



Dear friend,

Warm greetings from Samatvam Academy, even as we await the cool magic of the monsoon to unfold!

Organizational turnarounds make for inspiring reading. But what often gets ignored in the narrative is the rigorous and sustained effort that goes into making fundamental changes in the organization. The Case Study this month by Mr. Rajiv Chopra delves deep into the many aspects of restructuring.

In the Research Study, Mr. Dilbag Singh explains the Consolidate Phase (the final and concluding part of 'Customizing People Development Interventions'). In line with the adage, "The proof of the pudding is in the eating", he expounds upon how the success of a learning intervention may be gauged by the degree and rigour of its actual application in life and at work.

As always, we await your feedback. Please do write in at your convenience.

Warm Regards,

The Editorial Board

Case Study

Bayer Consumer Care India - Business Turnaround

By Mr. Rajiv Chopra



"Re-structuring an organisation cannot be done without paying considerable time and attention to the human aspect...."

Hard times call for hard solutions. In this treatise, Mr. Chopra elucidates how the organization was restructured that eventually led to a reinvigorated workforce and healthier bottomline.

[More.](#)

Research Study

Customizing People Development Interventions. *Part 4 - The Consolidate Phase*

By Mr. Dilbag Singh



You sure would have studied [Part 1 \(Comprehend phase\)](#), [Part 2 \(Craft phase\)](#) and [Part 3 \(The Conduct Phase\)](#) carried in the previous issues.

In this crucial section, the author emphasises that all learning is meaningful only if one effectively applies it on the job.

[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 Dr. Sunil Maheshwari - the journals Editor at sunil@samatvam.co.in

Thank you !