



FROM CMD'S DESK.....

BREAK FREE FROM THE COMFORT ZONE

Life is not secure. But, we keep searching for **security within life**. I've seen that one of the most damaging things you can do in your career is to stay for years where you're comfortable. Maintaining comfort may be easier and safer, but it doesn't often result in what is best for you. If you never feel uncomfortable in your

life and career, you are undoubtedly limiting your opportunities to do greater things than you might never have imagined. What often ensues is that you begin to doubt your credentials and your value in the marketplace. You are unsure whether you can thrive outside your current job. We sometimes get stuck staring over the edge of our comfort zone, from a safe, but unrewarding situation. Our comfort zone becomes our prison where our potentials stay locked up. Let me reiterate that no job is secure. The only thing that is secure in life is YOU – your talents and your ability. And to do that, you need to continually push yourself out of your comfort zone.

The biggest leadership lesson I learnt is that true leadership comes from being able to handle and adapt to environments that are outside one's comfort zone. My experience of being in IIT and jumping into Army and then adapting to Corporate World made life quite difficult in the initial days. But, it also gave me the invaluable ability to navigate things outside my comfort zone. That has helped me throughout my career.

I took quite some inspiration from Imran Khan (Pakistani cricketer) who once said that he did not want to fill his entire life repeating the same stuff over and over again. Initially, it was cricket which interested him, then the cancer hospital and now it is politics. He remarked, *"I do not want to go back to redo a phase of my life which I have already done. To know I have already done, it is enough for me."*

I came across a story where the author was passing by an elephant which was being held by only a small rope tied to their front leg. It was obvious that the huge creature could, at anytime, break away from the ropes but for some reason, they did not. He asked to the mahout why these beautiful, magnificent





animals just stood there and made no attempt to get away. The world's most powerful animal, which can uproot a tree as easily as you and I can break a toothpick, remains tied down by a small peg and a flimsy chain.

“Well,” the Mahout said, “when they are very young and much smaller, we use the same size of rope to tie them and, at that age, it's enough to hold them. Sometimes, tempted by the world it could see in the distance, the baby elephant would pull harder. But the chain would cut into the skin on the elephant's leg, making it bleed, creating a wound that would hurt the baby elephant even more. Soon, the small elephant realized it was futile trying to escape. It stopped trying! As they grow up, they are conditioned to believe that they cannot break away. They believe the rope can still hold them, so they never try to break free. These animals could at any time break free from their bonds but because they believed they couldn't, they were stuck right where they were. And now when the big circus elephant is tied by a chain around its leg, it remembers the pain it felt as a baby. And it does not try to break away. So even though it's just a chain and a little wooden peg, the elephant stands still. It remembers its limitations, and knows that it can only move as much as the chain will allow. It does not matter that the metal stake has been replaced by a wooden peg. It does not matter that the 100 kilo baby is now a 5,000 kilo powerhouse. However, the elephant's belief prevails. **So now it is completely chained there ONLY by its MIND.**



Question yourself whether you or your organization suffers from elephant chain syndrome. Ask whether you are being held back by ways of thinking from the past or are your organization held back by its historical ways of doing things. Elephant chain syndrome happens when we are held back by self imposed limitations and entrenched thinking patterns. How many of us have avoided trying something new because of a limiting belief?

In truth, comfort zones are not really about comfort, they are about fear. Break the chains of fear to get outside. Once you do, you will learn to enjoy the process of taking risks and growing in the process. If you think about it, we are all like the circus elephant. We all have incredible power inside us. We have it in us to take on the world. And of course, we have our own chains and pegs. Sometimes, it's a childhood experience or an early failure. Sometimes, it's something we were told when we were younger. That becomes our chain and peg, holding us back from doing what we are capable of, stopping us from achieving what was well within our powers. Time then to ask the question: what's holding you back? What's your chain and wooden peg? And in life, we often play the role of the elephant trainer too – as parents, teachers, colleagues or friends. When that





happens, remember to handle your baby elephants with care! Don't be overly critical. Don't belittle them. Don't chain them to a peg!

Remember, we all have the strength of an elephant. Don't let a mere chain-and-peg hold you back. It's a good idea to recognize what's holding you back. And break the shackles of your self-limiting beliefs. It's sad when we allow our achievements in life to be determined not by our strengths and our powers – but by our self-limiting beliefs. It is now high time to break free. Snap the chain. Smash the peg. Break your self-limiting belief. Set yourself free. Enjoy the process of stepping outside your safe boundaries. Enjoy the fun of discovering things about yourself that you may not have been aware of previously.

OUT PLACEMENT / CAREER COACHING – A NEW VENTURE OF BMSPL

George Bernard Shaw had once said, “I want to be thoroughly used up when I die, for the harder I work, the more I live. Life is a torch which I have got hold of and I want to make it burn as brightly as possible before handing it on to the future generations.” I got inspired by this quote because man alone is capable of leaving a legacy and to live beyond his lifetime. No matter how much we achieve or what we accomplish, there is a point at which all of us will feel as if we are again at the starting blocks. When we are running the race of life in laps, we start discovering that every finishing line is also the starting line. We must take the lantern in our hand knowing that we will have light enough for our next step; no matter how dark it is. Only then we can reach our potentials to the maximum.

It is with great joy to announce that we have initiated a new vertical “Out Placement”. Many are not familiar with this word. Let me make the concept a bit clearer. Redundancy situations can be stressful for all involved. Out placement is the provision of assistance to redundant employees in finding new employment. It is the support service provided by responsible Organizations that are keen to assist individuals who are exiting the business and to help former employees transition to new jobs and help them re-orient themselves in the job market. A consultancy firm usually provides the outplacement services which are paid by the former employer.

Modus Operandi - Employer provides the structure of *laid off* employees to the Consultant (BMSPL). We in turn provide guidance to those impacted workforce towards their new career option. We guide them either through individual one-on-one sessions or in a group format (depending on the order given by the client). Topics include career guidance, career evaluation, job search skills; targeting the job market, resume writing, interview preparation, developing networks and negotiation. BMSPL will provide the practical and emotional specialist career coaching support that will enable an individual to navigate the competitive job market and move into





appropriate new employment as soon as possible. Once the former employee acquires the job, a bill will be raised to the Organization by BMSPL.

The **advantages** of Out Placement are plenty. Employers can use outplacement effectively to help impacted employees bridge the gap between unemployment and a new job. It reduces the trauma of redundancy for both - departing workforce and those who are retained. Management is well aware of the impact of their actions of laying off employees; how they treat laid off employees will linger in the minds and hearts of their remaining staff. So, Outplacement preserves the morale of those who continue to work in the Company when they see that their colleagues are given the necessary support on their departure. This will enable Organizations to focus their energies on business operations. We ensure in protecting your brand reputation.

BMSPL **does not limit** itself to the Employer seeking our services. If the Employee seeks a new job, those looking to start a new business, retire or structure a portfolio of activities can approach us where we as a HR Company will fully support. We provide **career coaching programs** which are tailored to the requirements of the individual. In case of Career Coaching, the payment is done by the individual. It will typically include the following:-

Career review and analysis

- Assessing career capital, key skills, experience etc.
- Undertaking psychometrics where appropriate
- Exploring career options and/or alternative ways of working
- Making informed decisions about next career move
- Devising a practical career action plan for next job and beyond

Marketing your skills to employers

- Locating where the target jobs are – both advertised and unadvertised
- Creating CVs, covering letters, application forms etc which will be short-listed
- Networking
- Rehearsing for interviews
- Managing the recruitment agency/headhunter relationship
- Developing an on-line presence to enhance visibility
- Salary negotiation
- Settling into the new job

Or Self-employment

- Practical help in setting up own business
- Consultancy advice on business development

We require your best wishes in our new endeavor. To learn how our outplacement services can benefit your organization, please do feel free to call or email us.



YUVA UNSTOPPABLE

"Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has." - Margaret Mead

I had the privilege of being invited as a "Guest of Honour" along with other Businessmen and Politicians at an event conducted by **Yuva Unstoppable** and found it amazing. This small group of individuals began the organization in 2005. Youth is indeed that stage of life when energy is limitless, human creativity is at its best and the 'never say die' spirit is at its peak. **Yuva Unstoppable** hopes to inspire every Indian (especially the youth) to spare some time to educate the poor children and to help the under-privileged in all possible ways. It is India's premier youth movement which has mobilized over 150,000 volunteers to benefit over 4,00,000 underprivileged children across 32 cities of India. They have transformed 500 extremely poor government inner city schools (better toilets, improved drinking water, scholarships, digital literacy, value based trainings, etc.). The efforts of Yuva have been acknowledged by Prime Minister Modi, Late President Kalam, CEOs of Multinational like Coke, Intel, athletes and celebrities. KPMG is the audit partner and IIM-A assesses impact measurement.

Yuva Unstoppable identified intelligent kids of Peons, Auto Drivers, Watchmen, Plumbers, etc who have scored more than 90% in Std X and Std XII. Many of them dream to join Professional Courses but suffer from extreme poverty. The deprived fresh talents with brilliant minds are supported and helped by a good group of well meaning individuals to fulfil their dreams. Parthiv Patel, Indian Cricketer gave Yuva Scholarships to 51 students. This event was witnessed by the dignitaries of GESIA who had partnered with Yuva to empower these bright kids. Experiences were shared from the parents of the students which teach all to keep moving forward and never looking back.



BHAKTI MANAGEMENT SERVICES PVT LTD. . . .

509, 5TH FLOOR, MEGH MALHAR COMPLEX, SECTOR 11, GANDHINAGAR.

079-23222636 careershapers@bhakticonsultants.com



Training Program conducted on “Managerial Effectiveness” at Sonokoya Steering Pvt. Ltd.



Celebrating “Women’s Day” at SonaKoya Steering Pvt Ltd



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Thank you

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