for purposive actions.

[More...](#)

Concentration



Concentration may be defined as a profoundly one-pointed state of attention towards a thought or activity, to the exclusion of everything else in the field of awareness.

[More...](#)

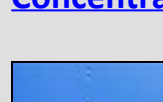
Harmony



Harmony is usually identified as a human value, referring to compatibility and accord in feelings, actions, relationships, opinions, interests etc. It denotes a state of balance among forces influencing and even opposing one another.

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Mastery



The term mastery descends from the Sanskrit root *mah*, meaning "greater". Through the centuries, in Latin and Old English, the meaning of "mastery" as domination over something else ("I am your master") has endured.

[More...](#)

Absorption



The phenomenon of absorption is well depicted by the research on the concept of Flow. From the perspective of flow, "a good life is characterized by complete absorption in what one does."

[More...](#)