

IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS



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Dear Readers,

The Israel-Palestine conflict is an ongoing military and political conflict in the Levant. The conflict began in the mid-20th century and is one of the world's longest-continuing conflicts. The current Israeli-Palestinian status quo began following Israeli military occupation of the West Bank and Gaza, known as the Palestinian territories, in the 1967 Six-Day War. The majority of peace efforts have been centered around the two-state solution, which involves the establishment of an independent Palestinian state alongside Israel.

As of December 7, 2023, the conflict is still ongoing. The Health Ministry in Hamas-run Gaza said the death toll in the territory has surpassed 16,200, with more than 42,000 wounded. Around 1,200 people have died on the Israeli side, mainly civilians killed during Hamas' 7 October attack . UN Secretary-General Antonio Guterres has invoked the UN Charter to call for UNSC action on Gaza, warning of a complete breakdown in public order in Gaza without a humanitarian ceasefire.

War goes on. Life, around the world goes on!

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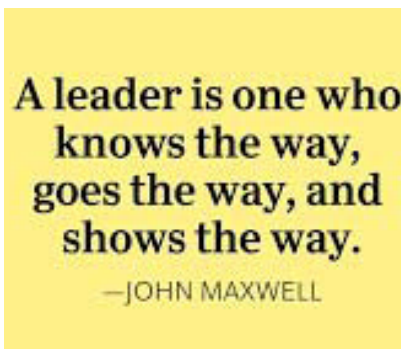
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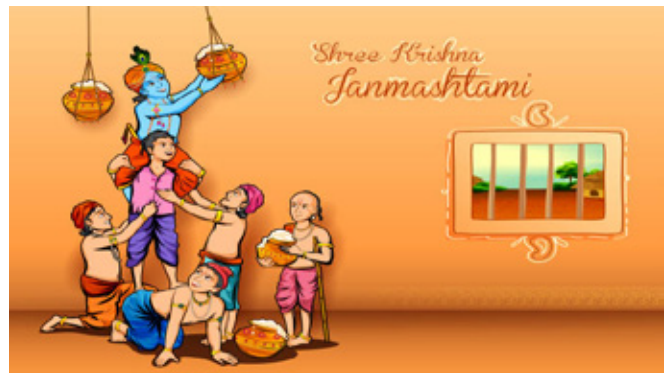
NO SINGLE PERSON WINS ALWAYS A TEAM WINS

Every year the festival of Janmashtami reminds me of how a team wins, although a single person breaks the pot of yogurt- the dahi handi. This simple game teaches the lesson of Team Work to one and all. Pots filled with curd are suspended about 20 to 30 feet off the ground in all the cities of Maharashtra. Teams of youngsters go around the city and form human pyramids to get to the pots. These people are called Govindas. There are prizes to be won if the Govindas break the pots.

Compare this with our Sales Team

Each branch in LIC too has a sales team, headed by a branch manager. The branch target is the Dahi Handi. The achiever of the target is awarded by the Divisional/ Zonal Manager.

Here also the manager alone can not perform the target. He can do it only with the help of all other players like the agents, Development Officers and the administrative team, just like the person who breaks the pot can climb up the pyramid only by stepping on the shoulders of his team mates.



The dahi handi team has all sorts of members- young, middle aged, a little old and even kids of the age between 10 to 15. Similarly the branch sales team has young and old agents, experienced and just joined development officers, a mixed administrative team and either a young or a middle aged or a senior manager.

The higher the Handi, bigger is the prize.

Similarly higher the branch target, the award will be under a higher category.

Larger the challenge of hitting the pot, higher is the spirit of achievement.

The same is the case with the branch situation too. More pressure is placed on the sales team if the goal is high. It has to respond to the changing competitive scenario.

If you fall in the handi game, you will get hurt. There is no mattress to cushion your fall. In the same



manner, if the sales team fails to reach the target, there may be adverse consequences like transfer, de-rotation or even reversion for the Leader.

The handi team forms a two level or three level pyramid depending upon the height of the pot. Likewise, the sales team has to plan its strategy depending upon the size of the target.

Lone Rangers don't win

Only in films, the hero fights alone, defeats more than a dozen goondas and rescues the heroine from a raging fire. But in real life, the Leader alone can not achieve the target. He has to plan with his colleagues and delegates some duties to his subordinates and a lot of other supervising duties. Then only is the expected result obtained. Although the Leader alone is honored, he represents the entire branch. Some times the entire branch is awarded a Shield.

The dahi handi symbolises many life goals-relationships, togetherness, cheer, oneness and family bonds. Whatever may be the goal, a team is needed to win. You need other people, you require others and you seek the cooperation of one and all.

Let us not wait for an auspicious day to start a team. Let us do it from today.



The Chinese proverb says- The best time to plant a tree was 20 years ago. The second best time is NOW.

Often our excuse is either the best time has passed or still to come. Our search for the 'best' time helps us to hide our lethargy and encourages us to procrastinate. Success comes to those who seize the present moment.

TEAM represents-

T- Together

E- Every one

A- Achieves

M- More.

R. Venugopal

Mr. Venugopal has served in LIC of India from 1968 to 2006 for 38 years and retired as an Executive Director.



An innovative entrepreneur identifies opportunities and creates value

Innovation is fundamental in the development of a successful business. Innovation is taking an idea and turning it into something valuable and relevant. Creativity is the ability to see the world in new ways, find hidden patterns, make connections between seemingly disparate things and generate new ideas. Innovation often drives creativity, but creativity does not always lead to innovation.

A creative and innovative entrepreneur can identify opportunities and create new value for their customers or clients. To be a creative and

visionary entrepreneur, you must have the proper mindset.

What are entrepreneurial creativity and innovation?

Entrepreneurial creativity is the ability to develop new ideas and solutions to problems. It is the ability to see into the future and generate ideas, solutions and innovations before they are needed. It is the ability to solve your customer's or client's problems before they even realize the problem exists.



Creativity & Innovation in Entrepreneurship



Entrepreneurial innovation is the ability to turn an idea into reality. It is about finding new ways to do things and making them better. Entrepreneurial innovation is about creating new products or services, improving processes or finding new markets for existing products or services.

Becoming a creative and innovative entrepreneur requires combining both hemispheres of your brain. Creativity is a right-brain process, while innovation is a left-brain process. Therefore, you want to learn how to work with both hemispheres of your brain and keep a balance between the two.

In today's day and age, we are accustomed and taught to use our left brain very efficiently. However, our right brain, the key to innovation, is missing from our curriculum. Entrepreneurship already requires you to be very efficient at using your left brain. Learning to use your right brain more efficiently will enhance your creativity, so you combine it with your innovations. Let's look at how you can be more creative to become both a creative and innovative entrepreneur.

How to be more creative

There are a few key things that you can do to develop your entrepreneurial creativity. To be creative, you need to have a mindset open to growth. Here are some practices to be more creative:

1. Have a growth mindset. A growth mindset is a belief that your abilities and intelligence can be developed through effort, good teaching and learning from mistakes. This belief leads to a love of learning and a willingness to take risks.
2. Be open to new ideas. Being open to new and different ideas is a must for innovation. So, be willing to experiment and try new things.
3. Practice creative thinking. To be creative, you need to be able to think outside the box. You need to be able to see things in new ways and make connections between seemingly disparate things. Practicing creative thinking regularly helps you become a creative thinker.
4. Take risks. Yes, taking risks is vital to being creative and innovative, but don't forget the importance of planning. A plan gives you a



roadmap to follow and helps ensure you take the proper steps to reach your goals.

5. Think outside the box. You also need to be able to think outside the box and come up with new solutions to problems. Do not take the beaten path.
6. Be passionate about what you do. It shows in your work when you are passionate about what you do. In addition, passion helps you think creatively and outside the box, two main components of being an innovative entrepreneur.
7. Be willing to experiment. Try new things and see what works. Don't be afraid of failing. Failure is a part of the creative process and can lead to new and better ideas.
8. Practice freestyle writing regularly. Writing is a right-brain activity, especially creative writing. It helps you access the information that your left brain cannot.
9. Engage in right-brain activities regularly. These activities include but are not limited to drawing, painting, playing



music, creating music, reading, singing, games that require imagination, etc. These activities help you use your right brain, making you more creative as you do these things often.

10. Last but not least, surround yourself with other creative and innovative people. This will help to stimulate your thinking and give you new ideas to work with.

Benefits of using creativity for innovation

So, what can you gain from practicing the list above? A whole lot! Practicing creativity in your life can lead you to be a better entrepreneur and infusing creativity into your business makes you an innovative leader within your industry. Here are some of the benefits of being a creative and innovative entrepreneur.:

- You will be able to create new products or services that solve problems for people.
- You will be able to improve processes and make them more efficient.
- You will be able to find new markets for existing products or services.
- You will be able to create new jobs.
- You will be able to make a positive impact on society.
- You will be able to have a lot of fun and satisfaction in what you do.

These are only some things you can do to become a creative and innovative entrepreneur. If you practice these things, you will be well on your way to success.

Author: Ms.Gurpreet Kaur

Source Courtesy: <https://www.entrepreneur.com/>



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“All That I Want Is A Comb” Said Madanalal Dhingra To Veera Savarkar On 16th August 1909

On 16th August 1909, two persons, separated by iron bars, faced each other in a London prison. The person inside the prison with a smile was Madanalal Dhingra, who was to be executed the next day! The one outside

the bars of the prison, was Veera Savarkar in tears, thinking of Dhingra's Execution the next day.

Veer Savakar asked Dhingra whether he wanted anything and what his last wish was. The latter

“Calmness
in preparation
but boldness in
execution, this
should be the
watchword
during the
moments
of crisis.”

Veer Savarkar





replied “All that I wish from you, is a comb, because I want my hair to be neatly combed, when I am going to kiss my ‘bride’. The ‘bride’, Dhingra meant was the hangman’s noose !.

Madanlal Dhingra had been furious and terribly upset with Lord Curzon, the British Viceroy who had ruthlessly killed several Indians and mercilessly cut into two, our beloved Golden Bengal (Sonar Bangla), just for the sake of dividing Hindus and Muslims. Dhingra decided, “For committing this sin, I must teach Curzon, a lesson”.

After Lord Curzon’s retirement, Dhingra travelled all the way to London to meet Curzon (they had

known each other while Curzon was in India) in a function on 20th June 1909. As Curzon was coming forward to shake hands with Dhingra, the latter took out a revolver from his pocket and pumped five bullets into the body of Curzon, who fell flat and died on the spot. Within a fortnight of this episode, Madanlal Dhingra was given a death sentence and finally executed on 17th August 1909. He died with a smile on his face ! The incident about the comb described above, took place on the day before.

To-day, how many of us remember this great martyr, whose last wish, before facing the gallows, was, just a comb; I wonder!.

Dr. H.V. Hande

*Former Health Minister of
Government of Tamilnadu.
Founder & Director of
Hande Hospital.*



**Readers are requested to send their
management related questions.**

IMPACT will get replies from management
experts.

Send your questions to:

impactjournalindia@gmail.com

Smart working – exciting future technology solutions and what ‘going to work’ will look like 10 years from now

The way we work has been changing steadily since the introduction of the personal computer in the 1970s. By the turn of the millennium, laptop users were able to work from multiple locations but it was the game-changing iPhone – combining cloud computing with communication – which revolutionised the ability to work remotely and on the move. Since then, smart organisations have fully embraced mobile working and enabled staff to balance their external obligations with business needs – gone are the days of the 9 to 5 working week in traditional offices.

Whilst working from home on a Friday is common for some, our clogged roads and peak time congestion do suggest that traditional working patterns still exist for many. Employers offering minimal ‘flexibility’ around the perceived core requirement to be physically “in the office” will find themselves left behind smarter employers who are busy preparing for the future.



What does that future look like?

Our way of working will continue to evolve and become increasingly smarter. Having continuous access to quicker, more reliable and personally profiled and filtered information with continuous communication connectivity will limit the need to physically travel to places to work, enabling us to choose places that suit our needs: when we want to work alone we will choose places that are comfortable and convenient including, if we so wish, our living/working home base.

Will we all be working from home?

We are social creatures at heart, and working from home only suits us for part of the time. When we want the benefit of stimulating company, the buzz of social interaction and/or the advantage of exceptional technology connectivity we will walk or cycle to our nearby ‘Village Hub’: a drop-in space not owned or provided by a single employer

but a highly serviced independently operated place, accessed on a pay-as-you-go basis. Not a concrete, glass and steel office but characterful places where we feel welcome to come and go as we please: a far more relaxed, informal and social atmosphere – high street coffee shop meets library, meets workshop/techno lab, meets home kitchen. In the ‘Village Hub’ we will happily ‘work’ alongside other specialists from different sectors, industries and backgrounds, organically partnering with a selection and contracting with them on common enterprises for one or multiple customers.

We will have continuous real-time connectivity to colleagues and partners who are themselves in their local ‘Village Hub’. We’ve adopted new attitudes to ownership of the workplace: we don’t own anything but as consumers of a services we have access to a range of different and diverse work settings used for an agreed duration to complete our tasks, handing them back for others to use when we’re done. The providers host the environment and the services on offer, focused on customer care and offering bespoke personalised technical support and encouraging local providers to develop a range of add-on lifestyle services such as child care, dog

walking, retailer deliveries etc. and theming the ‘Village Hubs’ to attract different interest groups on different days. Larger towns will have multiple hubs and the hosts will actively manage the hub offer, mixing specialists in response to business opportunities or changing demands.

What is the purpose of the office?

The HQ will have a purpose but perhaps we should think of it as the ‘Mother Ship’ rather than an administrative centre and/ or simply where the corporate leadership team is housed. The purpose of the ‘Mother Ship’ is to be the brand flagship, driving business development and incubating new customer products or services. In continuous virtual engagement with its remote and contracted specialist resource base it add value as a place of learning, a place to refresh professional connections during planned events. The value of the ‘mother ship’ – unlike the HQ – is not about how big and bland it is or how prominent its address, but in its connectivity to communications networks and highways and how well it expresses the value of the collective enterprise to its customers.



6 Ways The Workplace Will Change In The Next 10 Years

- 1 "We Working" will eliminate middle management
- 2 Constant upskilling and digital dexterity will outweigh tenure and experience
- 3 Extreme work choices will blur boundaries, businesses and buddies
- 4 Smart machines will be our co-workers
- 5 We will work for purpose and passion, not just money
- 6 Work-life challenges will reveal a dark side

Our current style and traditional management approaches will have changed. In place of promotion based hierarchy and line management supervision, managers are instead now specialist 'navigators', drawn from the same talent pool as their colleagues but with additional attributes such as exemplary communication, co-ordination and exceptional marketing skills. Respected by their colleagues, they are team players who happen to have specific personal characteristics that support a diverse range of specialist resources. With no single corporate ladder, everyone will take responsibility for their own career ladder and it is the navigators hands-on role to align resource to match output demands, attracting and assigning the best possible talent to meet customer needs – they don't achieve that sitting in pointless management meetings.

When we visit the 'Mother Ship' it will be for specific events. We may well do that physically, but we can now also do so virtually, represented by our own avatar which, as an extension of ourselves, will occupy space as if we were actually there: moving around, mixing and interacting with colleagues, partners or customers. There will be artificial and intelligent systems managing the environment, facilities and provision of the services we will make use of but our avatars are effective only if, whilst

remote we are continually focused and in control of 'our' interactions – if we "nod-off" so will they! The internal environment needed to host these events will be different: no longer offices filled with desks and sterile meeting rooms but informal, social and communal spaces and creative multi-functional communication-rich visually transforming 'project areas' that foster innovation and reflect the importance of interactive teaming-based problem solving. The platforms that we use will also change – out will go typed email and messaging, in its place will be voice-activated collaboration and conversation platforms.

What impact will this have on our lifestyles?

Avatars have no need to commute by car or train, so peak time mass transport in and out of city centres





is no longer needed. As a result, the dynamics of where to live change, no longer dictated by commuter distance from an employer’s office but instead influenced by proximity to the local ‘Village Hub’, the type of interest groups or co-workers it attracts, who we want to engage with, and the community in which we want to live.

Well-located ‘Village Hubs’ add to already established community facilities and to places previously blighted by commuter travel patterns. Universal connectivity and enhanced use of technology will enable us to seek new opportunities on a national and global stage but from the comfort of our local community. Positioned on the high street rather than in now defunct business districts, the “Village Hub’ contributes to the creation of new forms of social cohesion as retail patterns change. Staying local means we adopt healthier modes of transport for local journeys, car ownership will be replaced by pay-as-you-use personal automated mobility services, on-call to pick up and deliver us to destinations and then be available for other customers.

With greater emphasis on preventative health-care and widespread use of personal health monitoring systems, we can invest and enrich community based facilities. Our local health-care providers are in real-time contact with specialist centre of

excellence for directing treatment and remotely controlling surgery robots, thereby making world-class quality health-care accessible from our local ‘Well Care Centres’. Meanwhile, virtual access to global institutions remodels the higher education sector, enabling young adults to stay within their community during intense learning periods and tailor their learning to suit their own needs, circumstances and expectations. Connected to a range of institutions ensures life-long learning can be accessed across the community, fitting in with contractual work commitments or caring responsibilities, ensuring skills are refreshed and updated and investment benefits the individual as well as the community.

As a result, the intensity of demand for affordable living in concentrated places is balanced with opportunities to remain and invest in local but highly connected communities. Curiously the technology advancements of the future that we feared would harm our way of life could indeed offer us the opportunity to work smarter, stay local and reconnect with what we value most – our friends, our families and our communities.

Author: Alison White is co-founder of PLACEmaking: Workplace Designers and Change Advisors.

Courtesy: <https://www.openaccessgovernment.org>

The Harvest Festival

Tell me and I forget, Teach me and I may remember, Involve me and I Learn (by Benjamin Franklin). And when I learn, I celebrate the joy of my learning just the way Archimedes had celebrated jumping out of his bathtub the moment he had discovered the concept of buoyancy shouting Eureka, Eureka and we all know the Eureka Forbes company. The joy of any such first thing in life is worth worshipping and may be that's how we all celebrate our harvest festivals in India, be it Onam in Kerala, Pongal in Tamil Nadu, Lohri in Punjab or Nuakhai and Prathamastami in Odisha. Yes, and when the harvest comes after several years of endless efforts, involving every form of human endeavours starting from a single thought or the first curiosity to the first action followed by rigorous research and painstaking passion, the harvest becomes indeed worth worshipping and the first thing in worshipping is Thanksgiving to Almighty in its various forms. Maybe that is how during the Pongal festival the Sun God is worshipped, the Bulls are worshipped, the old things are burnt on the day of Boggy like forgetting the hardships and difficulties of life and initiating the process of celebration for

all those hard works have resulted in the harvest of the first great thing in life be it a product or a service or an invention or a person or a wisdom. After all Rice, Sugarcane, Turmeric, Vegetables etc, all these products are harvested with lots of hard work and this harvest helps us to survive and sustain as food is life and Jaan Hai Tho Jahan Hai.

The harvest festival of Odisha is little less known to others outside Odisha like the other festivals mentioned above. Well, in fact there are two harvest festivals in Odisha, one is called the Nuakhai Parv celebrated by the people of Western region of Odisha particularly Sambalpur belt where the famous Hirakud Dam is located on the river Mahanadi and the rice is harvested almost during the time when Ganesh Chaturthi or Onam festival is observed and the other one is Prathamastami, celebrated by the eastern coastal regions of Odisha after the Karthik Poornima in the month of Margasira when paddy is harvested along with other spices and vegetables together they all make a picnic for us. The process of paddy cultivation begins on the Day of Akshay Tritiya when the farmers worship the land and sow the seeds to raise the seedlings. As the name suggests, Nuakhai means the first new eating of that particular year and rice is the staple food in Odisha like many other southern states and the rice cooked as Aarsa Pitha from the first paddy harvest is offered to Goddess Samaleswari in the western region while in the eastern region the first harvest is associated with Goddess Laxmi. And one more interesting thing that I used to enjoy in my childhood was the new dress, big big rangoli and mouth watering Enduri Pitha, Khiri, Mixed vegetable curry on the



day of Prathamastami as a little Odia girl when my mother was doing all those arrangements and I used to help her in putting the rangoli and washing and cutting the turmeric leaves inside which the rice batter is placed with the sweet coconut stuffing further inside and then steamed to prepare the aromatic Enduri Pitha as I belong to the eastern coastal plains of Odisha, and those days were like the day of Pongal in Tamilnadu

I am celebrating in my husband's family after getting married to a Tamil person and doing all such arrangements like my mother but by cooking Pongal. And I had a question in my mind till few days back when I felt like Archimedes for having got the wisdom for that question of my childhood. On the day of Prathamastami, the first child of the family is worshipped and he or she gets extra attention, though parents get new dress for the other kids also. Me and my younger brother used to get the new dresses, but I had a question, as to why my elder brother alone was given little extra importance on that day. Few days back when I decided to write this article - The Harvest Festival, suddenly I realised that, the first child for a newly

married couples is like the first most precious human harvest of their life which the wife brings out from within her Womb after having nurtured it for ten long months of hard work, perseverance and patience and when she would have listened to that first cry of her first child, that must be the most precious harvest for them and after seven days from the time of delivery, when the mother and the newborn are kept away from others for the mother to heal and the newborn to get the immunity a little away from the external infections, on the eighth day, the mother and the newborn are given a bath and dressed in new and decorated and the moment is celebrated holding the God like little angels in hand and maybe that's how just like the food is essential for life, life itself is essential to be there on earth to feel everything and experience everything and that's how both life and means of sustaining life are worshipped during those harvest festivals of Odisha and I became little more happy for having harvested this small wisdom from within after having carried that curiosity for more than three decades as over thousands of years the real cause of celebration vanishes from mind and only the rituals and practices of such



celebrations remain with us leaving us with lots of curiosity to explore those routes to the root cause of celebration. And maybe the number 10 is a mathematical representation of the life bearing supreme couple Laxmi and Narayan where 1 represents the tangible world just like the visible tip of the iceberg and 0 represents the invisible part of the iceberg and maybe just like the shloka -
 KARAGRE VASATI LAXMI
 KARA MADHYE SARASWATI
 KARAMULE THU GOVINDA
 PRABHATE KARA DARSHANAM,

maybe 1 and 0(Laxmi and Narayan) are connected with each other through Saraswati or the Knowledge system just like the entire concept of WWW has been working carrying within it the very basic binary system or the base-2 system that still forms the core of every computer operation along with the refinement part of the decimal system of numbering that involves the 10 digits from 0 to 9 carrying out all the complex algorithm, ultimately to solve problems of social science of human existence. And beyond the digit 9, there are

infinite Numbers as a particular combination of these 10 basic digits that we study in our power and degree and logarithm and Matrix etc as various systems of mathematics. And may be the decimal system that connects the base-2 system is like the above shloka where Saraswati or Goddess of Knowledge connects the myriad forms of Visible Laxmi(1) or our society with its invisible base(0) or that of Narayana or Govinda as the ultimate form of energy including our own consciousness of being alive.

Well, Elon Musk is marching ahead with his company Tesla and even thousands of volunteers have got ready to be part of his experiments of man and machine by inserting a chip inside the brain to initially help those suffering from mental challenges and problems of paralysis due to spinal cord injury or cerebral injuries and then gradually moving towards gaming and other forms of man- machine relationship that would get evolved as the process progresses. Tesla or the unit of magnetic field intensity is associated with the energy visionary Nikola Tesla who invented and patented the term and brought revolution in the field of energy generation (AC- Alternating Current) and it's fast delivery to distant places that has revolutionised the modern world. And now we are moving with generative AI. However I feel, we humans are the ultimate Autobots created by Almighty, who is present very much deep within us just like the chip at its ultimate sophisticated form of invisible energy, as our conscience that propels us from within to arise and awake whenever we feel little down either due to external social situations or internal psychological conditions and we believe in the shloka -

OM NARAYAN NAMASKRUTYANG
 NARANG CHAIBA NAROTTAMAM
 DEVI SARASWATI VYASANG TATHO
 JAYOMUDIRATHE
 MUKHANG KAROTI BACHAALANG
 PANGU LANGHAYATE GIRIM
 JATKRUPA TAMAHAM VANDE
 PARAMANAND MADHAVAM



For sure, Narayan is several steps ahead of Elon Musk and his endeavours. And I had experienced a very happy moment in my life during the Pongal celebration function of my son's school in the year 2020, when I had got first prize by cooking the tastiest Pongal in the earthen pot with open fire chulha and every one had praised my performance for being a non-tamilian and I had a personal reason too to feel even more happier from within beyond those open social praisings. In December 2018, after I came to know about the damage in the backbone the doctor had advised me stating, "No more Forward Bending and No More Weight Lifting." I was given a belt to support the pelvic region and some medicines to improve the bones and the nerves of the body. But as a homemaker who lacked any support system rather was supporting the entire bureaucratic family by working day and night like those handful of free orderlies our Government of India provides to the elite executives of this country so that they can engage themselves in selfless service to the public of India as Public Servants during their service period who mostly ends up in stopping self-service, and my in-laws were not in a position to support me belonging to bureaucratic family and I had to carry out each and every task on my own as a mother of a small kid bending forward and lifting weight every now and then. I used the belt for one year and took those medicines for six months and after that I thought of the above shloka and abandoned the belt and started doing my household chores with full consciousness of my ailments.

On that day of Pongal Celebration, I had performed well despite severe pain in the pelvic region by bending constantly and bearing those smokes amidst my breathlessness conditions and I had harvested that first prize by cooking Sweet Pongal in the open public platform.

Well, till the first day of my marriage, I had never cooked a single recipe, I had helped my mother on several occasions like cleaning garlic or cutting



vegetables and my mother had never forced me to learn all those household chores as I was deeply involved in the process of reading and writing and both my parents had encouraged me in my endeavours of preparing for UPSC but little I was aware that I was going to get a broom and a dustpan as a homemaker to get engaged in every form of household chores losing my pen and paper in the cyclones of fate that I had entered in 1999 when I had joined RIE and when Odisha had witnessed the Super Cyclone losing lakhs of lives and crores of properties and resources. But finally, Odisha rose up to the international stage in achieving scaling heights in the field of disaster management lessons and it set an example of rising from within by facing those challenges for which no one is responsible and rather such challenges on our path teach us to rise above our odd days to embrace glory that we are capable of achieving by being a performer from within, by facing life and death face to face and evolving with systems of solutions that can help others when trapped in such disastrous situations in public life as well as in personal life as both are inseparable. Our country India also entered into the cyclone of fate, when some of its rulers invited and accepted the East India company traders as businessmen little knowing that they would do business with its freedom. We all know the story of



freedom struggle and sacrifice and how it helped us achieve our lost freedom.

In the primary stage of schooling, one small story had touched my heart as a little girl when I hardly had any knowledge of freedom and independence.

On one of the hottest afternoon that generally leads to afternoon convectional rain, a very Oldman was busy planting a mango seedling when a passing by young boy had laughed at him commenting, "What Oldman, looks like you are too busy, at this age also you are planting this mango seedling expecting it to grow taller and give fruits to you before you leave this world!!"

And the Oldman had replied very humbly, "No my dear, this plant is not for me but for you and many others like you to enjoy those sweet fruits who will continue for several years after I have left this world."

Today, when I connect that story of my childhood textbooks with the stories of Independence, I feel

Independence was the most precious harvest the people of this country achieved for us guided by our freedom fighters though every individual and every regional leader whether as a very known father of nation or as a little known Utkal Gaurav Madhusudan Das had put their best, who performed their best and harvested the greatest ever harvest called Independence that we are enjoying today as citizens of free India.

Well, the harvest Festival has the climax part too. After the bounty harvest like paddy, the story or the process doesn't end rather it continues further and the paddy is thrashed from the paddy plant, its husk is removed, the raw rice is either boiled or beaten up or roasted to prepare the cooked rice, beaten rice or puffed rice which in turn are given further new forms like Pongal or khechudi bhat and variety rice, Poha Upma or Bhel Puri, masala pori etc.

This is something like since the day the concepts of buoyancy or that of Tesla were realised by some

curious scientists to the Eureka Forbes company and the Tesla company that have evolved while passing through the tests of time and demand of the situation and society, producing and reinventing newer products, using them for the betterment of human existence and constantly celebrating its newer versions that still operates without leaving behind those very core concepts of basic science or knowledge of the basic principles of working of nature like buoyancy and Tesla. And now we are marching towards man - machine coordination hoping everything goes well to continue celebrating the newer Harvest of Elon Musk and his team.

Well, Needless to say, yes after 75 years of achieving the greatest harvest called Independence, we all have witnessed the other tough processes like thrashing and beating etc when we all have tried to evolve as a stable democracy and all our national leaders and visionaries have put their efforts in every field of teaching and learning, industrialisation, agriculture, planning and development, business management, infrastructure development, science and technology, engineering and medicine and now IT and AI and maybe each one of us has experienced some or the other forms of heating or beating only to get further refined as a true citizen of India while India is evolving as the greatest Democracy.

And the harvest festival is celebrated in groups, everyone takes part in the process of preparing the Pongal, putting the kozham, decorating the house and finally standing together and echoing Pongalo Pongal, Pongalo Pongal, Pongalo Pongal ...

Everyone enjoys the Sweet Pongal and we too have every reason to enjoy the benefits of Independence together, where everyone carries out his or her duty and everyone deserves a share to enjoy the cooked sweet Pongal like freedom or Independence.

In my personal life, since I wrote my first essay on corruption free India as a 12 year old little girl to these 5 articles of mine for this journal IMPACT

as a 42 years old woman of strong character who showed courage to rise above her situations in every sphere of life, be it personal, psychological, physiological or socio cultural, I am concluding my writing with the few situational lines I had written after discovering the causes of my failures in December 2018, by preparing myself for another phase of rebuilding my life, by building from the ground, by growing from the scraps, by making best out of worst and indeed I have double harvests in my basket of life.

My autobiography in Odia and these five articles in English are the most precious harvest of my life as an individual who has put herself through 30 years of nonstop endeavours and efforts to do something good passionately by showing immense love for reading and writing and that passion has yielded me with these two sets of harvest and I am hopeful for the same for my state of origin Odisha and for my Country India that holds every other states including my new state Tamil Nadu to get ready to celebrate the national harvest - our Independence in its most refined and sophisticated form when we are in the Era of Fast Communication and that can help us to Cover our Vast Nation to spread the messages of Unity in Diversity to enjoy true freedom by engaging every citizen as a stakeholder in the process of preparing the nation for the upcoming General Election-2024.

Sometimes Life chooses us for reasons unknown to us and At times we need to choose life for reasons known to us and only us.

Let's choose life despite its challenges

And Let's choose leaders despite flaws in our system.

Let's celebrate a very happy and prosperous new year for ourselves, enjoying the harvest of Independence together and creating a New Nation through the Election process of 2024.

Sharing is Caring

Let's share the harvest of Independence with those

who need it more to make everyone smile, for the festival of harvest is a festival of Happiness to be shared...

My situational Stanzas of December 2018...
CELEBRATION

Celebration is a spiritual escalation

- A call for the assassination
- Of all forms of rejection.
- To embrace and enlighten
- The true spirit of execution.

Execution of happiness

And manifestation of oneness

Oneness of love and affection

Kindness of heart and soul

To break the long hibernation

At times the spirit goes through.

To cheer up and to smile

To open up and feel less agile

To sing and to dance

Letting the inner soul romance

To rejoice and to relax

To awaken the giant

Present in each one of us.

To create a sphere of positive vibration

Celebration is all about the preparation

For a whole new Presentation

When it was necessary for me,I chose to raise my voice against injustice.

Now I have chosen to raise my views in favour of justice.

When I looked back, I had travelled very far on the path of honesty and dedication and I decided not to quit.

When I saw that long journey of un-harvested efforts,I decided to continue to follow on the same path of charity and service to mankind.

Finally after 30 years of consistent efforts,I have harvested these Five articles of my life on a public platform and I have evolved into a much better person by articulating my life experiences in my own words and sharing them with you all as a little writer.

Thank you Dear Readers.I am expressing my heartfelt gratitude and thankfulness (as the first ritual of harvest festival)

The stage and the audience are the two inseparable parts like the top of the iceberg and the invisible base where lies enormous energy and endless opportunities for a performing artist to keep performing something new and keep evolving as a much finer artist who gets merged into the memories of those millions of people while their works keep repeating from time to time as visible tangible harvest of their lives.

I am feeling very happy having harvested this much as my first harvest and I will cherish this moment for lifelong, celebrating the way Life chose me and The way I chose Life.

Once again my heartfelt gratitude and thankfulness to everyone and everything.

Happy Harvesting...

Ms.Chinmayee

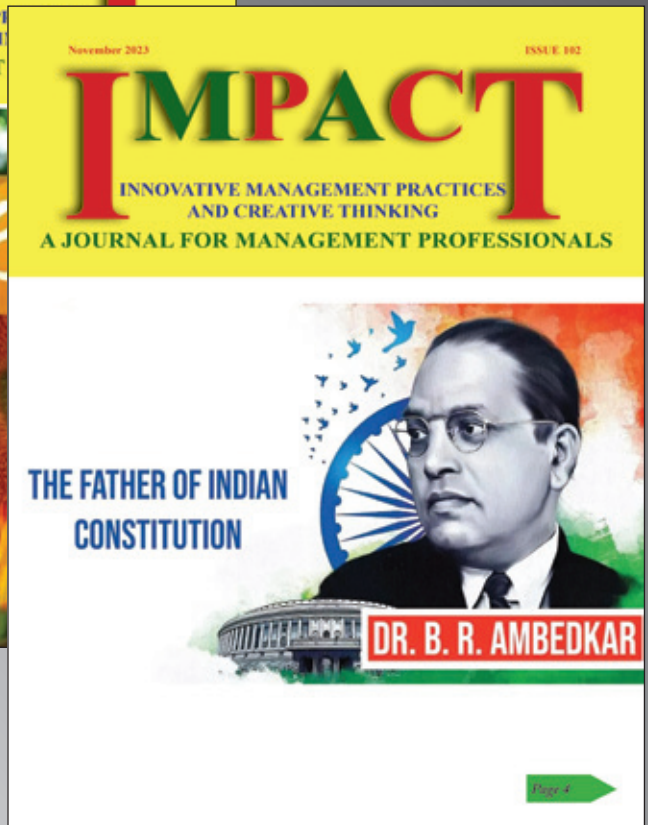
Am a full-time homemaker and a self-taught passionate artist and an amateur writer looking forward to take my passions to a professional level.I have written certain situational stanzas in English and an amateur autobiography of my life experiences from 1999 to 2021 in Odia titled Baishi Pabache meaning on the 22 nd step.



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Characteristics of a True Leader

1. Displays integrity

A true leader acts with integrity, which means they have ethical values that they follow in all aspects of their life. They should communicate these values at work to provide a foundation for the behaviors they expect from employees. Having integrity will help you earn respect, which will motivate your team to follow your leadership. Integrity also establishes your credibility in the workplace because employees will feel that they can trust you to make morally correct decisions under any circumstance.

To show your integrity at work, you should serve as a positive example for your employees. For example,

always follow organizational policies and treat others with respect. Show your employees that you strive to produce high-quality work and maintain a positive reputation, and they should do the same.

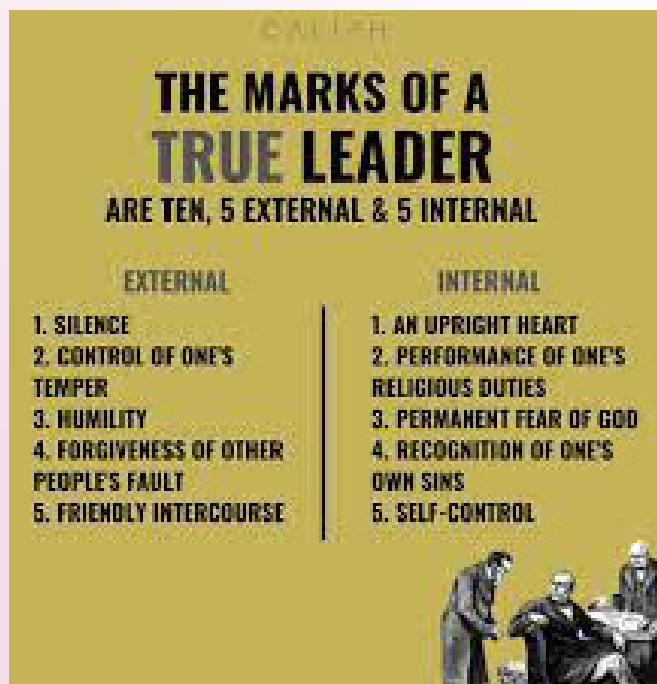
2. Helps others develop

A true leader should aim to develop their team members to their full potential. By helping individual members advance their skills, they enhance the team's potential and, as a result, benefit the organization as a whole. Employees want to see career advancement, which means they will be much more receptive to a leader that gives them opportunities to grow.

One way to develop employees is by delegating tasks—these are tasks that the leader can do themselves but serve as a chance for the assigned employees to learn something new or strengthen specific skills. You will also benefit because it gives you more time to focus on more significant or time-consuming responsibilities. When trying to develop your team, be sure to give individuals the freedom to make choices on their own. You need to set boundaries and guidelines, but having more decision-making authority will help employees progress and feel more fulfilled in their roles.

3. Values relationships

A true leader should value their relationships with team members above their leadership status. To



**A leader is one who
knows the way,
goes the way, and
shows the way.**

—JOHN MAXWELL

do this, leaders should work alongside their team members rather than solely assigning them tasks. They should take the time to get to know each member as an individual and build relationships with them on a more personal level. When your team members feel valued on an individual level, they will feel more motivated because they know their work is appreciated.

Showing your team members that you appreciate them can be as simple as thanking them or expressing gratitude in other ways when they have completed tasks. Another simple way to show appreciation is to deliver encouraging messages. For example, if you thought an employee did a great job during a client presentation, let them know afterward. When employees know they are doing well at work, the confidence they feel can help elevate their work even further.

4. Holds themselves accountable

A true leader needs to take responsibility for their actions and expect the same from their employees. They should hold themselves to a high standard of work, thus leading as an example for others to follow. Being accountable includes recognizing your mistakes and modeling professional ways of

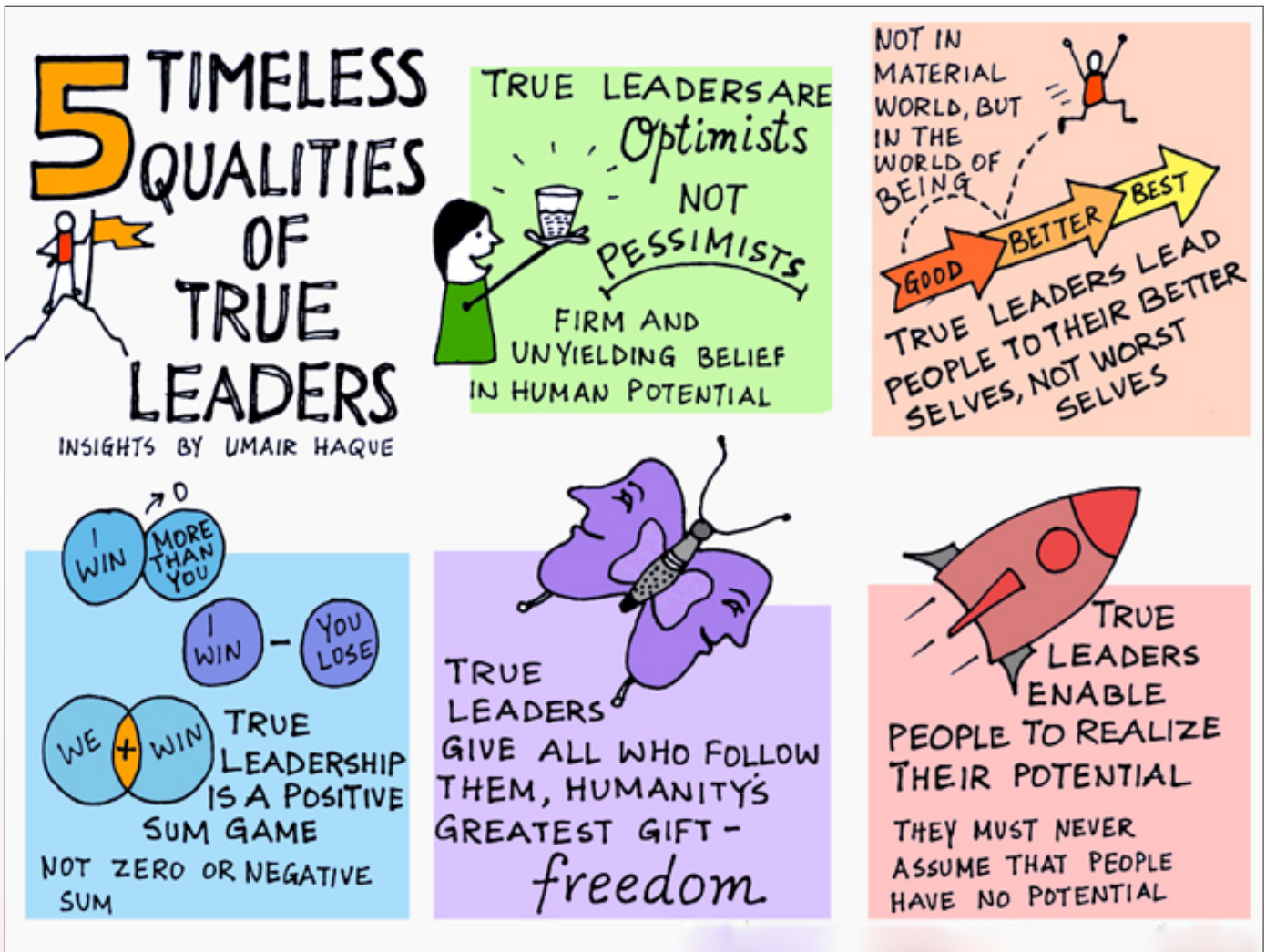
recovering from them. Creating an environment that values accountability can improve performance and trust among team members because it lets everyone know they can rely on one another to perform their duties.

One way to implement accountability in the workplace is to provide specific feedback on work that does not fit your standards. Make sure to speak to individuals directly and respectfully to help them understand the mistakes they made and how to fix them. Likewise, you should praise team members when they show signs of improvement. Employees will be more inspired to follow your high standards when they feel respected—and when they see you are also following these standards in your work.

5. Shows honesty

A true leader is always willing to have open and honest conversations with their employees. Being honest establishes a sense of trust with the team, which promotes respect and a willingness to follow your lead. Employees feel valued when they know that you take the time to communicate

**LEADERS BECOME GREAT,
NOT BECAUSE OF THEIR
POWER
BUT BECAUSE OF THEIR
ABILITY TO
EMPOWER OTHERS.**



with them and tell them the truth. Make sure you communicate with your team often because it helps everyone feel more comfortable with open conversations.

To display honesty, aim to provide your employees with the information they need to know directly. For example, you should be transparent with your team about any changes within the organization and how those changes may affect them. You can also show honesty on a day-to-day basis by providing feedback to your team members or hosting regular check-ins, if possible.

6. Practices active listening

A true leader should always hear what their employees have to say, both positive and negative.

They should let employees express their thoughts without interrupting or judging them. A good listener also makes an effort to understand and empathize with the other person's thoughts and feelings.

Make it clear to your employees that you are available to hear their questions, concerns, ideas and suggestions, which helps them feel appreciated at work and like they have a more active role on the team. When having these conversations, make sure to maintain eye contact and ask any clarifying questions to show that you are engaged and listening.

7. Promotes a vision

A true leader takes a vision, whether it is their own or the company's, and uses it to motivate and

inspire their employees to reach goals. By sharing their vision with the team, the leader creates a collective sense of purpose that provides direction and incentive to its members. A true leader can compellingly sell their vision, whether by making it relatable to employees or presenting a narrative that helps them visualize the outcome.

Always communicate your defined vision to your team and help them understand how their responsibilities support it. Employees will feel empowered when they have a clear idea of how they can contribute to the team's success. Help your team focus by establishing goals throughout their projects and explaining how achieving these goals advances the vision. Provide positive feedback and encouragement when individuals meet these goals.

8. Displays courage

A true leader is unafraid of potential conflict or criticism, especially when they have the

confidence that what they are doing is for the good of the team. Employees respect a leader who represents their interests in any situation. Possessing a strong set of values and a clear vision helps a true leader remain courageous through any challenge.

Aside from showing confidence in your decisions and confronting conflicts, being courageous at work can include having the ability to be direct with your employees. Being a leader means you make decisions that directly affect your team members, so it's important to stay confident and courageous in your actions.

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Skills that will make you a good data analyst

First of all, what is data analytics?

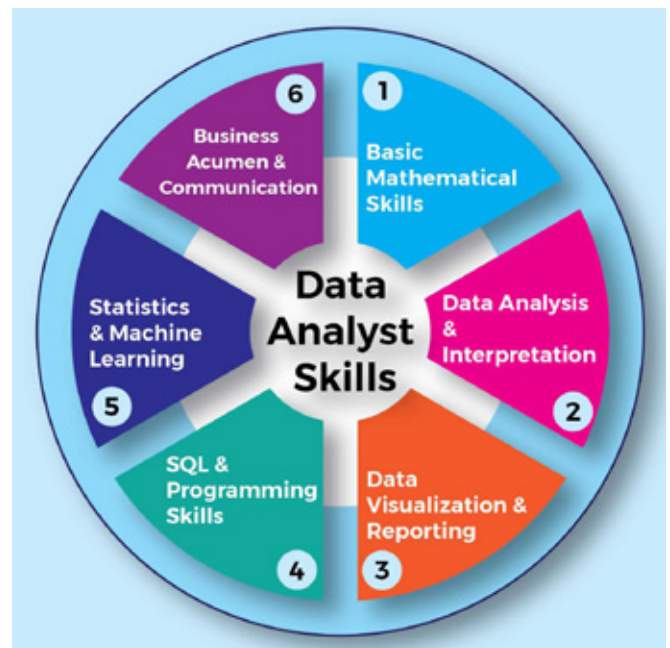
Data analytics is the process of analyzing, organizing, and transforming data to get insights to make data-driven decisions. A person who performs data analysis is called a data analyst.

These skills will help you in your interview because many organizations are looking for these skills particularly and you can get ahead of your peers if you have these skills.

Here is the list of skills you need to be a successful data analyst:

Microsoft Excel

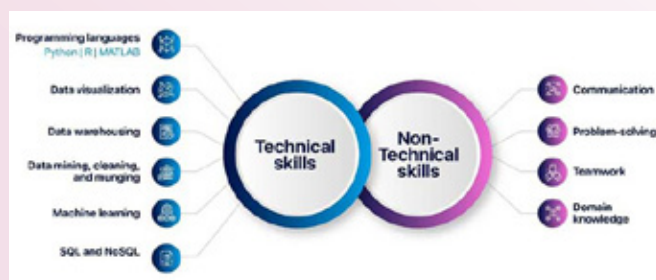
It is a spreadsheet application by Microsoft. Believe it or not, It is one of the widely used applications in organizations for data analysis. Excel has many functions and formulas like VLOOKUP, Pivot Tables, VBA, and many more. These formulas and functions make data analyst jobs easy because they can perform all data analysis steps in Excel.



Suppose you know Excel formulas, functions, VBA, Pivot Tables, design charts, etc. You have an edge compared to your peers. If you are an aspiring data analyst, then it will be an excellent skill to have.

SQL (Structured Query Language)

SQL is the query language that talks to the database. It is just like any other language we have, but It can only talk to databases. By SQL, we can organize and extract data from any relational database. MySQL, Oracle, PostgreSQL, etc., are different databases in which you can use SQL. The central part of the data analyst's job is data exploration and data collection. For these tasks, data analysts use



What skills do data analysts require?

Technical skills



SQL



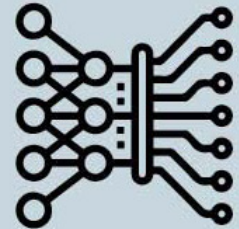
Spreadsheet



Statistical programming languages



Data visualization



Machine learning



Data preparation



Writing



Research



Data warehousing



Project management

SQL. So having SQL will be highly beneficial for your career.

Data Visualization

You should know at least one visualization tool such as Power BI or Tableau. These are the two most popular ones, but there are many out there in the industry. And if you have learned at least one tool. You can quickly learn some other tools. So if you are asking me for my choice, I would go

for either Power BI or Tableau. These tools allow you to connect with the data sources. You can pull that data into these visualization tools and build a lot of valuable dashboards. So visualization tools nowadays are essential.

Communication and Presentation skills

When working as a data analyst, you often talk with your business manager, engineering groups, and different stakeholders. Then, your



job is to communicate and effectively gather the requirements to offer creative solutions.

You also need presentation skills because you tell your data story when you build a dashboard as a data analyst. You are making a story around sales. You notice that sales are declining in one region and increasing in another. Your job would be to present the reason behind this. So telling a compelling data story is essential.

Presentation skills are something that you need to master. The idea is you should not bore your audience too much with your presentation. Instead, you should have an effective and engaging presentation.

Domain Knowledge

Often, suppose you're looking at any data analyst job. In that case, they will say financial data analyst, retail analyst, human resource analytics, etc. It means if you have a degree and knowledge in finance, then this domain knowledge will be beneficial for you in your future data analyst role. Most people have the perspective that if you are from computer science, you can only succeed in this field. But they are wrong because almost every type of industry is hiring data analysts nowadays. Therefore, It will be constructive for you to have domain knowledge.

Programming

The next skill that an aspiring data analyst requires is programming. Nowadays, many organizations are using Python and R for data analysis. These programming languages are prevalent in the analytics industry. Python will be a better choice if you start because Python is straightforward to understand and has a clear and logical syntax. It is not like the other languages like C++, JavaScript, etc. Having Python knowledge will give you an edge over the competition. It is not much required, but it will help you a lot in the future if you have programming skills.

Mathematics and Statistics

Knowledge of Mathematics and Statistics is very much required as a data analyst. These skills will provide you a base for understanding the concepts behind data analytics. You need to know normal distribution, standard deviation, an outlier, and many more. Because this will help you perform inferential and predictive analyses; otherwise, it will be challenging to understand what your data is telling you.

Problem Solving

You need to have good problem skills to be a data analyst. When you are analyzing the data, you are trying to solve a business problem. Solutions for this business problem can impact the organization in many ways. It can cause huge profits and losses as well. If you think you don't have problem-solving, then there is no need to worry. Because just like any other skill, you can practice it to be good at it.

These are eight skills you should have as an aspiring data analyst. It will provide you a great foundation to build on.

Author: Mr. Akshay Gautam
 Courtesy: <https://medium.com/>

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