



Dear friend,

A warm welcome from Samatvam Academy. On the first day of every month, as always !!

The phenomenon of leadership is a wondrous creature. While its fundamentals have remained the same over the ages, the contours keep changing with the era and the context.

In the Case Study this month, the authors Ms. Kavita Tewari and Ms. Prachi Sinha critically evaluate the joys and the challenges encountered in facilitating the development journey of individual Contributors transitioning into People Leadership roles.

In the Research study, Ms. Shikha Gera analyses the role of positive psychology attributes such as hope, optimism and resiliency in generating transformational leadership outcomes. Both are equally scholarly.

Meanwhile, we haven't heard from you lately. Kindly do write when convenient.

Warm Regards,

The Editorial Board

### Case Study

#### Emerging Leaders Development Program: A Critical Review

By Ms. Kavita Tewari and Ms. Prachi Sinha



*" Emerging leaders have to first unlearn some deeply held attitudes and habits. Only then a new professional identity emerges..."*



The authors discuss the case of a LD program for 'emerging' leaders/first-time managers of a leading diagnostics company that serves over 12 million customers every year. *More.*

### Research Study

#### The Role of Positive Psychological Traits in Transformational Leadership

By Ms. Shikha Gera



How important is Trust as an ingredient in a team?

In this study, the author draws upon global literature and examines the extent to which the relationship between leadership styles and leader outcomes is moderated by leader's trustworthiness.

A must read for every manager. *More.*

### Share your knowledge!



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](mailto:sunil@samatvam.co.in)

Thank you !