



Hello,

Greetings from the Samatvam Academy!

The very fine interview this month was with Mr. Sunder Hemrajani, Managing Director of Times Out Of Home Media. He effectively articulates how 'continuous learning' is crucial for growth - personal and professional.

The research study by Dr. Daniel Saint and Mr. Dilbag Singh is the first of a bold four-part attempt to articulate an intuitive and user friendly but rigorous approach for measuring the effectiveness of learning and organization development interventions. It is absolutely a must-read.

Meanwhile, we look forward to receiving well-researched articles for publication in Sattva. The submission details are carried below, please.

Your feedback is keenly awaited, as always. Please do write in when you get the time.

Thank you.

Warm Regards,

The Editorial Board

Interview

Mr. Sunder Hemrajani

Managing Director, Times Out of Home Media

"...this change demands complete reinvention on the part of the leader. We



will see more changes in the next five years than what we have seen in the last 30 years.

We have to continuously educate ourselves to ensure that we remain relevant".

This quote effectively sums up Mr. Hemrajani's personal and professional attitude.

This succinct interview offers valuable insights on situational, yet principled decision-making.

[More.](#)

Research Study

Assessing the efficacy of Learning and Organization Development Interventions: A Constructive Approach

By Dr. Daniel K. Saint and Mr. Dilbag Singh



What characterises a corporate of the 21st century? Is it Competitiveness? Globalisation? Adaptability?



It perhaps is building of sustainable competitive advantage. And this points to two internal factors - human capital (knowledge, skills & attitudes) and organizational knowledge.

At the root of both these factors is a well-trained workforce. The author dissects the many nuances of training, its critical importance and how it shapes the organizational personality.

[More.](#)

Have a viewpoint to share?



As you're aware, SATTVA has now effectively metamorphosed into a monthly, practitioner-oriented journal. The intent is to promote a scholarly as well as practical understanding of the phenomena of Excellence, Synergy and Transformation in organizations.

SATTVA's endeavour will be more successful if like-minded professionals can pitch in with their knowledge and experience. We are pleased to invite organisational leaders, managers, authors, researchers and practitioners to submit high quality research and case study contributions. Both print and audio-visual media are accepted.

Ideas are welcome. You may write to Dr. Sunil Maheshwari - the journal's Editor - at 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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