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December 2013 | Vol 4 | Issue 12

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Dear friend,

Especially warm greetings from the Samatvam Academy for the cool winters ahead !

The Video Case Study this month is centred around the articulation of the Vision and Cultural Pillars for Twin Engineers Ltd., Pune through the deployment of an appreciative, strengths-based approach . In just a few minutes of video, Dr. Ashutosh P. Bhupatkar vividly brings alive the real-time development of these leadership basics for this innovative engineering organization.

In the concluding part of our elaborate Research Study on measuring the effectiveness of organisation development interventions, Mr. Dilbag Singh outlines the technology by which learning events may be designed and conducted so as to yield maximum impact.

As always, we look forward to your feedback. Kindly do let us know your views on this issue of SATTVA.

Thank you.

Warm Regards,

The Editorial Team

### Video Case Study

#### Appreciative Visioning at Twin Engineers

By Dr. Ashutosh IP Bhupatkar



Twin Engineers Pvt Ltd, Pune, has focused on maintaining their edge in the field of automation in adhesive dispensing.

[In this article](#), the author dissects the program (conducted at TMTC) and how it contributed to the shaping of an inclusive Vision Statement. [More..](#) The video is featured below



### Research Study

#### Assessing the efficacy of Learning and Organization Development Interventions: A Constructive Approach (Part 4)

By Dilbag Singh



Welcome to the final part of our series on L & OD interventions. (Note [Part 1](#), [Part 2](#) and [Part 3](#) were featured earlier).

In this concluding part, researchers propose a methodology that can facilitate the process of designing and delivering learning and development interventions leading to higher engagement levels in participants. [More..](#)

### Call for Contributions



Effective July 2013, SATTVA has metamorphosed into a monthly, practitioner-oriented journal that promotes a scholarly as well as practical understanding of the phenomena of Excellence, Synergy and Transformation in organizations.

Accordingly, we are pleased to invite organisational leaders, managers, authors, researchers and practitioners of all hues and kinds to submit high quality research and case study contributions in both the print as well as the audio-visual media for publication in the forthcoming issues of SATTVA.

These may kindly be directed to the journal's Editor - Dr. Sunil Maheshwari - at [sunil@samatvam.co.in](mailto:sunil@samatvam.co.in)

Thank you !

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

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