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IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS

The whole world
is nothing but
a mirror.

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Greetings from **IMPACT**



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Dear Readers,

A Month of Pivotal Events in India and the World

June 2024 has been a month of significant developments and landmark events, both in India and around the globe. As the world continues to navigate through an era of rapid change, this month has brought a mixture of challenges, triumphs, and transformative moments that will undoubtedly shape the future.

India's Political and Economic Landscape

India, witnessed a crucial turning point in its political and economic spheres. The country held its general elections, which saw a historic voter turnout. The elections were marked by a robust democratic process, reflecting the vibrant political engagement of the Indian populace. The newly elected government faces the formidable task of addressing economic growth, unemployment, and social welfare, while also ensuring national security and political stability.

Economically, India continues to be a focal point of global interest. The government unveiled a comprehensive economic reform package aimed at revitalizing key sectors such as agriculture, manufacturing, and technology. The package includes measures to boost foreign investment, enhance infrastructure, and promote digital transformation. As India strives to become a \$5 trillion economy, these reforms are critical to sustaining its growth trajectory.

Global Environmental Initiatives

Globe witnessed a landmark month for global environmental efforts. The United Nations Climate Summit, held in Bonn, Germany, saw unprecedented commitments from countries worldwide to combat climate change. Major economies, including the United States, China, and the European Union, pledged substantial reductions in carbon emissions and increased investments in renewable energy. The summit underscored the urgency of addressing climate change and the necessity of collective action to safeguard the planet for future generations.

India played a pivotal role at the summit, advocating for greater international cooperation and highlighting its own ambitious renewable energy targets. With its vast potential for solar and wind energy, India is poised to become a global leader in sustainable energy solutions. The country's commitment to environmental sustainability is not only crucial for its own development but also for global climate goals.

June 2024 has been a month of profound significance, marked by political, economic, environmental, technological, geopolitical, and cultural developments. As we move forward, the events of this month will continue to influence and shape our collective future. The challenges are immense, but so are the opportunities. It is a time for visionary leadership, global cooperation, and innovative solutions to navigate the complexities of our world and build a more sustainable, inclusive, and prosperous future for all.

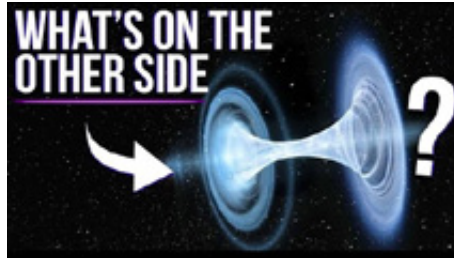
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CHANGE IS THE ONLY CONSTANT



modern gadgets stored as bits, bytes, KB, MB, GB etc our memories are also some mathematical figures or numbers. And numbers are like particles. When many particles come together they appear as something tangible and when they get segregated they become particles. And we are like the gadgets. We grow from two particles like things called egg and sperm and change constantly attracting various other particles from our surrounding till we take a discrete form of a fully grown infant and then we come out of the amniotic fluid like waterboy to grow further in the physical body earth and the psych- socio-cultural body of society.

Just like, light passes through different mediums refracting and changing its course, we too keep passing through different mediums of consciousness refracting ourselves through our various senses of our surroundings. Maybe death is like the blackhole

through which light doesn't pass and during death the consciousness of time comes to an end or Time doesn't pass through our body . Time is also addressed as Kala and even death is addressed as Kala. I remember the TV serial Mahabharat that used to start with the dialogue of, “ Main Samay Hoon, Main Sab Dekh Raha hoon”. So we are watching time or time is watching us? And are we changing or time is changing or are we both changing? Are we passing through time or time is passing through our body and consciousness that works as a medium for it?

Well, the curiosity for the phenomena called God had taken me to a depth of psychological world where my senses of several extra sensory perceptions had affected my general senses of this world where we live our day to day life experiencing various things like happiness, sadness, success, failure, acceptance, rejection, strength, weakness and so on and I was looking for salvation .But isn't it that if death passes through our body and we give up this body and consciousness, everything comes to an end for us. And salvation is not death. But if we

Keep changing.
Keep asking.
Keep growing.
Keep evolving.
Keep succeeding.
Keep moving.
Keep exploring.
Keep loving.
Keep shining...



are able to overcome any such moment of death slightly touching us and passing by and we show the guts not to give up, be it a strong failure, or a strong physical ailment, or a strong humiliation or any such thing that makes life miserable,

we experience the phenomenon called salvation. And it's a matter of time and amount of time to show the grits and guts to bear such intolerance with the hope that one day the experience of pain will change into the experience of pleasure and happiness. And what matters is what we don't experience mostly stays as a non reality and all that we experience becomes reality for us.

To experience time, to experience change, it's necessary to take birth and experience death and to appreciate the beauty of the phenomenon of life and death we must live beyond the moment of self actualisation. That is true salvation. Death is a natural phenomenon but when incurred unnaturally it gives rise to injustice and from injustice arises the necessity of neutralising such acts of injustice.

Time is the ultimate judge who is working constantly with the ultimate algorithm of who gets what and when by passing through each one of us, giving us the consciousness of every form

of feelings and thereby making us feel great for being blessed with this life which is the experience between birth and death. If we are able to feel happy for all the changes happening around us and within us, we are experiencing the state of salvation everytime and everywhere. And that change is the only constant carried as our hope for the time till we experience happiness. It's a continuous process and becomes visible as discrete moment after several years of invisible faith. And salvation is a state of experiencing Sachidanand or the feeling of Sat- Chit-Anand and that experience is also a momentary experience that takes several years of constant efforts to experience the change in life.

In my personal experience, I had carried my hopes for 22 years to witness back my normal consciousness that I had lost due to my fall from the train. But that consciousness of the cause of every form of internal struggle became visible to me after 22 years of struggle. CT scans of the brain were normal and the little broken bone managed to hide itself for 22 years without causing any physical pain in the place of injury. And I managed to put my efforts as a normal human being unaware of the internal injury. As a result, externally my results were negative, internally I kept introspecting my unseen challenges. Severe headache, hallucinations, dyslexia, memory loss, followed by breathlessness, palpitations, severe gastritis and urticaria. Loss of dream career, loss of parental love, loss of an infant followed by humiliation but what kept me going



was the same force of love. Finally carrying my little one on the left side and doing the household works led to the physical pain in the left side waist area where the little broken bone was hiding. My little baby opened up my doors to my unknown sufferings. Those internal struggles coupled with external difficulties started appearing in front of me in their discrete forms.

For 22 years, life which was mysterious as well as miserable and without any changes slowly started to change. As if Time had paused for me for 22 years and I was experiencing the same constant failure, humiliation and physical and mental ailments. But I kept alive the hope for a normal life and when life was experiencing the worst moments, I didn't decide to give up life, rather I decided to stick to life. And that was the moment my life changed, my Time changed and that change happened during the pandemic when almost everyone felt as if Time had paused for them for a moment.

So change happens when we decide not to change. Isn't it that, the tangible change is the outcome of a constant intangible and unchangeable effort. And time tests us as to for how long time we can bear pain in favour of life. We realise the value of life only when we come closer to death. Sometimes we die before death and at times we live beyond our death. The day time will stop changing, everything will become a standstill. For us, the day we give up, everything comes to an end. And if we don't give up, everything changes around us. Change is the only constant and Time keeps changing constantly to keep everything keep rotating. Time is watching each one of us and each one of us keep watching for our times. As long as everything keeps changing, there will be life. The day everything stops changing, life will come to an end.

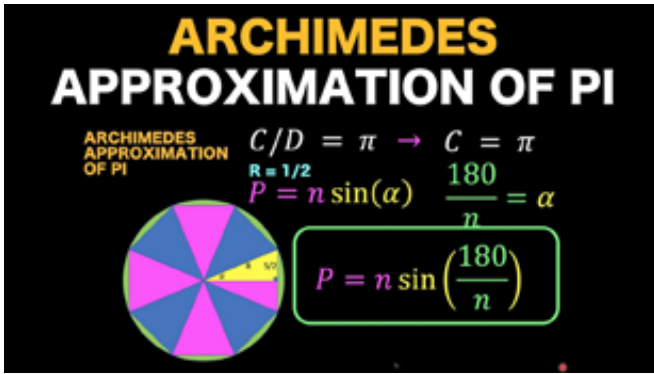
Those who are happy, they don't want their good times to change and those who are not happy, they want their bad times to change. And reality is that both the good times and the bad times will change. Yet we can stay unchanged in both the times.



We can be happy in our dark moments by being hopeful to experience the happy moment one day and at the same time we can stay humble after having experienced the happy moments.

This way Time will keep changing but we will keep experiencing the constant called Almighty. If I would not have fallen from the train, my experiences would have been completely different. But despite the fall and all the internal struggle pulling me further down I didn't fail. Yes I failed in several exams, couldn't make my dream career, couldn't experience the career I attempted to make but I experienced the moment that I chased as a happy child. And maybe to make me experience that happy moment, almighty took away all my happiness and put me through the toughest tests of life and I am glad and thankful to almighty that I didn't fail in those exams of life and Time.

Because of the fall, my experiences were very weird and confusing. For 22 years the weird experiences were constant and so also the hope that one day I will be experiencing back those normal feelings of life that I had experienced in my childhood just like any normal child. For 22 years, I struggled with my reading and writing and memory but the moment my life changed I compiled my autobiography which is a narrative memoir of my 22 years of experiences from 1999 to 2021 and that is like the pearl a diver collects from the ocean of life. Those writings are the ultimate return gift from time through which I have dived for 22 years. I didn't change in my hope and faith in love and hence



time changed for me. Only love can create life and life can experience love and to experience love one need to live without giving up life.

As a kid knowingly or unknowingly I had chased the meaning of life and now as a grown-up I feel that somewhere my chase has been fruitful and I too have attained my dream career, not of becoming an IAS officer but of carrying the hopes forever. My dreams are still alive, I am still alive and I am a happy person the way I was a happy child. As if, for almost three decades, I entered into a life of difficulties to understand the true meaning of life. And after having understood it to a great extent, I am back on my normal life.

I don't know why 22 years of struggle, but one thing I have experienced, three consecutive seven and half years of life cycles when the head, the trunk and the lower limbs have experienced severe painful moments. But I could survive those moments and now I am experiencing a much sound mind in a sound body. And all these years of internal and external experiences have made me a much more integrated person who enjoys the internal beauty of human mind and the external beauty of this creation. Till this consciousness is meant to be present inside my physical body, I am thankful to Time that keeps changing and I am thankful to Almighty that is constant.

In Odisha, Lord Jagannath is fondly addressed as Kalia. Maybe he symbolises both, Time or Kala and also Kala or the creative energy and he is the master of both Time and Creative Energy and also

the beholder of the Black Hole who can attract the entire universe within himself. He resides atop the 22 steps as the seven deities. 22/7 is the universal constant.

July 22nd is considered as the international Pi Approximation Day. For me it's Time that changes every time and that is the only constant that doesn't change. Constant faith can Change the Mountain from its place. Lord Jagannath is addressed as the Blue Mountain or Nilasaila and he moved an inch for me after I didn't move in my faith for 22 years. And that slight change in him changed everything in me.

This year the Rathayatra or the Car festival is falling on 7th of July and the divine deities who fall sick after taking bath on Devasnana Poornima Day to get rid of the scorching heat, undergo Vedic treatments and after 15 days of anasara they resume normalcy and take up the Nava Jouvana Besha and come out of their temples on a divine journey to their birthplace Gundicha temple and during this eternal and blissful journey they bless everyone with the eternal message of Keep moving, Keep trying, Keep loving, Keep experiencing Change for Death is the full stop in Life and Change is the Continuity in Life.

Happy Rath Yatra to all the divine pullers of Life and Time... Keep pulling, keep moving, keep changing. Keep it up...

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 22nd step.





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Black Holes in the Universe: Unveiling the Mysteries of Cosmic Giants

Black holes, one of the most intriguing and enigmatic phenomena in the universe, captivate scientists and the general public alike. These regions of spacetime where gravity is so intense that nothing, not even light, can escape their grasp, present some of the most profound questions in modern astrophysics. Understanding black holes involves delving into the realms of general relativity, quantum mechanics, and high-energy astrophysics. This article explores the nature, types, formation, and significance of black holes in the cosmos.

Nature and Characteristics of Black Holes

A black hole is defined by its event horizon, the boundary beyond which nothing can return. The properties of a black hole are determined primarily by three parameters: mass, charge, and angular momentum (spin).



1. Event Horizon: This is the point of no return. Once an object crosses this boundary, it is inexorably drawn into the black hole.

2. Singularity: At the very center of a black hole lies the singularity, where gravitational forces compress matter to infinite density and zero volume, and the laws of physics as we know them break down.

3. Hawking Radiation: Theoretical physicist Stephen Hawking proposed that black holes are not entirely black but emit tiny amounts of radiation due to quantum effects near the event horizon. This phenomenon suggests that black holes can eventually evaporate over astronomical timescales.

Types of Black Holes

Black holes come in various sizes and masses, categorized primarily into three types:



1. **Stellar-Mass Black Holes:** These black holes form from the remnants of massive stars that have undergone supernova explosions. They typically have masses ranging from a few to several tens of times that of our Sun.

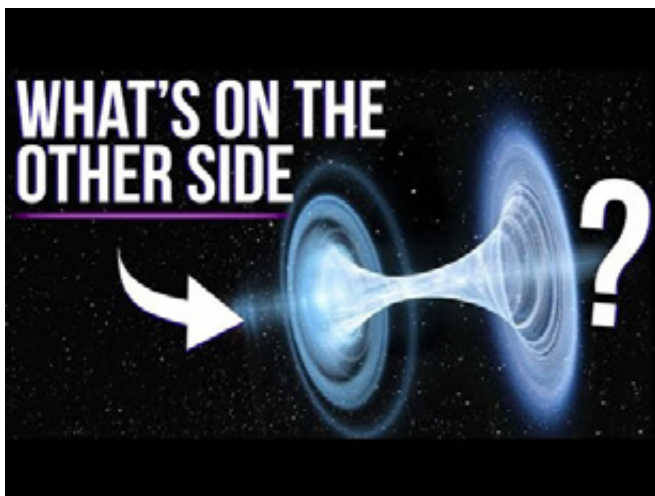
2. **Intermediate-Mass Black Holes:** These elusive objects have masses between stellar-mass black holes and supermassive black holes, ranging from hundreds to thousands of solar masses. Their formation processes are still not well understood, but they may result from the merger of smaller black holes or from the collapse of massive star clusters.

3. **Supermassive Black Holes:** Found at the centers of most galaxies, including our Milky Way, these giants have masses ranging from millions to billions of solar masses. Their origins are still a topic of intense research, with theories suggesting they form from the collapse of massive gas clouds, the merger of smaller black holes, or the accretion of vast amounts of matter over time.

Formation of Black Holes

The formation of black holes is a process driven by extreme gravitational collapse:

1. **Stellar Collapse:** When a massive star exhausts its nuclear fuel, it can no longer support itself against gravitational collapse. The core implodes, leading to



a supernova explosion, and if the remaining core mass exceeds the Tolman–Oppenheimer–Volkoff limit (about 2-3 solar masses), it forms a black hole.

2. **Direct Collapse:** In the early universe, regions with high densities of gas may have collapsed directly to form black holes without the need for a supernova explosion. This process is one potential explanation for the formation of supermassive black holes.

3. **Merger of Compact Objects:** The collision and merger of neutron stars or smaller black holes can also result in the formation of a larger black hole. Such events are now observed through gravitational waves detected by observatories like LIGO and Virgo.

Significance of Black Holes in the Universe

1. **Astrophysical Laboratories:** Black holes serve as natural laboratories for testing the laws of physics under extreme conditions. They help us understand general relativity, quantum mechanics, and the interplay between these two fundamental theories.

2. **Galactic Evolution:** Supermassive black holes play a crucial role in the formation and evolution of galaxies. The relationship between the mass of the black hole and the properties of its host galaxy, known as the M-sigma relation, suggests a co-evolutionary process.

3. **Gravitational Waves:** The detection of gravitational

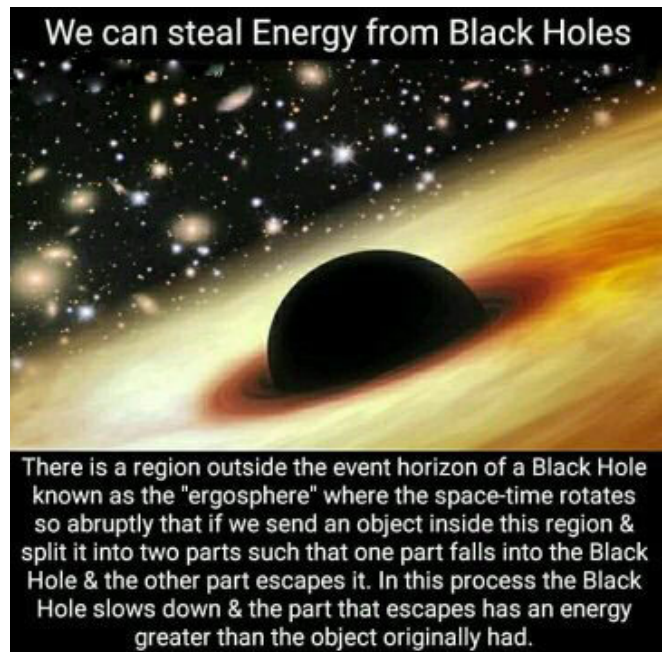
waves from black hole mergers has opened a new window for astronomical observations, providing insights into the population and properties of black holes in the universe.

4. High-Energy Astrophysics: Accretion of matter onto black holes releases tremendous amounts of energy, powering some of the most energetic phenomena in the universe, such as quasars and gamma-ray bursts.

Future Research and Exploration

The study of black holes is a rapidly evolving field, with several key areas of research:

1. Event Horizon Telescope (EHT): The EHT collaboration produced the first image of a black hole's event horizon in 2019. Future observations aim to refine these images and study the immediate surroundings of black holes in greater detail.
2. Gravitational Wave Astronomy: Ongoing and future gravitational wave detections will provide a wealth of information about the population, formation, and dynamics of black holes.
3. Theoretical Developments: Advances in theoretical physics, including quantum gravity



theories, aim to resolve the paradoxes associated with black holes, such as the information paradox.

4. Space Missions: Upcoming space missions, such as the Laser Interferometer Space Antenna (LISA), will enhance our ability to detect and study gravitational waves from supermassive black hole mergers.

Conclusion

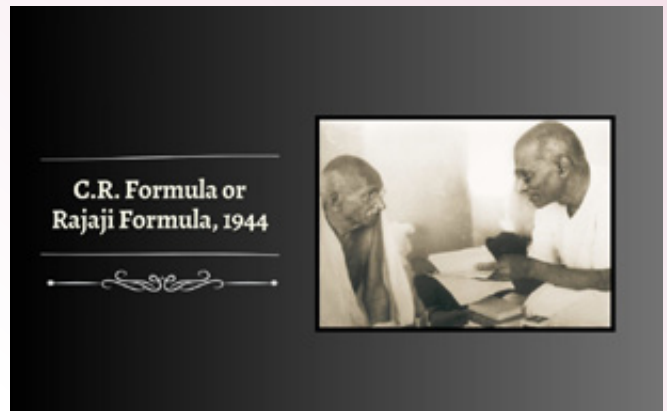
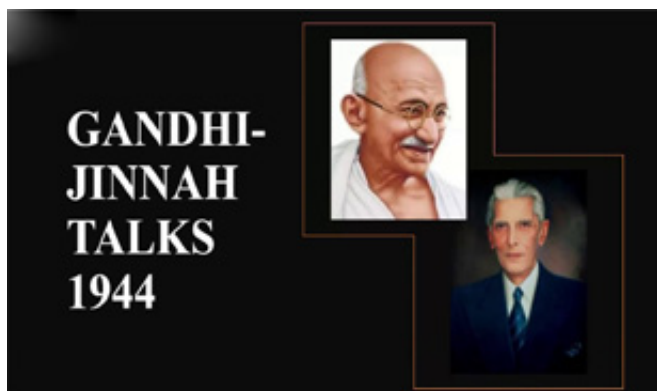
Black holes are not just cosmic curiosities but are central to our understanding of the universe. From their formation and evolution to their role in shaping galaxies and testing fundamental physics, black holes continue to challenge and expand the boundaries of our knowledge. As observational technologies and theoretical frameworks advance, the mysteries of black holes will undoubtedly continue to captivate and inspire future generations of scientists and enthusiasts alike.

Author: Ms. Priyanka Chowdry

C.R. FORMULA 1944

The very evening before the famous 1942, Ninth August Quit India day, Mahatma Gandhi and other top Congress leaders were arrested and imprisoned in various places. Rajaji, who plainly told Mahatma Gandhi, that the Quit India movement was a futile exercise, had opted out of it. Meanwhile, Mohammed Ali Jinnah's strident call for partitioning India became louder and louder. Mahatma Gandhi strongly opposed this and said 'Partition can only be on my dead body'.

Within a year of Mahatma Gandhi's imprisonment, his health got deteriorated. The panic stricken British rulers, released him prematurely. This gave an opportunity for Rajaji to meet Mahatma Gandhi frequently. During one of the meetings, Rajaji, who too, was against Partition of India, told Mahatma Gandhi "Though Partition is a painful exercise, it is inevitable. We must calmly plan on how best we can negotiate it". Mohammed Ali Jinnah was confident that his Pakistan would comprise of the entire Punjab and Bengal, because both these were ruled by the Muslim league and they had passed resolutions in their respective Assemblies, that these two Provinces would opt to join Pakistan.



Rajaji explained the above facts to Mahatma Gandhi and gave him a formula whereby the Non-Muslim majority districts (as per the previous census) of Punjab and Bengal would be retained in India. This happened during the beginning of the year 1944 and came to be known in those days, as C.R Formula 1944.

Mahatma Gandhi who was partly convinced with the C.R Formula, walked all the way to the residence of Mohammed Ali Jinnah at Malabar Hills Bombay (Mumbai) and gave a copy of it to him for his consideration, Jinnah became furious and tore the paper to pieces, screaming, I am not prepared to accept this idea of a South Indian crook (Meaning Rajaji).

After Lord Mountbatten became the Indian Viceroy on 24th March 1947, Rajaji had an hour long meeting with him and convinced him on the need for implementing the 'CR Formula 1944'. Thereafter, Lord Mountbatten presented the same thing to the Country, as 'Mountbatten Formula' and invited his college alumnus Sir Cyril Radcliffe to take up the task of dividing



C. Rajagopalachari, lawyer, independence activist, politician, and statesman, was born today in 1878

THE LAST GOVERNOR-GENERAL OF INDIA

Was also the only Indian ever to hold the office of Governor-General of India

Was described by Gandhi as the "keeper of my conscience"

One of the first recipients of India's highest civilian award, the Bharat Ratna

Also served as

- Premier of the

C-R

Punjab and Bengal. Cyril Radcliffe arrived in India on 8th July 1947 and completed the task of partitioning Punjab and Bengal by 13th August 1947 and left for England. As a result, India was able to get East Punjab consisting of Amristar and Haryana and also West Bengal consisting of Calcutta with a set of 12 more districts which had non Muslim majority.


A few weeks after India became free, when the British Governor of West Bengal had to depart, Prime Minister Pandit Nehru consulted Mahatma Gandhi to suggest a suitable person to take up the Governorship of a turbulent West Bengal. Mahatma Gandhi instantly suggested the name of Rajaji, because, he was, in a way, responsible for saving West Bengal for India, instead of allowing it to go to Pakistan. The rest is history.

Gandhi-Jinnah talks of 1944

After his release Gandhi proposed talks with Jinnah on his two-nation theory and negotiating on issue of partition. The CR formula acted as the basis for the negotiations. Gandhi and Jinnah met in September 1944 to ease the deadlock. Gandhi offered the CR formula as his proposal to Jinnah.

Dr. H.V. Hande

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



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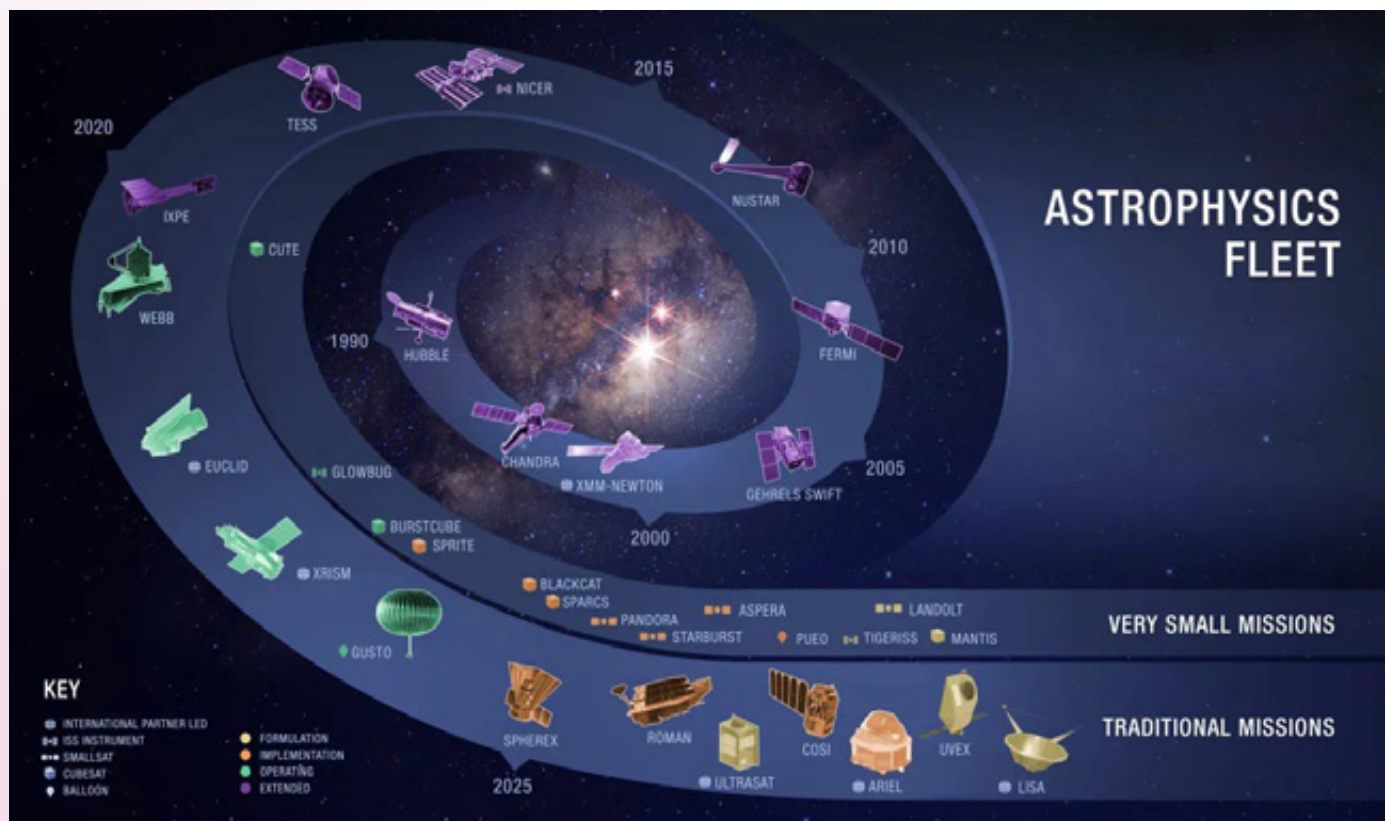
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Astrophysics in Our Daily Lives: Unveiling the Cosmic Influence

Astrophysics, the branch of astronomy that deals with the physics of celestial objects and phenomena, may seem distant from our everyday experiences. However, its principles and discoveries permeate our daily lives in ways both profound and practical. From the technology we use to our understanding of the universe, astrophysics shapes our world in numerous unseen ways.

The Technology We Use

1. Satellite Communications: One of the most tangible impacts of astrophysics is in satellite technology. Satellites, which rely on principles of orbital mechanics and gravitational physics, enable global communications, GPS navigation, and weather forecasting. The precision of these systems owes much to the astrophysical



What is **Astrophysics**?



Astrophysics is a branch of astronomy that applies the principles of physics to study celestial objects and phenomena. It explores the composition, structure, and behavior of planets, stars, galaxies, black holes, and the universe as a whole.

Astrophysicists use mathematical models, observational data, and theoretical frameworks to understand the fundamental processes governing the cosmos, such as gravity, nuclear fusion, and electromagnetic radiation.

By unraveling the mysteries of the universe, **astrophysics** helps us comprehend our place in the cosmos and the nature of existence itself.

understanding of the Earth's position and movement in space.

2. **Computing and Imaging Advances:** Techniques developed for astronomical observations have spurred advances in imaging and computing. For instance, the algorithms used to process images from telescopes are now employed in medical imaging technologies like MRI and CT scans. Additionally, the need to process vast amounts of astronomical data has driven improvements in computer hardware and software, benefiting industries far beyond astronomy.

3. **Wireless Networks:** The principles of electromagnetic radiation, essential in astrophysics, underpin the operation of wireless communication

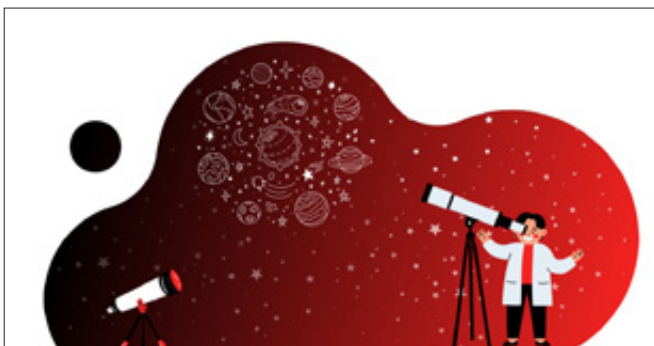
networks. Understanding how different wavelengths travel and interact with matter helps in designing more efficient and reliable communication systems.

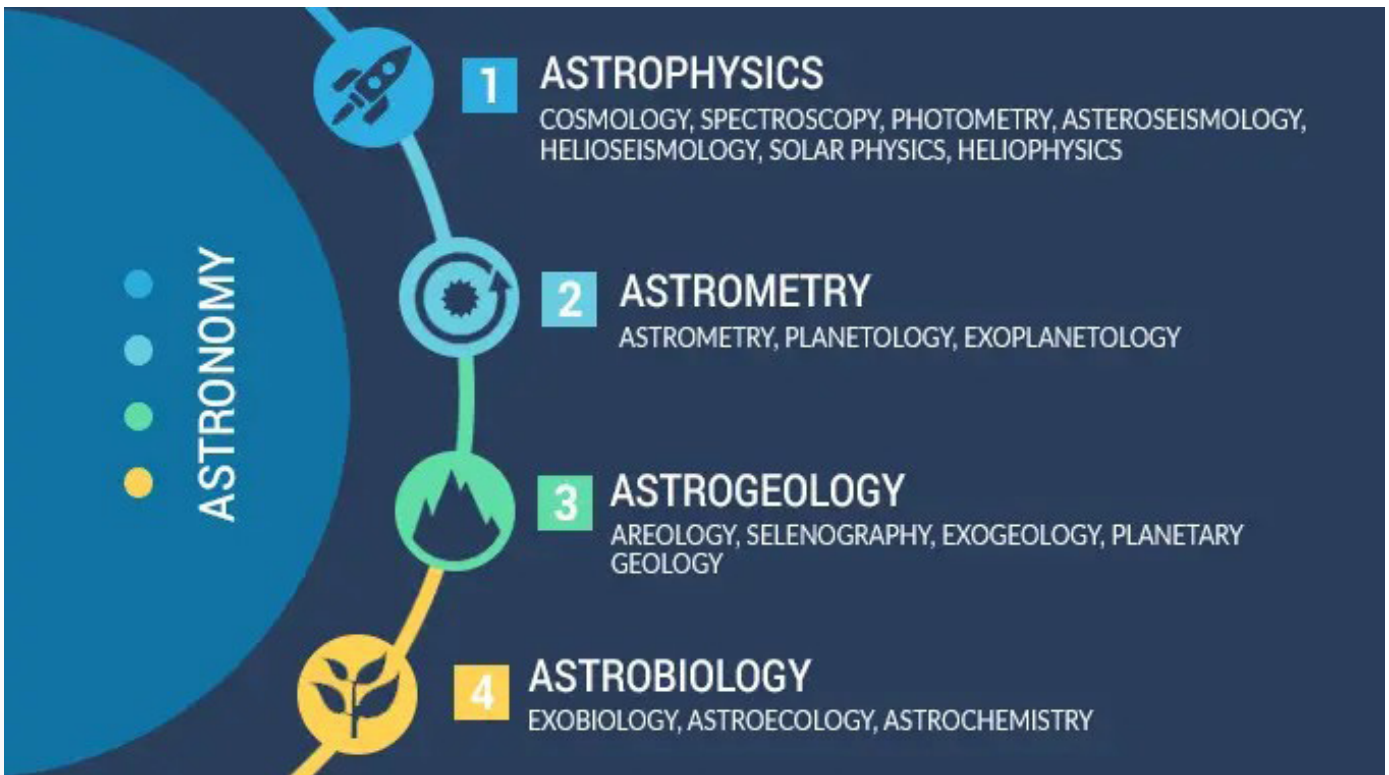
Everyday Applications of Astrophysical Concepts

1. **Timekeeping and GPS:** Precise timekeeping is critical for the functionality of GPS systems. Atomic clocks, which are synchronized with celestial movements, provide the accuracy needed for pinpoint navigation. This synchronization with astronomical phenomena ensures that our smartphones and navigation devices can guide us accurately.

2. **Weather Prediction:** Astrophysical knowledge enhances our ability to predict weather patterns. By studying the Sun's activity and its effects on Earth's atmosphere, scientists can better understand climate and weather systems. Solar flares and cosmic rays, for example, influence weather patterns and can be monitored thanks to astrophysical research.

3. **Renewable Energy:** The study of solar physics has directly impacted the development and





optimization of solar panels. Understanding the Sun’s radiation and energy output allows for more efficient harnessing of solar power, contributing to sustainable energy solutions.

Expanding Our Horizons

1. Exploration and Innovation: The spirit of astrophysical inquiry drives exploration and technological innovation. The pursuit of knowledge about our universe has led to inventions that improve our quality of life. For instance, the materials and

technologies developed for space missions often find applications in everyday products, from improved insulation materials to advanced robotics.

2. Inspiring Curiosity and Education: Astrophysics ignites curiosity and inspires generations to pursue careers in science, technology, engineering, and mathematics (STEM). Public interest in astronomical events, such as eclipses or the discovery of exoplanets, fosters a broader appreciation for science and encourages educational initiatives.

3. Understanding Our Place in the Universe: On a more philosophical level, astrophysics provides us with a sense of perspective. By studying the vastness





of the cosmos and our place within it, we gain a deeper understanding of our planet's fragility and the interconnectedness of all things. This awareness can drive efforts in environmental conservation and international cooperation.

Conclusion

Astrophysics, while seemingly concerned with distant stars and galaxies, profoundly influences

our daily lives. From the technology that connects us to the deeper understanding of our place in the universe, the principles of astrophysics shape our



world in numerous ways. As we continue to explore the cosmos, the knowledge we gain will undoubtedly lead to further advancements, enriching our lives and expanding our horizons.

Author: Ms. Lakshmi Sastry

Definition:

Astrophysics

The branch of astronomy that deals with the physical properties of celestial bodies and with the interaction between matter and radiation in the interior of celestial bodies and in interstellar space.

Where is the Perfect Person?

A ninety year old person was lying in his death bed and all his friends and relatives were by his side. When somebody enquired about his wife and children, his brother replied that the old man was a bachelor. So naturally the question arose as to why he remained single despite his good personality and his nice family background with reasonable financial status. One friend of the old man took courage and asked the old man, “ Why did you not marry at the proper time?”. Now all the ears were eagerly awaiting the answer.

The old person replied smilingly, “ I was also anxious to marry at my prime age and I was searching for a perfect girl for quite some time.” “ Oh I understand

now, you never got a perfect girl till you crossed your marriageable age. Correct Sir?” was an intervention from the audience. Everybody laughed. The old man replied “ Not like that. I did find a highly perfect girl. I did ask for her hand. But.....” The person stopped. “ Why? What happened?” was the chorus from the group.

The old man mentioned “ That girl was looking for a perfect man!”

Search for a Perfect Person

There is no 100% perfect individual in this world.

Every one has plus and minus.

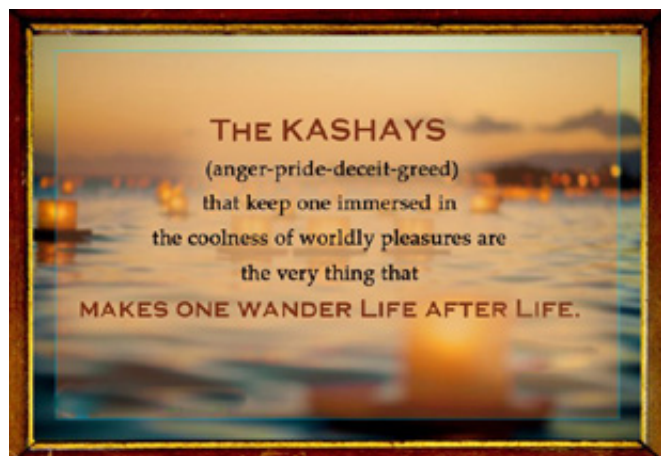


There is no perfect couple. There is no husband who can claim that he has a perfect wife and same is the case with each wife.

The husband has to be patient with the weakness of his wife and learn to live adjusting to the situation and the vice versa is true with the other partner too.

We have to appreciate the good qualities of our spouse, ignoring the bad qualities. Then only life will be livable. Does not wife take care of all the household duties perfectly for years together without a break, especially if she is a non working person? Does she adjust with the old mother in law and father in law and help them at the times of need etc? Similarly does not the husband bring income for the upkeep of the family, education of children, purchase a good dwelling to live comfortably, marries off the kids and keep a good bank balance to maintain the family post-retirement? Is he not a man of honesty and integrity? Does he not do good social service in the society, in the neighbourhood or in the municipal area? Don't you feel proud to be the wife of such a noble person? The same principle applies to the good qualities of the wife also. So the ideal situation is to live together happily, putting up with the frailties of the spouse and appreciating his/her good qualities.

But this ideal atmosphere is not available in all the families. Not possible too for the simple reason- there is no fully perfect man or a woman.



Some couples fight bitterly in the initial years of wedding and separate either temporarily or permanently. The children suffer here without the affection of both the parents.

Some go for an immediate divorce.

Some don't go for divorce for the sake of bringing up children or they look at divorce as a social shame.

They are husbands and wives who have not spoken to each other for years and they are living together only for the sake of children or just to make a show of living together for the society to see. That's the reason, many couples do divorce after their 50 or 60 years of age, after the kids are settled in their lives.

Some couples have the same routine set of conversations every day- "Have your coffee. Shall we go for the Temple. Take your lunch or dinner. I am going for the religious discourse and will be back after an hour etc...etc.." These same sentences will be repeated every day at the appointed time. They don't converse anything else.

The greatest mistake we humans make in our relationships; We listen half, understand quarter, think zero, and react double.



Some Remedies

An adage says the following-

We listen half

We understand quarter

We think zero

But we react double.

This adage sums up all our problems.

Anger, Pride, Deceit and Greed are the four enemies of a man, leading to sinful deeds-

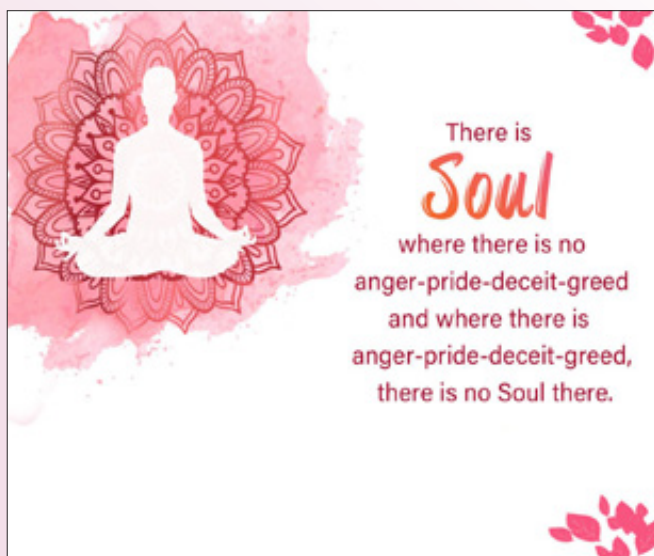
Anger spoils good relations.

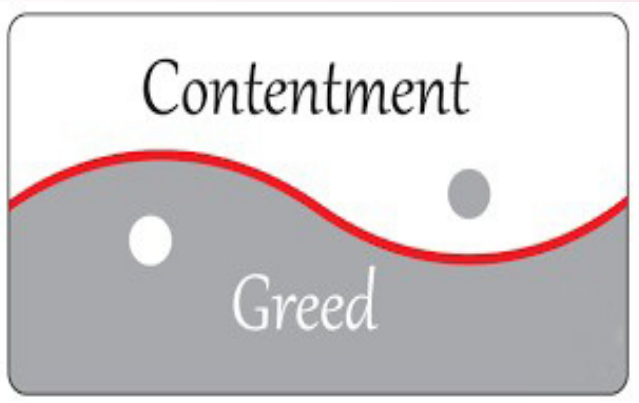
Pride destroys humility.

Deceit kills amity and

Greed eliminates everything.

Then what is the solution?





Overcome Anger by Forgiveness,

Win the Pride by Humility,

Kill Deceit by Straight Forwardness and

Remove Greed by Contentment.

Conclusion

Once a disciple asked Buddha “ Which is more important? The journey or the destination?”

Buddha replied “ THE COMPANY!”.

Now I feel I have found the PERFECT Person!

If I am Perfect, the whole world is Perfect- because the world is a MIRROR.

R. Venugopal

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



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Latest Management Concepts of 2024: Navigating the Future of Business

As we move through 2024, the business landscape continues to evolve at a rapid pace, driven by technological advancements, changing work environments, and shifting societal expectations. To stay competitive and thrive, organizations must adapt by embracing the latest management concepts. Here, we explore some of the most significant trends and ideas shaping management practices in 2024.

1. Hybrid Work Models and Flexibility

The COVID-19 pandemic fundamentally changed how we perceive work, leading to the



widespread adoption of hybrid work models. In 2024, these models have become more sophisticated, blending remote and in-office work to maximize productivity and employee satisfaction. Key aspects include:

- Flexibility: Employees are given greater control over their work schedules and locations, fostering a better work-life balance.
- Collaborative Technologies: Advanced collaboration tools and virtual reality (VR) environments enhance remote teamwork, making it seamless and efficient.
- Employee Well-being: Organizations focus on holistic well-being programs, including mental health support and ergonomic home office setups, recognizing that happy employees are more productive.



2. AI and Automation in Decision-Making

Artificial intelligence (AI) and automation continue to revolutionize management practices by providing deeper insights and streamlining operations. In 2024, AI-driven management concepts include:

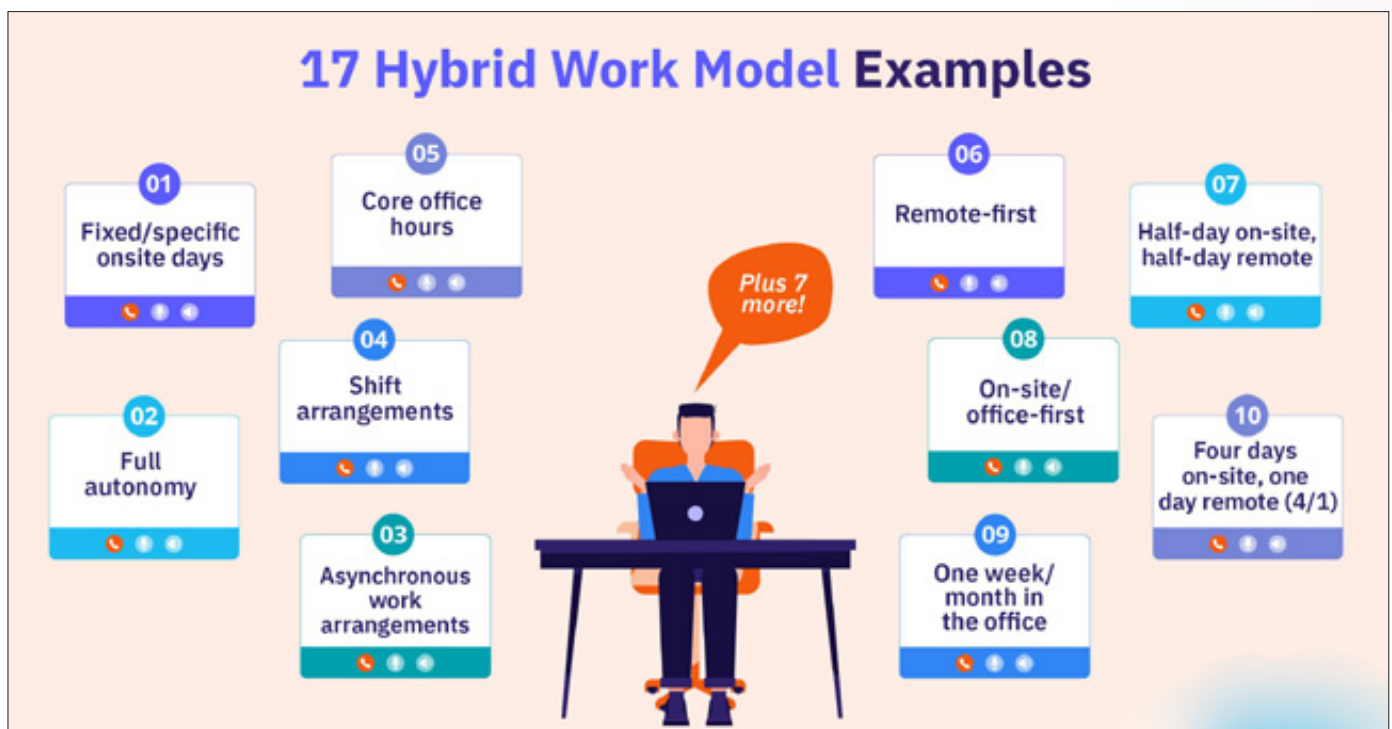
- Data-Driven Decision-Making: AI algorithms analyze vast amounts of data to provide actionable insights, helping managers make informed decisions quickly.
- Predictive Analytics: Advanced analytics tools predict market trends, customer behaviors, and operational challenges, enabling proactive strategy adjustments.

- Automated Processes: Routine tasks are increasingly automated, allowing managers and employees to focus on strategic, high-value activities.

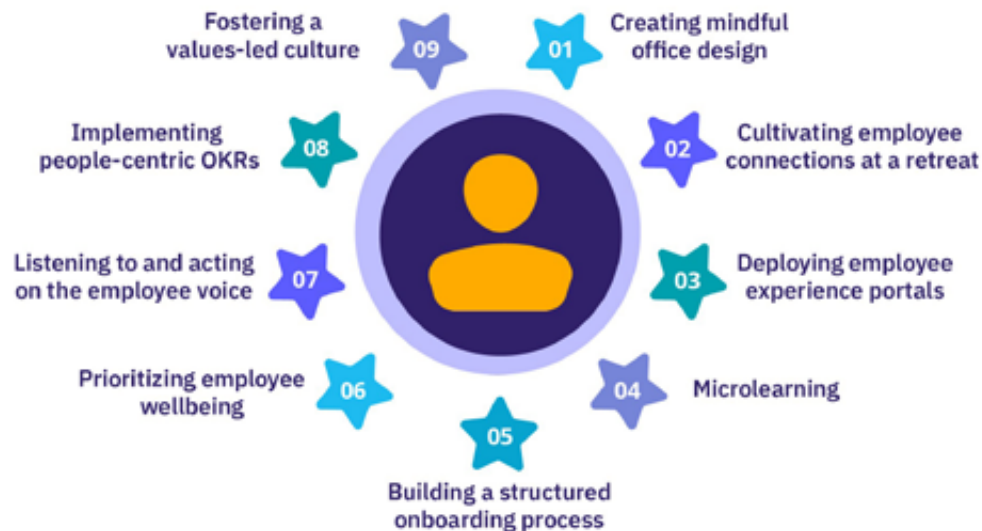
3. Sustainability and Corporate Social Responsibility (CSR)

Sustainability and CSR have moved from being peripheral concerns to central tenets of business strategy. In 2024, companies are integrating these concepts into their core operations:

- Sustainable Practices: Organizations are committing to reducing their carbon footprint, adopting renewable energy sources, and implementing circular economy principles.
- Social Impact: Businesses are taking active roles in their communities, addressing social issues such as inequality, education, and health through dedicated programs.
- Transparent Reporting: Enhanced transparency in sustainability reporting helps build trust with stakeholders, showcasing genuine efforts rather than mere greenwashing.



Employee Experience Examples How Companies Have Improved Their EX



4. Agile Management and Organizational Resilience

Agility and resilience are crucial for navigating the uncertainties of today's business environment. Agile management concepts are evolving to meet these challenges:

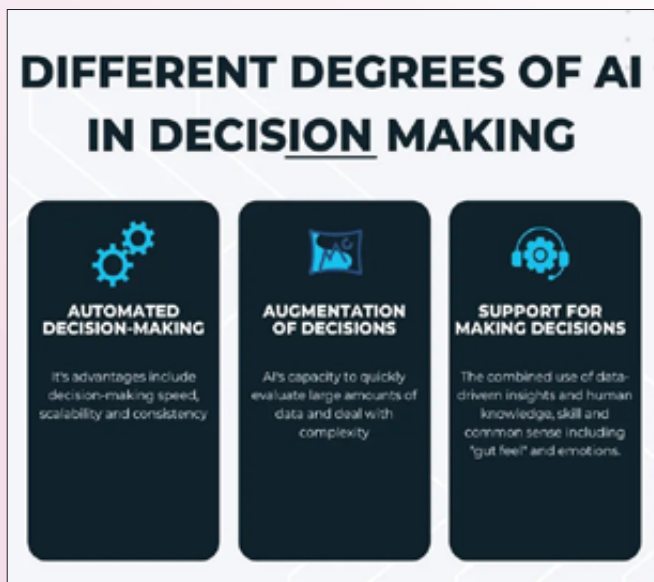
- Adaptive Leadership: Leaders are focusing on flexibility, quickly adapting to changing circumstances and encouraging innovation.

- Cross-Functional Teams: Agile methodologies emphasize the importance of cross-functional teams that can pivot rapidly in response to new information or market shifts.
- Continuous Learning: Organizations are fostering a culture of continuous learning and development, ensuring that employees can acquire new skills and adapt to changing roles.

5. Employee Experience (EX) and Engagement

In 2024, the focus on employee experience (EX) is stronger than ever. Companies recognize that engaged and satisfied employees drive success:

- Personalized Development: Tailored career development plans and personalized learning opportunities help employees grow and stay motivated.
- Recognition and Rewards: Regular recognition and meaningful rewards programs are key to maintaining high levels of engagement and loyalty.



Agile Project Management Principles



- Customer satisfaction
- Adaptive Nature
- Adaptive Nature
- Collaboration
- Simplicity

- Inclusive Culture: Creating an inclusive workplace where diversity is celebrated and everyone feels valued is paramount.

6. Digital Transformation and Innovation

Digital transformation remains a driving force in 2024, with organizations leveraging technology to innovate and stay competitive:

- Digital Twins: Virtual replicas of physical assets and processes enable real-time monitoring and optimization, leading to improved efficiency and innovation.
- Blockchain Technology: Blockchain is being used for secure, transparent transactions and supply chain management, enhancing trust and traceability.
- Innovation Hubs: Companies are establishing

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THE VERSATILITY OF HUMAN CENTRED LEADERSHIP



dedicated innovation hubs and labs to foster creativity and develop cutting-edge solutions.

- **Authentic Communication:** Transparent, honest communication helps build strong relationships and aligns employees with the organization's mission and values.

7. Human-Centric Leadership

Leadership in 2024 is increasingly human-centric, focusing on empathy, emotional intelligence, and authentic connections:

- **Empathetic Leadership:** Leaders prioritize understanding and addressing the needs and concerns of their teams, fostering trust and loyalty.
- **Emotional Intelligence:** High emotional intelligence is crucial for managing diverse teams, resolving conflicts, and creating a positive work environment.

Conclusion

The management concepts of 2024 reflect a dynamic, interconnected world where technology, sustainability, and human-centric approaches are paramount. By embracing these trends, organizations can navigate the complexities of the modern business landscape, drive innovation, and achieve long-term success. As we continue to evolve, staying adaptable and forward-thinking will be key to thriving in this ever-changing environment.

Author: Mr. Suresh Vaidyanathan



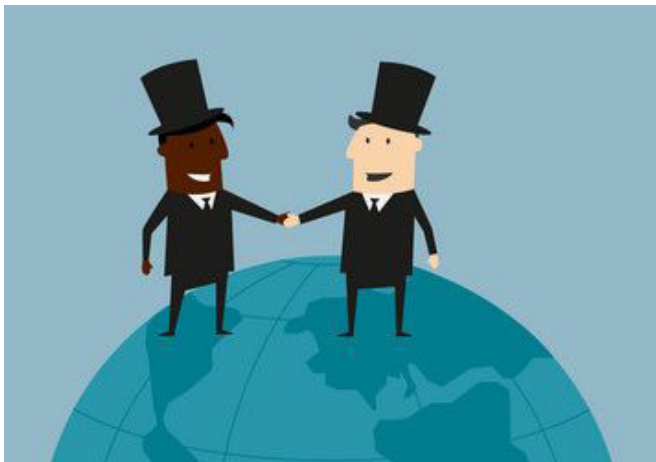
Political scenario around the globe

The global political scenario is marked by a dynamic and complex interplay of regional and international issues, with varying degrees of stability, conflict, and cooperation. Here's an overview of the political situation in different regions around the world:

North America

United States

- **Political Climate:** Deeply polarized, with significant divisions between the Democratic and Republican parties. Key issues include healthcare, immigration, gun control, and economic inequality. The 2024 presidential election is anticipated to be highly contentious.
- **Current Issues:** Immigration reform, climate policy, Supreme Court decisions, and ongoing debates about the January 6 Capitol riot.



Canada

- **Political Climate:** Generally stable, but with regional differences and debates over issues such as climate change, healthcare, indigenous rights, and economic policy.
- **Current Issues:** Climate action, healthcare system reforms, and relations with indigenous communities.

Europe

European Union

- **Political Climate:** The EU faces challenges like Brexit's aftermath, the rise of populism, migration issues, and the impact of the Russia-Ukraine conflict.
- **Current Issues:** Economic recovery post-

COVID-19, energy security, climate policy, and managing relations with Russia.

United Kingdom

- **Political Climate:** Post-Brexit adjustments continue to shape UK politics, with ongoing debates about Scotland's independence, Northern Ireland's status, and economic challenges.
- **Current Issues:** Brexit repercussions, NHS funding, and immigration policy.

Germany

- **Political Climate:** A stable political environment but with emerging challenges related to energy policy, migration, and economic stability.
- **Current Issues:** Energy transition, digital infrastructure, and managing immigration.

France

- **Political Climate:** President Emmanuel Macron's leadership faces both domestic and international challenges, including economic reform, social unrest, and foreign policy.
- **Current Issues:** Pension reforms, climate policy, and handling social movements like the "Yellow Vests."

Asia

China

- **Political Climate:** The Chinese Communist Party (CCP) maintains tight control, with President Xi Jinping strengthening his power. Internationally, China's assertiveness in the South China Sea and its Belt and Road Initiative are notable.
- **Current Issues:** Economic reform, human rights concerns, Taiwan relations, and U.S.-China trade tensions.

India

- **Political Climate:** India's democracy is vibrant but marked by significant political and social challenges. The ruling Bharatiya Janata Party (BJP) faces opposition from various regional and national parties.
- **Current Issues:** Economic growth, social policies, relations with Pakistan and China, and internal security.

Japan

- **Political Climate:** Japan remains politically stable under the Liberal Democratic Party (LDP), but faces challenges such as an aging population, economic stagnation, and regional security threats.
- **Current Issues:** Economic reform, defense policy, and managing relations with neighboring countries like China and North Korea.

Middle East

Saudi Arabia

- **Political Climate:** An absolute monarchy with significant reforms under Crown Prince Mohammed bin Salman (MBS), but also facing human rights criticism and regional conflicts.
- **Current Issues:** Economic diversification (Vision 2030), human rights, and the Yemen conflict.

Iran

- **Political Climate:** Theocratic republic with significant internal dissent and international tensions, particularly with the U.S. and Israel.
- **Current Issues:** Nuclear program negotiations, economic sanctions, and regional influence.

Israel

- **Political Climate:** Politically fragmented with frequent elections. Key issues

include security, the Israeli-Palestinian conflict, and relations with neighboring countries.

- **Current Issues:** Judicial reforms, settlement policies, and regional diplomacy.

Africa

South Africa

- **Political Climate:** Democratic but with significant challenges such as corruption, economic inequality, and social unrest.
- **Current Issues:** Economic reform, corruption scandals, and social inequality.

Nigeria

- **Political Climate:** Democratic with regular elections but facing severe issues like corruption, terrorism (Boko Haram), and economic instability.
- **Current Issues:** Security challenges, economic diversification, and corruption.

South America

Brazil

- **Political Climate:** Marked by polarization, economic challenges, and social issues. President Luiz Inácio Lula da Silva's leadership contrasts sharply with that of his predecessor, Jair Bolsonaro.
- **Current Issues:** Amazon deforestation, economic recovery, and social inequality.

Venezuela

- **Political Climate:** Severe political and economic crisis, with President Nicolás Maduro's government facing international sanctions and internal opposition.
- **Current Issues:** Humanitarian crisis, economic collapse, and political repression.

Oceania

Australia

- **Political Climate:** Stable democracy with key debates over climate policy, immigration, and indigenous rights.
- **Current Issues:** Climate action, immigration policy, and relations with China.

New Zealand

- **Political Climate:** Stable democracy with progressive policies, particularly under Prime Minister Chris Hipkins.
- **Current Issues:** Climate change, housing affordability, and social policies.

Global Trends

- **Climate Change:** A critical global issue influencing politics, with varying levels of commitment to addressing it across countries.
- **Populism:** Rising in various regions, challenging traditional political establishments and often focusing on nationalism and anti-globalization.
- **Geopolitical Tensions:** Ongoing conflicts and tensions, particularly involving major powers like the U.S., China, and Russia, affect global stability.
- **Economic Inequality:** Widening gaps between rich and poor are a significant political issue in many countries, influencing policy and social stability.
- **Technology and Information:** The rise of digital platforms has transformed political communication but also brought challenges like misinformation and cyber threats.

The global political landscape is in constant flux, shaped by historical contexts, current events, and future aspirations of nations and their leaders.

Author- Mr. Avinash Prakash

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