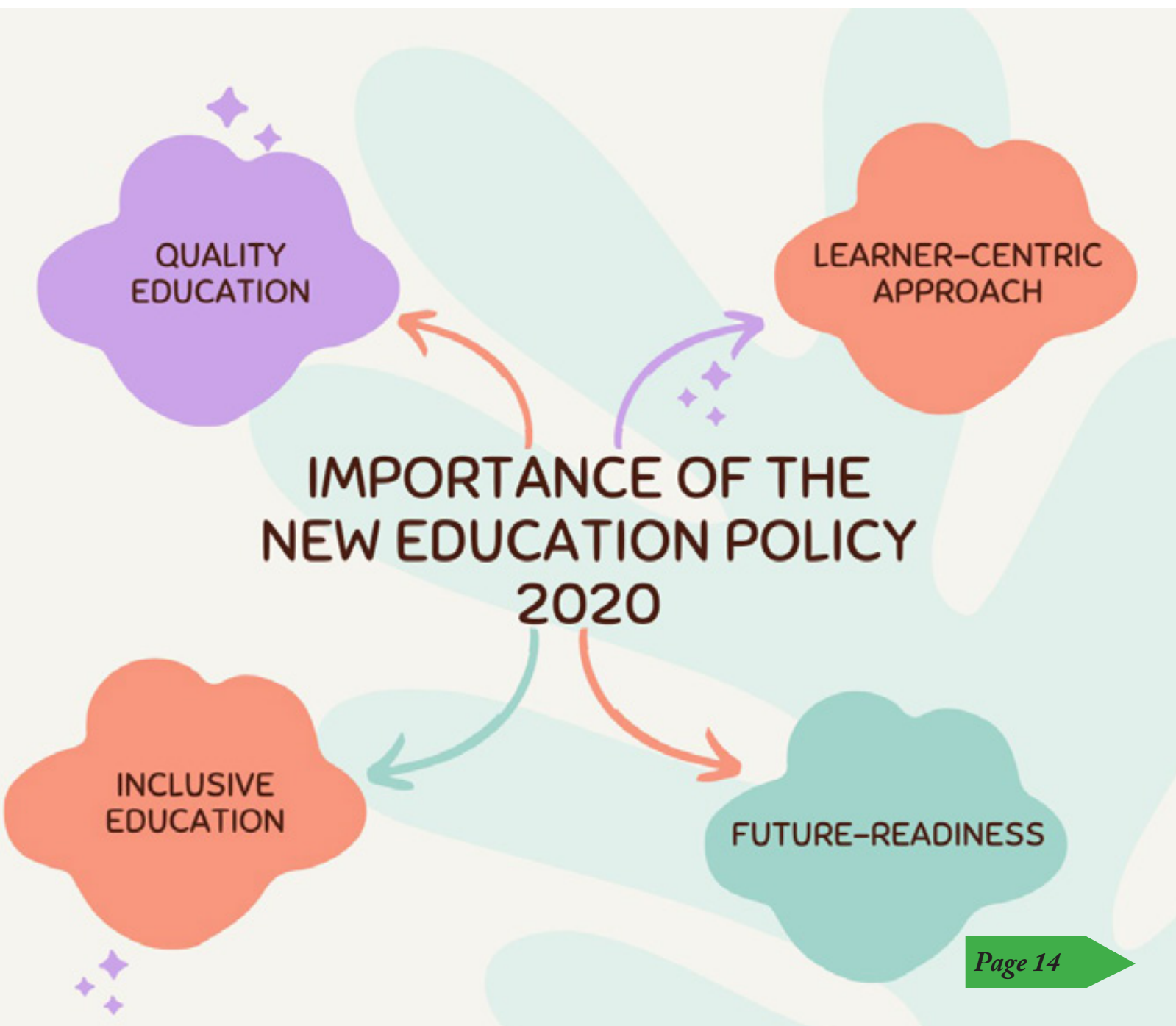


IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS



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Dear Readers,

World witnessed major world events in 2023.

- Hamas' October attack on Israel. ...
- India becomes world's most populous country. ...
- G20 Summit. ...
- Russia Mutiny. ...
- Henry Kissinger's death. ...
- BRICS Summit. ...
- Iran-Saudi detente. ...
- Turkey and Syria Earthquake.

Ring out the old and Bring in the NEW!

World marches into 2024!

Let us eagerly see what the IMPACT it creates!

Editorial Team

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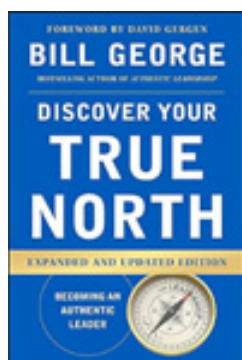
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How I Made An Aethist Extol Poet Kambar

On 21.01.1997, the English Prose rendering of KAMBA RAMAYANAM authored by me was to be released by the then President of India

Dr. Shankar Dayal Sharma. The previous President Mr. R. Venkataraman was to receive the first copy. The Governor of Tamilnadu was to preside and the



former Union Minister Mr. C. Subramanian was to give the welcome address.

The programme was in the Narada Gana Sabha Chennai. During this period, the Tamilnadu Chief Minister was Kalaighnar Karunanidhi. Though we were in the opposite Political camps, I wanted to involve the Chief Minister Kalaighnar Karunanidhi also, because the function was to take place in Chennai, with the participation of National political leaders. I expressed my desire to a Cabinet colleague of the Chief Minister. The former asked me to drop the idea telling me “Dr. Kalaighnar will not come for a function on Ramayana”.

After the invitation cards were printed, dropping the name of the Hon Chief Minister, I sent him a copy of it, to his Gopalapuram address, explaining, why I did not include his name, quoting his Cabinet colleague’s words. I was pleasantly surprised to receive a lovely message in the form of a letter from Hon Chief Minister Dr. Kalaighnar, praising Poet Kambar, in his letter, “Kamba Ramayanam is considered to be one among the best literary works in Tamil language. The poet Kambar rendered his work in Ramayanam in Tamil with a vision of Tamil Culture and traditions. His spontaneous poetic sense is so powerful that his characters live through action and dialogue. Owing to this excellent dramatic power, his work has been called as ‘Kamba Natakam’”.

M. KARUNANIDHI
CHIEF MINISTER



SECRETARIAT
CHENNAI - 600 009

Dated 20.1.1997

MESSAGE

I am happy to know that the Bharatiya Vidya Bhavan has come forward to publish an English version of the "Kamba Ramayanam" in prose-form rendered by Dr.H.V. Hande.

Kamba Ramayanam is considered to be one among the best Literary Works in Tamil Language. The Poet Kambar rendered his work Ramayanam in Tamil with a vision of Tamil culture and traditions.

His spontaneous poetic sense is so powerful that his characters live through action and dialogue. Owing to this excellent dramatic power, his work has been called as 'Kamba Natakam'.

I hope, this English version of Kamba Ramayanam reflects the real spirit and vision with which Poet Kambar rendered his work.

It is appropriate that the President of India, a profound scholar of vision and social mission, is presenting this.

I convey my best wishes and warm greetings on this occasion.

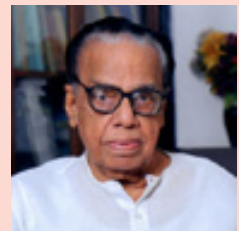
(M. KARUNANIDHI)

To
Dr. H.V. HANDE,
No.30, Uthamar Gandhi Salal,
Chennai - 600 034.

I was overwhelmed with joy, in successfully bringing the Hon Chief Minister Kalaingar Karunanidhi, a confirmed aesthet, to my side, and read out his message the next day to the audience at the book release function. Here is a copy of his lovely letter.

Dr. H.V. Hande

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

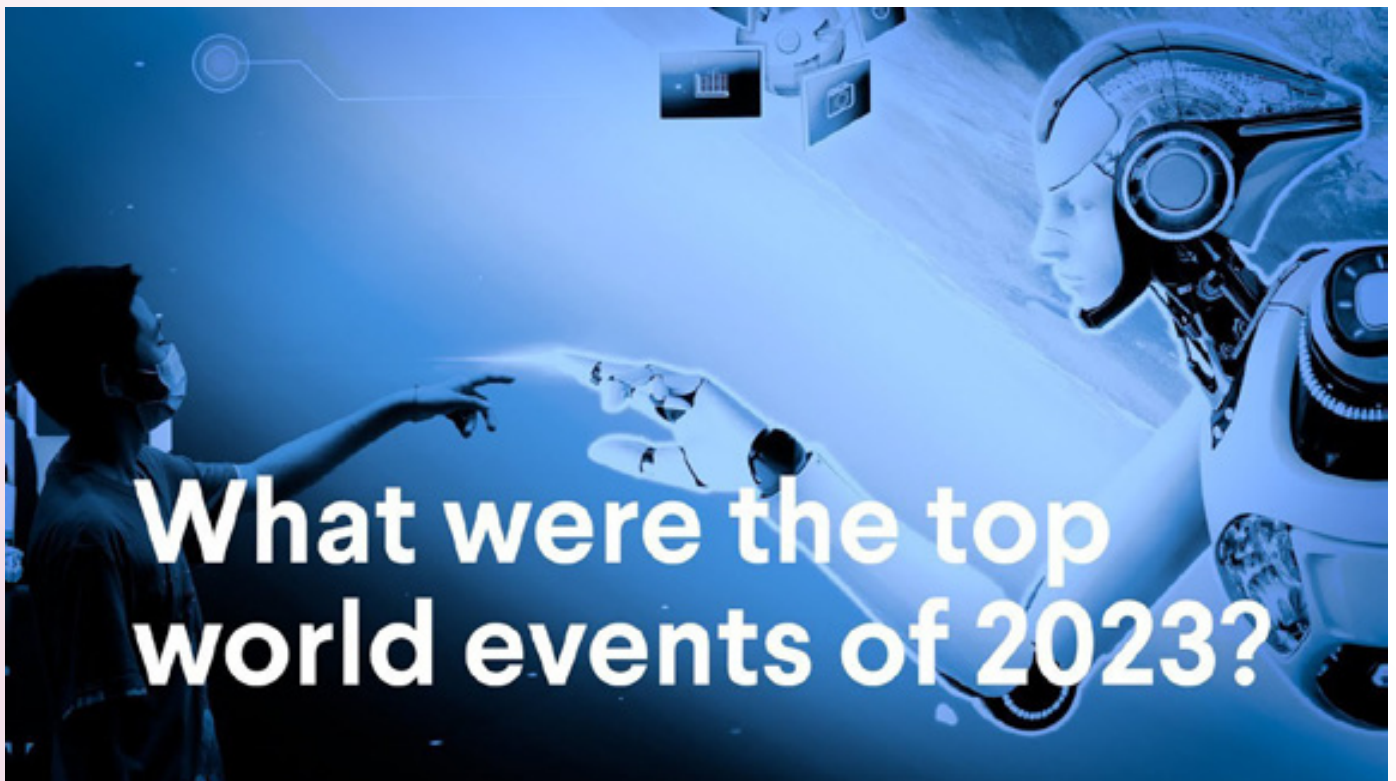


Ten Most Significant World Events in 2023

You are not alone if 2023 has you feeling worn down. It has been a trying year on the world scene, as the forces of disarray grew stronger. Ongoing wars ground on, while new ones erupted. Geopolitical competition increased, to the point where a meeting between rival heads of state became front-page news even though their talks yielded little tangible progress. In all, good news has been in short supply. So here are my top ten world events in 2023. You may want to read what follows closely. Many of these stories will continue into 2024 and beyond.

ts 2023

10. The global democratic recession continues. Optimists are predicting a fourth wave of global democratic expansion. That prediction was a bust in 2023. Freedom House started the year by announcing that 2022 marked the seventeenth straight year in which global freedom and democracy declined. As if to prove the point, Africa's coup epidemic continued. In July, Niger's military ousted the country's democratically-elected president. Neighboring states threatened to intervene if the coup wasn't reversed, but the military juntas running Mali and Burkina Faso threatened war in response. In August, Gabon's military took power and

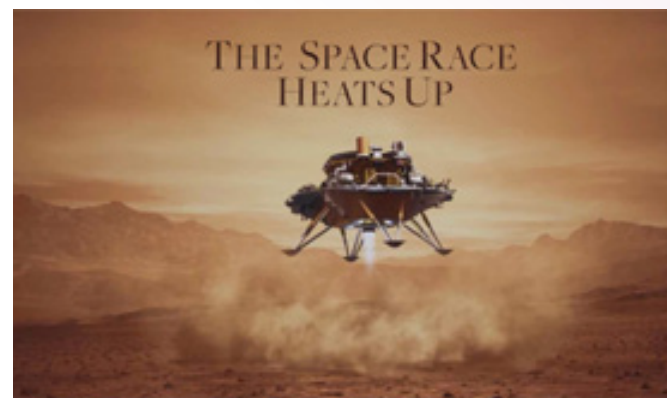




made vague promises to eventually hold elections. A new progressive party won the most seats in Thailand’s May election. However, a backroom deal produced a pro-military government that left the election’s biggest winner on the outside looking in. India’s government continued to use the law and intimidation to silence critics, and many other democracies restricted freedom of expression. The trend of candidates claiming they would lose their election only if the vote were rigged continued. Far-right parties fared well across Europe, reviving memories of how European democracies collapsed a century ago. Guatemala’s attorney general tried to keep the country’s president-elect from taking office, while Peru’s attorney general used corruption investigations to pressure lawmakers to help her allies. Donald Trump called his opponents “vermin,” said that if he regained the White House he would not be a dictator “except for Day One,” and suggested he would use the presidency to target his political enemies. All in all, not a good year for democracy.

9. The space race heats up. One hundred and fifty years ago the advice was: “Go west.” Today the advice might be: “Go to the heavens.” Both countries and companies are making big bets on space. Seventy-seven countries have space agencies; sixteen countries can launch payloads into space. The moon has been of particular interest. Russia’s moon effort ended in disappointment in August when its lander crashed into the moon’s surface.

Days later, India became the fourth country to land an unmanned vehicle on the moon, and the first to do so near the moon’s south polar region. Two weeks later, India launched a mission to study the sun. China and the United States also have ambitious moon programs, with NASA aiming to return astronauts to the moon by 2025. These and other space-related efforts are fueling concerns that geopolitical rivalries will lead to the militarization of space. The surge in interest in space has also highlighted the lack of rules governing space operations. The United States has promoted the Artemis Accords to “govern the civil exploration and use of outer space.” China and many other space-faring countries have declined to sign on. Working out rules for space is complicated by the fact that private companies such as SpaceX, Blue Origin, and Virgin Galactic play a large role in space operations. That raises questions about profit motives and national obligations. But the surge in space activity also raises questions about whether the seemingly mundane problem of space junk will complicate exploration of the heavens.



8. India passes China as the world’s most populous country. For the last century, if not longer, China has had the world’s largest population. That ended in 2023. India now does. Its population is estimated to be 1.43 billion people. India will likely remain the most populous country for decades to come. China’s population is both shrinking and aging. Demographers project that the Chinese population will fall by 100 million people by mid-century, or more than the population of all but fifteen



countries in the world today. Over the same time period, China's median age will rise from thirty-nine years-old to fifty-one. India's population, meanwhile, should reach nearly 1.7 billion by mid-century with a median age of thirty-nine. While demography isn't destiny, it does constrain and enable every country's opportunities. Countries with younger, growing populations tend to have more vibrant workforces that consume more, and as a result, enjoy higher economic growth rates. The Chinese government is facing increased pressure to invest in the country's social safety net, an expensive proposition that could take resources away from other priorities. India's more favorable demography has spurred talk of a "demographic dividend" created by young workers serving as an engine of growth. If so, the consequences for the balance of power in Asia could be significant. That is, of course, a big "if." In policymaking as in poker, what matters is not just the cards you are dealt but how well you play them.

7. Azerbaijan seizes Nagorno-Karabakh. The aftershocks of the collapse of the Soviet Union continue to be felt three decades later. The countries that emerged from the Soviet collapse had borders that often didn't align with where national groups lived—sowing the seeds for conflict. The Nagorno-Karabakh enclave in Azerbaijan, for instance, was populated almost entirely by ethnic Armenians uninterested in being governed by Baku. In late 1991, Nagorno-Karabakh declared independence, triggering a war between Armenia and Azerbaijan. When the fighting ended in 1994 with a Russian-brokered ceasefire, Nagorno-Karabakh had gained

de facto independence along with a chunk of Azerbaijani territory. Despite intermittent cross-border attacks, the ceasefire held until large-scale fighting erupted in September 2020. After six weeks, Russia negotiated another ceasefire. This one left Azerbaijan in control of much of Nagorno-Karabakh. Tensions remained high. In September 2023, Azerbaijan attacked again. Within days, it overran the territory it did not already control and announced it would begin the enclave's "reintegration." Within one week, more than one hundred thousand Armenians, or roughly 85 percent of the population of Nagorno-Karabakh, fled to Armenia. The exodus sparked protests in Armenia over its government's failure to protect fellow Armenians and raised questions about why Russia failed to prevent the enclave's demise. The safety of the remaining Armenians in Nagorno-Karabakh could be a continuing flashpoint between Armenia and Azerbaijan. So too could the Zangezur Corridor, a small slice of Armenian territory that connects Azerbaijan with Nakhchivan, an Azerbaijani enclave bordered by Armenia, Iran, and Turkey.



6. Civil war wracks Sudan. Two thousand twenty-three was supposed to be the year that Sudan became a democracy. The Sudanese people instead got a civil war. The conflict had its roots in the protests that led Sudan's military in April 2019 to overthrow the country's longtime dictator Omar al-Bashir. The new military junta struck an agreement with civilian groups to share power and work toward elections. However, in October 2021, Abdel Fattah al-Burhan, the head of the Sudanese Armed



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Forces (SAF), and Mohamed Hamdan “Hemedti” Dagalo, the head of the Rapid Support Forces (RSF) militia, led another coup. In December 2022, the two men yielded to popular pressure and agreed to lead a two-year transition to civilian rule. That agreement made Burhan and Hemedti co-equals and called for the RSF to be integrated into the SAF. Neither that agreement nor the marriage-of-convenience between the two men lasted. On April 15, 2023, RSF forces attacked SAF bases across the country. Efforts to negotiate a ceasefire went nowhere. By the fall, the RSF controlled most of Khartoum, Sudan’s capital, while the SAF controlled Port Sudan, the country’s main seaport. Fighting was particularly heavy in Darfur, where the Janjaweed, the RSF’s predecessor, conducted an ethnic-cleansing campaign against the region’s largely non-Arab population back in the early 2000’s. As the year came a close, the fighting had killed more than 10,000 people and displaced 5.6 million more—or close to 15 percent of Sudan’s population.

5. Artificial intelligence (AI) offers promise and peril. AI burst into the public consciousness last year with the release of ChatGPT. In 2023, the technology based on so-called large-language models not only got better—the latest version of ChatGPT is reportedly ten times more advanced than its predecessor—governments, companies, and individuals moved quickly to exploit its potential. That triggered heated debates over whether AI is unleashing a new era of human creativity and prosperity, or opening a Pandora’s box that will produce a nightmarish future. Optimists pointed

to how AI was unleashing scientific breakthroughs at an unprecedented pace across a range of fields, enabling rapid drug design, unlocking medical mysteries, and solving seemingly unsolvable mathematical problems. Pessimists warned that the technology is developing faster than the ability of humans to assess and mitigate the harm it might cause, whether that is creating mass unemployment, hardening existing societal inequalities, or triggering humanity’s extinction. Geoffrey Hinton, one of the pioneers of AI, quit his job at Google to warn of AI’s dangers, and technology leaders like Elon Musk and Steve Wozniak signed an open letter warning that AI poses a “profound risk to society and humanity.” Meanwhile, skeptics argued that much of AI’s promise will be derailed because the models will soon begin training on their own outputs, leading them to become divorced from actual human behavior. Governments seem not to be moving fast enough, whether individually or collectively, to harness the benefits of AI and contain its risks.



4. U.S.-China tensions continue to simmer. As 2023 began, U.S.-China tensions seemed to be easing. The prior November, Joe Biden and Xi Jinping had a productive meeting on the margins of the G-20 summit in Bali. Secretary of State Antony Blinken was set to visit Beijing in February to discuss putting “guardrails” on the two countries’ increasingly tense geopolitical rivalry. But then a Chinese surveillance balloon appeared over the United States. It drifted across the country for a week before a U.S. Air Force F-22 Raptor shot it down off the coast of South Carolina. Beijing



insisted that the balloon had been blown off course while monitoring the weather, an explanation the United States rejected. The incident inflamed political passions in the United States and prompted Blinken to postpone his visit to Beijing. Most troubling, Chinese officials refused to take a call from U.S. Secretary of Defense Lloyd Austin after the balloon was shot down, highlighting the lack of an established communication channel between the two superpowers. Blinken finally travelled to Beijing in June for what State Department officials called “constructive” talks. Those conversations did not stop Washington from imposing additional restrictions on trade with China or persuade Beijing to ease its harassment of Taiwan, the Philippines, or U.S. military forces in Asia. Biden and Xi met in November on the sidelines of the 2023 APEC Leaders’ Forum in San Francisco. The talks produced a few minor agreements but no major breakthroughs. Agreement on a *modus vivendi* continues to elude the world’s two most powerful countries.

3. Ukraine’s counteroffensive gains little ground at a heavy cost.

Hopes were high early in 2023 that a Ukrainian counteroffensive might break Russia’s hold on eastern Ukraine and possibly Crimea. The much-awaited counteroffensive began in early June. Despite inflicting massive losses on Russian troops, the battlelines barely moved. The Russian military had used the winter and spring to prepare formidable defenses. In early November, Ukraine’s top general described the fighting as a “stalemate”

and admitted that “there will most likely be no deep and beautiful breakthrough.” Indeed, as the general spoke, Russia had gained more territory over the course of the year than Ukraine had. Diplomatic conversations quickly turned to whether Ukraine could sustain, let alone win, a war of attrition that seemed to favor Russia given its substantially larger economy and population. Despite suffering horrific losses, Russia had double the number of troops in Ukraine in fall 2023 compared to the start of the invasion and the Russian economy was on a war footing. Meanwhile, “Ukraine fatigue” had begun to emerge in the West, especially in the United States as Republican lawmakers balked at sending Kyiv more aid. With long-term trends potentially favoring Russia, calls grew for Ukraine to pivot from offense to defense and to seek a ceasefire. Whether Russian President Vladimir Putin would agree to halt the fighting is debatable. He likely believes that time is on his side, especially if the U.S. election next November delivers a president looking to cut ties with Ukraine.



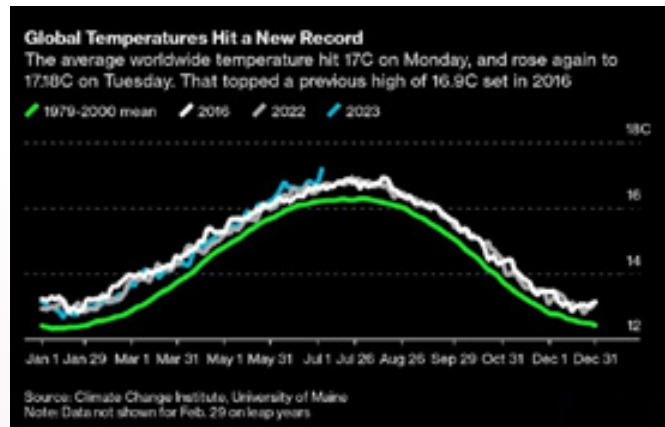
2. Hamas attacks Israel. The Middle East looked promising in late September 2023. The Abraham Accords were deepening ties between Israel and Arab countries. Speculation abounded that Saudi Arabia might soon establish diplomatic relations with Israel. A ceasefire in Yemen’s bitter civil war was holding. These trends prompted National Security Advisor Jake Sullivan to declare: “The Middle East region is quieter today than it has been in two decades now.” That changed just eight days later, on October 7, when Hamas attacked Israel. Roughly 1,200 Israelis were killed, the



deadliest day in Israel's history. Some 240 people were taken hostage. Vowing to eradicate Hamas, Israel launched airstrikes against Gaza and then invaded northern Gaza. A negotiated pause in the fighting at the end of November secured the release of roughly one hundred hostages. But fighting soon resumed with Israeli troops moving into southern Gaza. The soaring death toll for Palestinian civilians, most of them women and children, fueled worldwide complaints that Israel was committing war crimes. Israel denied the charge, arguing that Hamas was using Palestinian civilians as human shields. Joe Biden unequivocally backed Israel's right to retaliate and traveled to Israel early in the conflict to show his support. By early December, however, U.S. officials were publicly urging Israel to do more to protect civilians or risk "strategic defeat." Initial fears that the conflict with Gaza might lead to a broader Middle East war eased by year's end but did not disappear. How the conflict will end and what will follow it remain open questions.

1. Global temperatures shatter records. Climate change is no longer a future threat. It is the world's new reality. Two thousand twenty-three is likely the hottest year on record. Global temperatures have not been this high in 125,000 years, and they are poised to blow past the 2 degree Celsius limit enshrined in the 2015 Paris Agreement. The result has been extreme weather events around the globe, ranging from historic wildfires to extreme drought to record flooding. The once-obscure phrase "wet bulb temperature" entered the lexicon as people worldwide learned

firsthand that high temperatures combined with high humidity can kill. Optimists pointed to developments that could turn things around. Total investments in clean energy have soared. The cost of wind and solar power continues to fall and many emitters will reach peak emissions in the next few decades. Hydrogen is being touted as source of clean energy. The first commercial ventures aimed at sucking carbon dioxide out of the atmosphere are becoming operational, while scientists experiment with "enhanced rock weathering" that uses minerals like basalt to passively absorb carbon dioxide. However, serious doubts remain about how fast and how widely such technologies can be scaled up, especially as fossil fuel production and emissions continue to rise. Diplomats gathered in solemn forums like the twenty-eighth Conference of Parties (COP-28) to discuss plans and agreements. But these meetings seemed to attest to the saying that "when all is said and done, more is said than done." Humanity may have missed its chance to avoid catastrophic climate change.



Author: James M. Lindsay

*Sinet Adous, Michelle Kurilla, and Shelby Sires
assisted in the preparation of this post*

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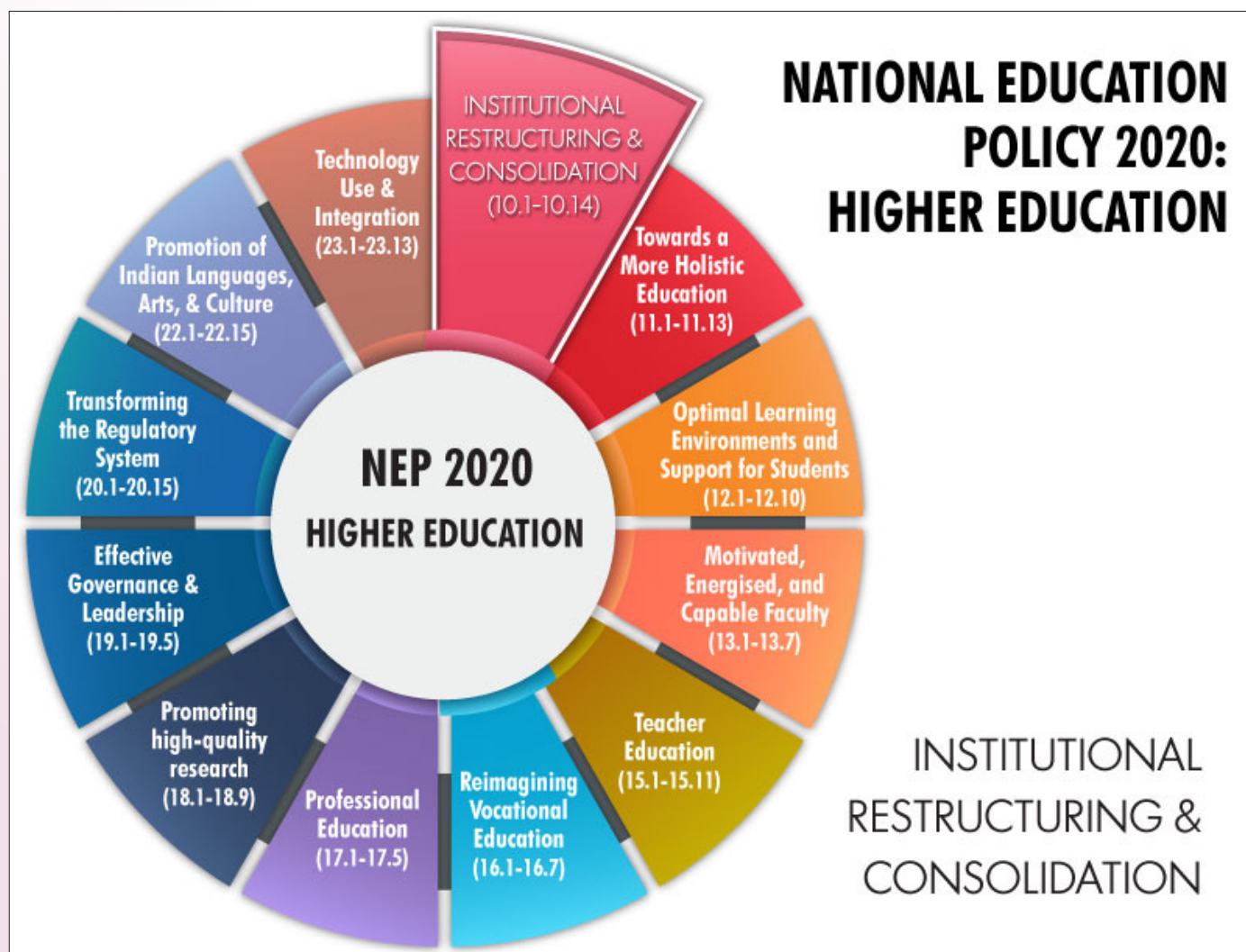
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New Education Policy -2020

Reality In The Era Of Virtual Reality

Education can empower and enlighten us as it is that ultimate tool that enables us to realise the essence of our existence. The current Education policy has stated in its vision statement to establish an education system rooted in Indian ethos that contributes directly to

transforming India, that is Bharat, sustainably into an equitable and vibrant Knowledge Society, by providing high quality education to all, and thereby making India a global knowledge superpower. The policy envisages that the curriculum and pedagogy must develop among the students, "a deep sense



of respect towards the Fundamental Duties and Constitutional values, bonding with one's own country and a conscious awareness of one's roles and responsibilities in a changing world".The vision of the policy is to instil among the learners a deep rooted pride in being an Indian,not only in thought,but also in spirit, intellect and deeds,as well as to develop knowledge,skill, values, and dispositions that support responsible commitment to human rights, sustainable development and living and global wellbeing, thereby reflecting a truly global citizen.

While the previous policy (the National Policy on Education -1986, modified in 1992)had focussed largely on issues of access and equity and a major development was that of the Right of Children to Free and Compulsory Education Act-2009 which laid down legal underpinnings for achieving universal elementary education,the current policy has scopes to deal with the unfinished agendas of the previous policy through the following fundamental principles that will guide both the education system at large,as well as the individual institutions within it towards having an education system by

2040 that is second to none, with equitable access to the highest -quality education for all learners regardless of social or economic background.

Let's have a look at its various salient features that will determine the future of India.

THE GUIDING PRINCIPLES

- Recognising, identifying and fostering the unique capabilities of each student,by sensitising teachers as well as parents to promote each student's holistic development in both academic and non-academic spheres;
- According the highest priority to achieving the Foundational Literacy and Numeracy by all students by Grade 3;
- Flexibility,so that learners have the ability to choose their learning trajectories and programmes,and thereby choose their own path in life according to their own talent and interests;
- No hard separations between arts and sciences, between curricular and extra-curricular activities, between vocational and

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IMPACT will get replies from management
experts.

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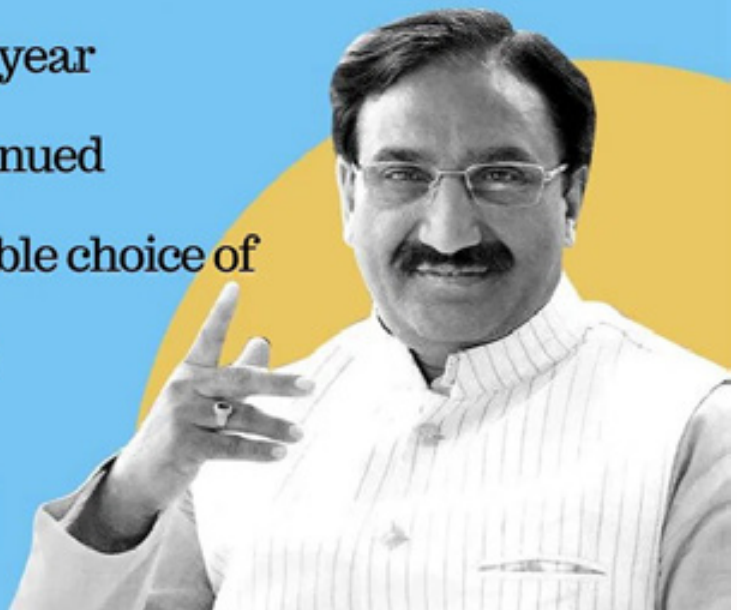
academic streams, etc.in order to eliminate harmful hierarchies among,and silos between different areas of learning;

- Multidisciplinary and holistic education across the sciences, social sciences,arts, humanities and sports for a multidisciplinary world in order to ensure the unity and integrity of all knowledge;
- Emphasis on conceptual understanding rather than rote learning and learning for -exams;

- Creativity and critical thinking to encourage logical decision making and innovation;
- Ethics and human and Constitutional values like empathy, respect for others, cleanliness, courtesy, democratic spirit, spirit of service, respect for public property, scientific temper, liberty, responsibility, pluralism, equality and justice;
- Promoting multilingualism and the power of language in teaching and learning;

New Education Policy 2020

- **Students can resume degree courses after dropping out without starting afresh**
- **Certificate after 1st year, diploma after 2nd & degree post final year**
- **MPhil has been discontinued**
- **Multi-disciplinary, flexible choice of major & minor subjects**



NATIONAL EDUCATION POLICY 2020



Universalization of Education from pre-school to secondary level with **100% GER in school education by 2030**



GER in higher education to be raised to **50% by 2035**; **3.5 crore seats** to be added in higher education

NEP 2020 will bring **2 crore** out of school children back into the main stream

New 5+3+3+4 school curriculum with **12 years of schooling** and **3 years of Anganwadi/ Pre-schooling**

No rigid separation between academic streams, extracurricular, vocational streams in schools

Vocational Education to start from **Class 6 with Internships**

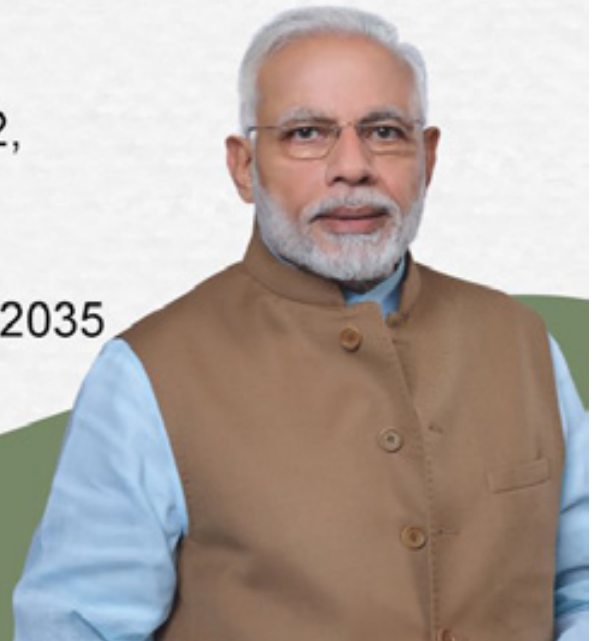
Teaching upto at least **Grade 5 to be in mother tongue/regional language**

- Life skills such as communication, cooperation, team work and resilience;
- Focus on regular Formative Assessment for learning rather than the Summative assessment that encourages today's "coaching culture";
- Extensive use of technology in teaching and learning, removing language barriers, increasing access for Divyang students and Educational Planning and Management;
- Respect for Diversity and respect for the Local context in all curriculum, pedagogy and policy, always keeping in mind that Education is a concurrent subject;
- Full equity and inclusion as the cornerstone of all educational decisions to ensure that all students are able to thrive in the education system;
- Synergy in curriculum across all levels of education from Early childhood care education to school education to higher education;
- Teachers and faculties as the heart of the learning process -their recruitment, continuous professional development, positive working environment and service conditions;
- A "light but tight" regulatory framework to ensure integrity, transparency and resource efficiency of the educational system through audit and public disclosure while encouraging innovation and out-of-the box ideas through autonomy, good governance and empowerment;
- Outstanding Research and a corequisite for outstanding education and development;
- Continuous review of progress based on sustained research and assessment by educational expert;
- A rootedness and pride in India and its rich ,diverse, ancient and modern culture and knowledge systems and traditions;
- Education is a public service ; access to quality education must be considered a basic right of every child;
- Sustainable investment in a strong, vibrant public education system as well as the encouragement and facilitation of true philanthropic private and community participation.



National Education Policy 2020

- New Education Policy 2020 announced
- Aims at increasing the public investment to reach 6% of GDP at the earliest
- Ministry of Human Resource Development (MHRD) has been renamed as the Ministry of Education
- Right to Education until class 12, age of 18 years
- 50% Gross Enrolment Ratio by 2035



THE UPCOMING CHANGES IN SCHOOLS

- The extant 10+2 structure in school education will be modified with a new pedagogical and curricular restructuring of 5+3+3+4 covering ages 3 to 18; the first Five years from 3 to 8 is

called the Foundational stage, the next 3 years from the age of 8 to 12 is called the Preparatory stage, the next 3 years from 11 to 14 is called the Middle stage and the final 4 years from 14 to 18 years of age is called the Secondary stage ;

- A National Curricular and Pedagogical Framework for Early childhood care and

Education (NCPFECCE) for children upto the age of 8 will be developed by NCERT in two parts; sub-framework for 0-3 years of age and sub-framework for 3 to 8 years group aiming at optimal outcomes in the domains of : physical and motor development, cognitive development, socio-emotional-ethical development, cultural/artistic development and the development of communication and early language, literary and Numeracy;

- Universal Foundational Literacy and Numeracy for all children by Grade 3 will be attained by 2025 through an urgent national mission approach by setting up a National Mission on Foundational Literacy and Numeracy under the MHRD;
- A national repository of high-quality resources on Foundational Literacy and Numeracy will be made available on the Digital Infrastructure for Knowledge Sharing (DIKSHA);
- Public and School Libraries will be expanded across the country to build a culture of reading along with Digital Library and Village Libraries;

- All school children will undergo regular health checkup especially for 100% immunisation in schools and Health Cards will be issued to monitor the same;
- Efforts will be put to achieve 100% Gross Enrollment Ratio in Pre-school to Secondary level by 2030 by providing effective and sufficient infrastructure and carefully tracking students and their learning levels and encouraging Open and Distance Learning Programmes;
- The curricular and pedagogical structure of school education will be reconfigured to make it responsive and relevant to the developmental needs and interests of learners at different stages of their development corresponding to the age ranges of 3-8, 8-11, 11-14 and 14-18: focusing on holistic development of learners, reducing the curriculum content to its core essentials to make space for critical thinking and experiential learning;
- Students will be given increased flexibility of subjects in the Secondary school level ;
- Wherever possible, the medium of instructions until at least Grade 5, but preferably till Grade



Fresh focus

Key differences between the existing system and the NEP recommendations

Current system

- RTE covers Class 1 to Class 8
- Anganwadis, preschools cover 3 to 6 age group
- Focus on health and nutrition in anganwadis
- Rote learning, formal teaching in preschools
- WCD Ministry oversees anganwadi system

Draft policy recommendations

- RTE from preschool (age 3 onwards) till Class 12
- Integrated primary school framework from age 3 to 8
- Anganwadis, preschools to be linked to local primary schools
- Focus on play and discovery-based learning
- MHRD to oversee educational aspects



- 8 and beyond will be the home language or Local language to help children grasp nontrivial concepts more quickly;
- The Three - Language formula will continue but no language will be imposed on any state and efforts will be made to prepare high-quality bilingual textbooks and teaching-learning materials;
- During the Grades of 6 to 8, students will participate in the Fun Project activities on -The Languages of India under the “Ek Bharat Shrestha Bharat” initiative;
- Sanskrit will be offered at all levels of school and higher education as an important, enriching option for students;
- Other Classical languages and literatures like Tamil, Telugu, Kannada, Malayalam,

Odia, Pali, Persian and Prakrit will also be widely available in schools as options for students;

- Concerted curricular and pedagogical initiatives including introduction of contemporary subjects such as AI, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education etc. at all relevant stages will be undertaken;
- Vocational courses will be provided during the Grades 6 to 8;
- Indian Knowledge system will be incorporated in the school curriculum and an engaging course on IKS will also be available in Secondary school as an elective;
- Board exams will be redesigned to encourage

holistic development and assess core capacities rather than months of coaching and memorization;

- Also Grade 3,5 and 8 students will appear in exams to be conducted by appropriate authorities.

CHANGES IN HIGHER EDUCATION

- At Least one multidisciplinary University near every district;
- Moving towards faculty and Institutional autonomy;
- Establishment of a National Research Foundation to fund outstanding peer-reviewed research;
- “Light but tight” , regulation by a single regulator for higher education;
- Governance of HEIs by high qualified independent boards having academic and administrative autonomy.

CHANGES IN THE REGULATORY SYSTEM

- National Higher Education Regulatory Council is the First vertical of the Higher Education Commission of India -the Umbrella Regulatory Institution ,a single point regulator for the higher education sector including Teachers Education and excluding Medical and Legal Education;
- The National Accreditation Council (NAC) will be the second vertical of the HEI to specify phased benchmarks for all the HEIs to achieve set levels of quality, self -governance and autonomy;
- The Higher Education Grants Council (HEGC) will be the third vertical to carry out funding and financing;
- The General Education Council will be the four vertical that will frame expected learning outcomes for higher education Programmes,and a National Higher

Education Qualification Framework (NHEQF) will be formulated by it in sync with the National Skills Qualification Framework (NSQF) to ease the integration of vocational education into higher education.

THE EXECUTION

For achieving successful implementation of these above mentioned changes,the Central Advisory Board of Education will have a much greater mandate beyond consultation.The remodeled and rejuvenated CABE shall be responsible for developing, articulating, evaluating and revising the vision of education on a continuous basis.The government of India is aiming at 6%of GDP to be invested in the field of education.The new policy is highly optimistic and promising whose success relies on the synchronised and systematic functioning of multiple bodies and their multiple . Various bodies like MHRD, CABE, NCERT, SCERTs, NTA etc. must work together with a timeline and plan for review to ensure the implementation of the policy in its true spirit and intent.In the decade 2030-40,the entire policy will be in an operational mode, following which another comprehensive review will be undertaken.

Let’s move towards a much better India with many more highly qualified Indians.

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 Baishbi Pabache meaning on the 22 nd step.



Water has Memory

Hindus take water in their palm while taking Sankalpa (Sanskrit: संकल्प) meaning a solemn vow or determination to perform a task, because water will hold the memory of that vow.

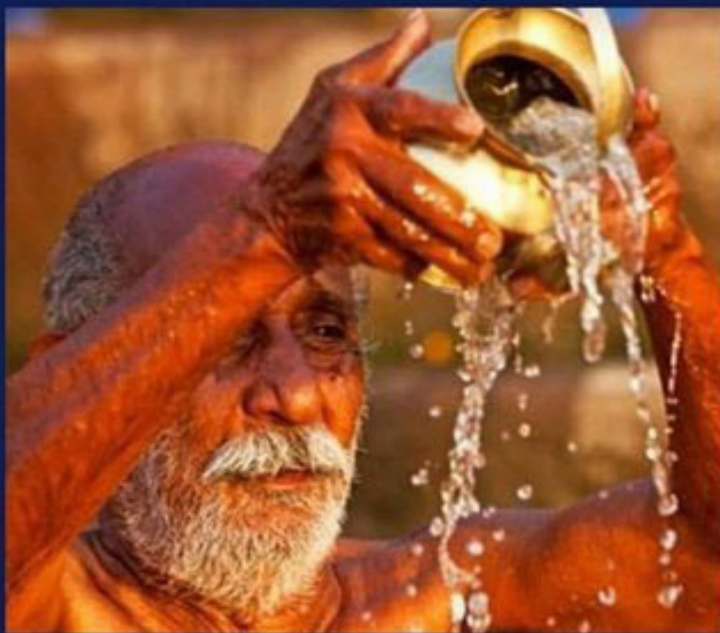
As per the age old custom water blessed by a priest is sprinkled over others as a blessing since water retains the memory of the holy words of prayers that were uttered by the priest, the

Needless to say that water is central to almost all Vedic rituals- Hindus take water in their palm while taking Sankalpa (संकल्प) meaning a solemn vow or determination to perform a task, because water will hold the memory of that vow.

As per the age old custom water blessed by a priest is sprinkled over others as a blessing since water retains the memory of the holy words of prayers that were uttered by the priest, the Hindu priest either dip a flower in water or use a Shank (conch shell) to sprinkle water over others.

Water not only holds the memory of the words of prayers but also because water retains our thoughts, words, and feelings in short water absorbs the vibrations of our DNA.

Water has memory



Hindu priest either dip a flower in water or use a Shank (conch shell) to sprinkle water over others.

Water not only holds the memory of the words of prayers but also because water retains our thoughts, words, and feelings in short water absorbs the vibrations of our DNA.

In a similarly way water can be thrown to curse someone



Baptism is carried out with water

Dr Luc Montagnier who shared the Nobel Prize in physiology or medicine in 2008 for the discovery of HIV claims that DNA emits weak electromagnetic waves that cause structural changes in water that persist even in extremely high dilutions he was ridiculed by many.

In October 2014 The United Nations Educational, Scientific and Cultural Organization (UNESCO) hosted a meeting set up by Nobelist Luc Montagnier to discuss his controversial research on what has become known as “the memory of water.” at the agency’s Paris headquarters they discussed the virologist’s idea that water can carry



information via an electromagnetic imprint from DNA and other molecules.

The meeting had raised little public opposition from researchers, the announcement on UNESCO’s website acknowledged its controversial nature yet they held the conference because people have started to realize this fact of water memory which the ancients had understood

Professor Jeff Reimers, of the University Of Sydney in Australia, has concluded from experiments that DNA can mysteriously be teleported and I add here that water absorbs the vibrations of the DNA which are teleported

For those of you, who may want to do this simple experiment at home, have to taste the food or water which your wife serves you when she is angry

Ganga

The scriptures tell us all in story form; the story of King Bhagirath who performed tap (spiritual austerities) to bring the Ganga on Earth to wash the sins of his ancestors convey the fact that water in its purest form like the Ganga water has the power to cleanse our spiritual body.

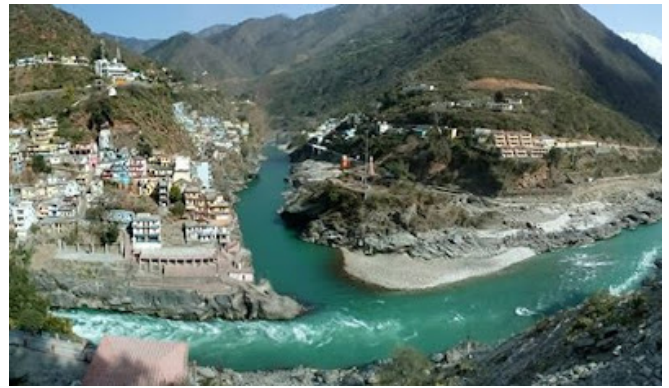
I cannot explain the feeling when I took the water of Bhagirathi in my palm right at her origin at Gaumukh the snout of the Gangotri glacier.

Dancing dancing, the Bhagirathi goes on it journey of more than 2500 Kms supporting an entire civilization, a lifeline to approximately 500 million people (the way Indians are fast multiplying the figure will leap every year)



It is also nicely explained in story form that it was not possible for Ganga to descend at once this would have created an impact which would have caused destruction hence she was broken up in tributaries (the story that Shiv took her in his matted locks) so finally when all tributaries meet she is called Ganga. This happens at a place called Devprayag where there is the confluence of Alaknanda and Bhagirathi

A tirtha (Sanskrit: तीर्थ), term denotes a site of pilgrimage which literally means “a ford, a shallow



part of a body of water that may be easily crossed”, has come to connote places of pilgrimage associated with sacred water. Hence a visit to places of a sacred water body is a pilgrimage



Water is eternal

Water was present even before the beginning of time

All religions mention the Primordial existing water before the birth of the Universe

The avatars of Vishnu tell us the story of Human evolution, the first avatar is Matsya the fish signifying that all life forms were created in water

Water covers about 70% of Earth's surface, makes up about 70% of your mass

Water is the only substance that exists naturally on

Earth in all three physical states of matter—gas, liquid, and solid—and it is always on the move among them

Water is the only substance that has its highest density as a liquid.

Water does not follow the laws of Physics

Water is thoroughly obedient it goes smoothly around all obstacles

With patience and persistence, water penetrates the hardest stone but unleashes its power when ordered by God

Gangajal that is Ganga water never goes bad or putrefies

It has been scientifically proved that solar system's water is older than the sun

On 22 July 2011 a report described the discovery of a gigantic cloud of water vapor containing

“140 trillion times more water than all of Earth's oceans combined” around a quasar located 12 billion light years from Earth. According to the researchers, the “discovery shows that water has been prevalent in the universe for nearly its entire existence”

Salt water



Fresher's Required for Digital Marketing

- * Fire to Achieve
- * Willing to Learn and Grow

Send Your Resume to:
inforesource@gmail.com

Never ever underestimate the spiritual power of the simple salt crystal.

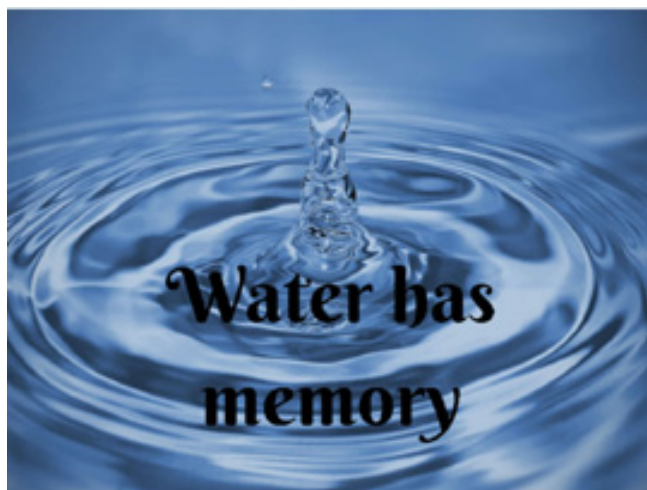
It can help cleanse, heal and balance energies, while repelling negative vibrations.

Salt acts as a spiritual weapon against negative energies and can also help you attract positive energy

Occasionally do add some salt crystals to your bath water. And also immerse your feet in a bucket of salt water to get rid of negative energies

While I hope and pray that one day you all may complete the journey to Gaumukh and take a dip in the Ganga with the wish in your heart to purify your aura, I also very strongly recommend that you visit the Rameshwaram temple in south India one of the chardhams. Here you first have to take a sea bath that is dip yourself on the sea shore called Agni Theertham then proceed to the temple which has 22 Kund Snan or Theerth Snan (wells) in which Attendants are there at each well and they will pour water on you before you finally enter the main temple; it is a very good spiritual experience

Wells inside the temple complex



Most of Earth's oxygen comes from tiny ocean plants - called phytoplankton - that live in sea water near the water's surface ... Scientists estimate that phytoplankton contribute between 50 to 85 percent of the oxygen in Earth's atmosphere

The oceans salt water absorbs impurities including the CO2 emissions

Human consciousness has an effect on water; do I have to tell you more about the sorry state of water on earth today. How polluted it has become, it is for all to reflect deeply (spiritual degradation is followed by physical degradation)

Wash me, cleanse me, purify my heart and set me free.

Mr. M. Bhoj



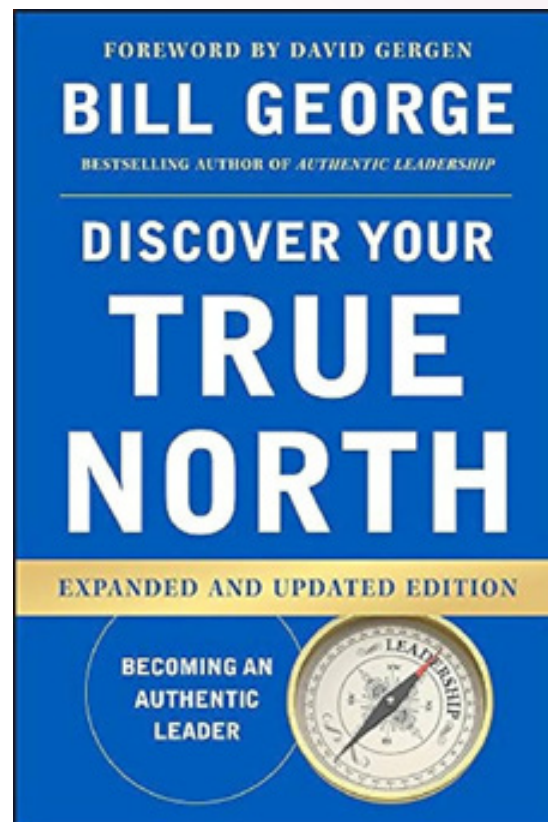
Source Courtesy: <https://bhoj11.blogspot.com>

Book Review

TRUE NORTH

By

BILL GEORGE & PETER SIMS



According to New York Times, this is one of the most important books on Leadership to come along in years.

Authors- Bill George is a Professor of management practice at the Harvard Business School and former Chairman and CEO of Medtronic, the world's leading medical

technology company. He is the author of the best selling book- Authentic Leadership. He was the Board Member of Goldman Sachs, Exxon Mobil and Novartis.

Peter Sims led the establishment of "Leadership Perspectives" a course at the Stanford Graduate School of Business, while he was a student there.

He also served previously as part of the Deloitte Touche Tomatsu Global Strategy Team.

Book published by Jossey-Bass, San Francisco.

About this Book

True North is about the power of authentic leadership. Great Leaders are defined by a sense of passion and purpose and by a profound desire to make a difference. Any one can find their own True North, if you care deeply and love what you do. This book is a wonderful road map for how to get started on the journey.

This book provides a new leadership paradigm and stories of the best leaders. It is an inspirational and invaluable source of guidance for those who want to make a significant impact.

What is True North?

True North is the internal compass that guides you successfully through life. It represents who you are as a human being at your deepest level. It is your orienting point that helps you stay on track as a leader. Your True North is based on what is most important to you, your most cherished values, your passions and motivations, the sources of satisfaction in your life.

This book is based on research and first person interviews with 125 of today's top leaders, including Mr Narayana Murthy of Infosys. The author Bill George shares the wisdom of these outstanding leaders and describes how you can develop as an

authentic leader. He shows how to create your own Personal Leadership Development Plan centered on five key areas:

Knowing your authentic self

Defining your values and leadership principles

Understanding your motivations

Building your support team and

Staying grounded by integrating all aspects of your life.

Discovering your True North takes a life time of commitment and learning. Each day you are tested in this world, you yearn to look at yourself in the mirror and respect the person you see and the life you have chosen to lead. Some days will be better than others, but as long as you are true to who you are, you can cope with the most difficult circumstances that life presents. Whether you are leading a small team or are at the top of a powerful organization, you will be pressured by external forces to respond to their needs and seduced by rewards for fulfilling those needs. These pressures may cause you to detour from your True North. It requires courage to resist these pressures and take corrective action when necessary.

Among the interviewees are a diverse group of men and women from an array of racial, religious and socio-economic backgrounds and nationalities like Dick Kovacevich of Wells Fargo, Andrea Jung of Avon Products, Chuck Schwab of Charles Schwab & Co and Mr Narayana Murthy of India. These interviews have shown that academic studies alone have not produced ideal leaders. Leaders are highly complex human beings, people who have distinctive qualities and they have their unique life stories for discovering their passions and purpose of their leadership. Every one of them faced trials, some of them severe. Without exception, these leaders believed being authentic made them more effective and successful.



Leadership Style and Power Grid			
<i>Leader's Style</i>	<i>Use of Power</i>	<i>Teammates' Style</i>	<i>Relationship Established</i>
Directive	Dominating, Positional	Obedient	Dependent
Engaged	Persuading	Empowered	Interdependent
Coaching	Counseling	Receptive	Interdependent
Consensus	Gaining Agreement	Equality	Interdependent
Affiliative	Empathy	Team-Oriented	Interdependent
Expert	Knowledge	Autonomous	Independent

The bottom line is this.

You can discover your authentic leadership right now.

You don't have to be born with characteristics or traits of a leader.

You don't have to be at the top of the organization.

You don't have to wait for a tap on your shoulder.

You can step up and lead at any point in your life.

Ask yourself two questions- If not me, then who? If not now, then when?

To sum up


True North is an awe inspiring gift to the world. The 125 men and women whose leadership journeys are so beautifully rendered in this book

show us that we can have enormous impact without compromising our values. Actually we are more successful when we stay true to our ideals. Every leader will draw strength and wisdom from this wonderful book.

True North offers an opportunity for any one to transform their leadership path and become the authentic leader they were born to be.

R. Venugopal

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



Coaching Versus Self Study for UPSC Preparation

A common question asked by UPSC aspirants before embarking on the IAS preparation is – “Should I join a coaching class or study by myself for the IAS exam?” There is no point pondering over this for days and wasting your time that you can use for studying. Read on to get guidance on deciding on coaching or self-study.

Self Study for IAS

There is no rule that you need to attend coaching classes to clear the IAS exam. If you have certain ‘tools’ you can crack the mother of all exams in the country. All it takes is a proper strategy and dedication on your part.



Benefits of self-study for IAS exam:

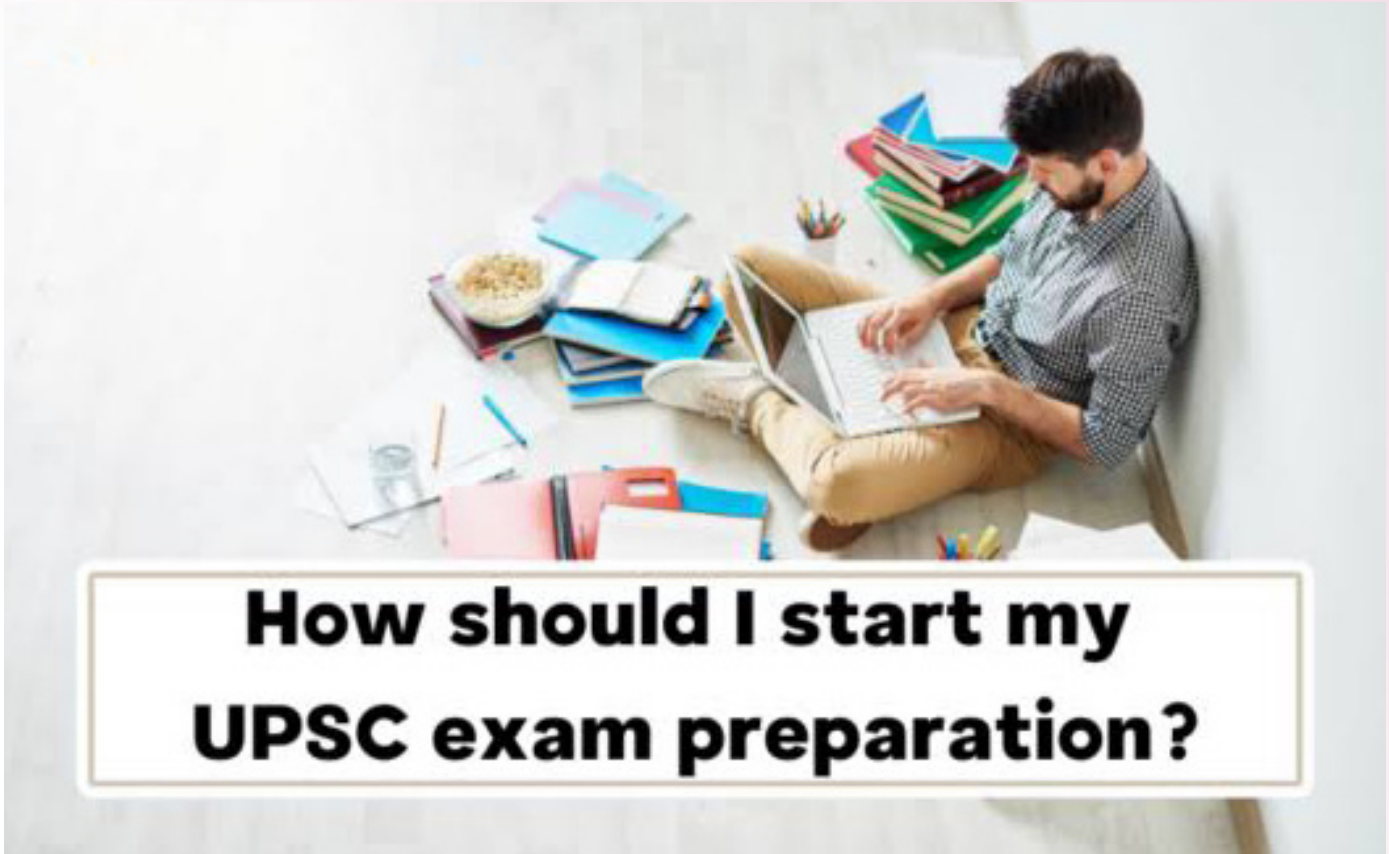
You know your own strengths and weaknesses and can set up your own pace of study. Go for self-study if you are the disciplined type. Clearing the UPSC exam requires single-minded focus and hard work. If you have these qualities, you don't need any external coaching.

The self-study might also work out for you if you are a working professional. Read how to crack the IAS Exam while working.

You have all the material you need from the internet.

ADVANTAGES OF COACHING:

Coaching offers certain inherent advantages vis-à-vis self-study. Only the immensely disciplined can pull it off. For other ‘mortals’, attending coaching can certainly boost your IAS preparation.



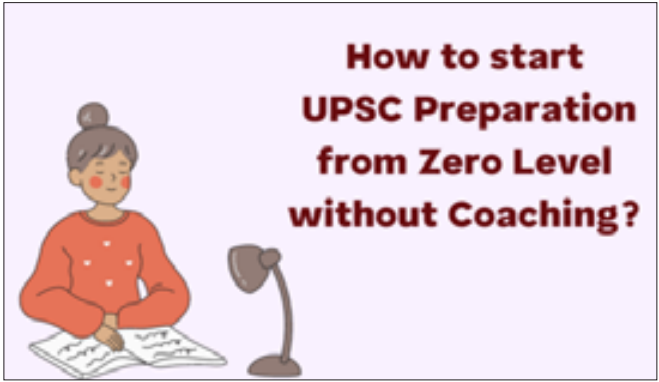
How should I start my UPSC exam preparation?

You will readily get all the details like UPSC syllabus and exam pattern, previous year question papers, mock tests, UPSC notifications, exam news, etc. You will have access to experts' lectures and opinions which go a long way in shaping your knowledge.

Your current affairs preparation for IAS will definitely benefit from taking guidance from the experts.

Coming back to the question "Should I join a coaching class or study by myself for the IAS

exam?" "Remember there is no right answer to this question – "coaching versus self-study". To each one his own. You must weigh the pros and cons of both and decide for yourself.



Ms. Preethi Sinha
UPSC aspirant.

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