



BHAKTI NEWSLETTER (IX EDITION) (AUG 2015)

FROM CMD'S DESK.....

NOT TO CHANGE IS TO ERR.

NOT TO RECOGNIZE THE CHANGE IS A BLUNDER.

Heraclitus, a Greek Philosopher has said, "You cannot step into the same river twice". Constant flowing water is never the same. Everything flows and nothing stops.

Only the appearance remains the same. If it is so with a river, what to say of people? Life never repeats and is a never ending constant renewal.

People are able to wipe out their past identities, super impose new identities so strong and edifying that our perceptions change and we hardly remember what or who they were previously. The murderer – dacoit Ratnakar got transformed into the celebrated Maharishi Valmiki who wrote the epic Ramayana and was the inventor of the Shloka. Similarly, Emperor Ashoka had a soul-changing moment that transformed him from a conqueror and destroyer to a philanthropic administrator and spiritual propagator. Self-assessment moments occur when a shake-up happens after a big shock. You look at yourself from outside and hate what you see. Attempting to change into a completely different and better self is not an example of inconsistency; but the sign of a strong and mature person. Of course, the call and need for change has to come from within in order to be effective and lasting.

The Tall Poppy Syndrome ensures that people pull down the redeemed by consistently using the past to judge their present or to predict their future. So, it is of high importance that our perception must be renewed just like the flowing river. Perceptions must not be as rigid as rocks. Life must be a series of renewed perceptions. We must not live with the same perceptions that were formed yesterday. The perception about us and the world becomes obsolete with the moment that has just passed by. Each moment of life is unique and incomparable. Recognize the fact that each of us has the right to give up one kind of a life and existence, and adopt another. Life teaches us lessons, and we would be fools not to learn and internalize these.

We need to change our perceptions and accept the person too. The seed has sprouted and has renewed itself but we have not accepted the sapling and are still searching for the seed. The bud has already bloomed but we are still thinking of it as a bud. Then, we will miss the flower. Our child has grown into a man but we are still advising the same old child. The team player has matured into a team leader but we have not changed our perception of him. It is similar to the caterpillar that has transformed into a butterfly but we are still searching for the caterpillar. You were a different person before reading this newsletter and right now the

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one who is reading these lines is a different person. My words have already entered into you so, how can you be the same anymore?

Perceive everything in life as if you are encountering it for the first time. When you meet your spouse in the evening, do not see him / her as if you already know the person. Experience him / her as if you are meeting for the first time. Don't let your old perceptions blind you from seeing the new developments. Recognize the fact that the person has grown through the day. Change is the only constant in our life. A person's mind and heart also do change. Can we be held responsible for something for what we said or did 20 years ago? The answer will be "No" because I am a different person today. Life and experiences add layers. It forces us to introspect, shift and change – as long as we are intelligent enough to learn and smart enough to evolve. Life gives us all choices. What we do with these depends on our wishes and intentions, and of course will power. Everyone has the right to turn over a new leaf. However, we must be able to change our perceptions when they transform themselves.

Similarly, entrepreneurs must renew the perceptions of the volatile and fluctuating market potential. We must renew our perception or else either you will continue to under produce or overproduce. Both ways, it will not be commercial prudence. Always keep in mind that you were your organization's strength and if perceptions are not renewed every day, you can become its weakness. What worked in building an organization from 0 to 10 crores will not work if the organization has to be taken from 10 to 50 crores. From 50 crores to 500 crores will be a different story. Your very strength in "Test" cricket will be your weakness in "T20". Therefore, perceptions on your strengths and weakness must be renewed on a continuous basis.



Whose fault it will be if our eyes see the thorns instead of the roses? Everything will appear scratched if there is a scratch in the spectacles' through which you view life. Remember that we cannot get our life right by speaking about what is wrong all the time. We must not complain about things over which we have no control. What is the point in complaining to people who can do nothing about it? Complaints divert us from taking constructive steps that can improve our situation. Complaining reinforces our pain and discomfort causing us to suffer even more. So, change your perception and look at life with a renewed insight. Let us be aware of our perception and to eventually transcend it.

Let us realize that if a person clings on to his perceptions permanently, it will be creating one's own hell. Living life by continuously renewing our perceptions is to design our own heaven.

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MAKE IN INDIA, SKILL IN INDIA

After the successful launch of 'Make in India' and 'Digital India,' the latest brainchild of our Prime Minister is the Skill India Mission which was inaugurated recently. India currently faces a severe shortage of well-trained, skilled workers. It is estimated that only 2.3% of the workforce in India has undergone formal skill training as compared to 96% in South Korea. The ambitious project seeks to provide the institutional capacity to train a minimum of 300 million skilled people by the year 2022. The program also looks to offer a passage for overseas employment through specific program mapped to global job requirements and benchmarked to international standards. The best part of this mission is that it is not limited to skill; Entrepreneurship is linked to it.

People management function was called labour relations in the 60s, personnel management in the 70s, HR management in the 80s and in the 1990s, it became talent management. Then came the era of talent acquisition, talent retention etc. When demand is more than supply, it is called as Talent and when supply is more than demand, it is called labour.

As a recruitment company, I can state that we are able to hire only ten percent of the people coming to us for jobs. Actually, the remaining 90% are not fit for job. There is a gap between what the industry wants and what the candidates actually are. This gap must be minimized. If we don't skill the present workforce, we will be left with shortage of staff. There is actually a huge amount of potential talent available in the country. Even the existing staff needs to be retrained.



If a person is slightly low in terms of required skills, we have to bridge the gap through training and development. It is difficult to get a hundred percent fit candidate straight from the colleges; we have to train them. We need to train our engineers to develop creative, analytical and critical thinking skills. We must ensure that the skills and competencies are actually enhanced through training and development.

The aspirations of today's talent are too high and that is why there is such high attrition. Nowadays, companies try to poach talent from here and there in the name of talent acquisition. They just want readymade people. But, actually we need to create a talent pool and train the people for the job. The HR Department should ensure that the job description as well as the kind of aspirations people have must be matching.

Educational institutes in India too must emphasize on 'what' and 'why' and less on 'how'. The educational institutions must keep themselves close to the industry requirements, develop a mechanism in which they can integrate these requirements into their curriculum and have the industry experts participate and interact with the students. This will help in making them

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learn the 'how' part of it. Just like the rough diamond must be polished if the true luster of the stone is ever to appear, similarly is for students.

Let us hope, pray and work towards this mission of our Prime Minister to be successful.

LIVING IN A TRAMPOLINE

Nobody in this world wants to be a failure. All wants to be winners and successful. When life throws a dagger at you, there are two ways to catch it. One is by the handle and the other is by the blade. Catching by the blade will hurt you but catching it by the handle will help you fight your way through the obstacles ahead. We must learn from our failures and move on. Failure is not a result but it is a feedback. The lessons you learn will prove to be your most important tools in carving your future successes. When a winner losses, he always comes back to be a better winner.



Failure is as if you are on a trampoline. A person rises to fall and falls to rise. But the rise after every fall is even higher. Similarly, raise your level of challenges to the next higher rung. With every failure, remember that life has sent a teacher disguised as experience to help you raise the bar of your personality. We mortals have to fall to rise. But, the best part is that we will always rise a little higher.

Success is a very complex term. It is not just victory at any cost. Success has to be just and inclusive. Victory over someone means denying the other place in the sun. If it is at somebody's cost, then it will not last. Our success will be worth its effort if we incorporate more people in the circle of our success.

When we encounter failure, negative thoughts starts sprouting in our mind. Human mind, until it is disciplined and mastered, will remain fragile and hence be susceptible to negative thoughts. There is no escaping that. But, if we surround ourself with right minded people, if we can keep reading the right thoughts, if we can be choosy about our environment, we can populate our mind with many good and positive thoughts. Then, the negative thoughts will remain mere clouds who pass in your mental space.

The strength of the trees depends on the depth of the roots. So, in order to evolve as a strong and better person, we must have deep faith in ourselves which will not allow us to fall in the storms of life. Failure is afterall other's perception of you. Don't allow it to bother you. Keep correcting yourself and keep going on.

Our mantra for life should be "On the trampoline of life's experiences, we must strive for a upward growth in the spiral of life's turbulence"

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Conducted Outdoor Training Program for our employees working at Institute of Plasma Research at Hotel Apple.



The Participants



The Speaker





Bhakti Team



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Thank you

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