



Dear friend,

Welcome back to a celebration of what's right with the world!

What builds a great organization? Whenever a quest has been made for an answer to this question, the two themes of "people" and "learning" appear to be recurrent. The present issue of Sattva dissects these two aspects.

In the first Research Study, Dr. Ashutosh P. Bhupatkar explains the phenomenon of "Community Sense", and how it helps a leader in becoming grounded as well as practical. In the other Research Study, Mr. Dilbag Singh presents the design-centric second phase of the four-fold process by which People Development Interventions are customized to a particular organizational setting.

As always, your feedback is keenly awaited. Kindly do write in at your convenience.

Meanwhile, we hope you have considered writing a Research Article or a Case study for this journal. The relevant details are mentioned below, please.

Thank you & warm regards,

The Editorial Board

Research Study

Community Sense - The Ground of Leadership

By Dr. Ashutosh P. Bhupatkar



"Leadership is developed as the leaders maintain connectedness with their communities through contact, cooperation and conversations."

rarely attempt to analyse the many layers and traits that make a true leader. The author peels them, one by one. [More.](#)

Research Study

Customizing People Development Interventions. *Part 2 - The Craft Phase*

By Mr. Dilbag Singh



In the earlier issue, the author deconstructed the 4-C methodology which is part 1 of this study

In this part, the author unravels the the 'comprehension' stage which is the identification and crystallization of learning needs. [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 !