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A JOURNAL FOR MANAGEMENT PROFESSIONALS



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Dear Readers,

Summer has started. People in tropical countries comment and moan every year the "This year the heat wave is more"!

Others cry GLOBAL WARMING! They talk talk talk about global warming and its ill effects and health hazards. Heads of Countries also cry cry and cry, but don't take any tangible remedies. They blame each other for the global warming sitting in comfortable AC Cozy rooms and resorts sipping chilled hot drinks. Rich and famous go to cool countries and take shelter.

Ordinary citizens keep blaming the sun and the heat and have heated debates !

High Net Worth ladies teach and preach about keeping water in a bowl for birds and animals.

Anything new is being said?

IMPACT in its own inimitable style brings out articles to Beat The Heat This Summer!

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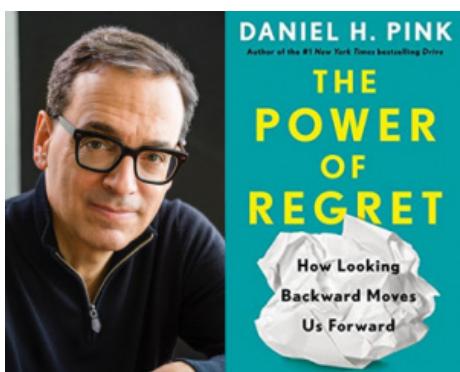
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No AC? No Problem. 5 Easy Ways to Beat the Summer Heat

Summer heat waves can pose health risks for those who don't have access to air conditioning, but experts say there are several simple ways you can beat the heat when temperatures rise.

Heat waves across the country have people looking for ways to stay cool.

- High summer temperatures can increase the risk of heat exhaustion and heat stroke.
- If you don't have air conditioning, there are various other ways to stay safe from the heat.

With heat waves causing record temperatures across the country, you may be wondering how to safely stay cool this summer, especially if you're without a working air conditioner.

To help you beat the heat, medical experts who shared their five favorite tips for keeping cool when the summer sun gets too hot to handle.

Here's what they suggest.



1. Explore the Great Indoors

One of the best ways to stay cool is to avoid the heat altogether by staying inside with adequate ventilation.

"If you have to go outside, limit your time outside by taking frequent breaks where you can go inside or to an air-conditioned area to cool off. If you do not have air conditioning during these times, contact your local community centers or legislators for a list of cooling centers in your area," said Dr. Frederick Davis, associate chair at Northwell Health's Long Island Jewish (LIJ) Medical Center.

Going to a mall, library, movie theater, or restaurant are other ways to get in a few hours of air conditioning.

Also, Dr. Bayo Curry-Winchell, regional clinical director at Carbon Health, warns that if you partake in indoor activities to escape the heat, be sure to observe COVID-19 protocols and consider getting vaccinated.

"While we are getting back to a more normal life, it is important to remember that COVID is still a factor, and we must prevent the spread so it does not lead to more serious illness... This will provide a layer of protection, whether indoors or outside, to keep you and your family safe while you enjoy all the joys and activities summer has to offer," she said.

2. Keep your home as cool as possible

If you don't have air conditioning, you can prevent the sun from warming your home by closing windows and shades during the day and opening windows during the night to let in the cooler air.

"Also, avoid turning on the oven or other appliances that may increase your indoor temperature," said Curry-Winchell.

3. Carry water with you

Davis says it's easy for the body to lose water through sweating when exposed to high temperatures.

"For this reason, one can dehydrate fairly quickly when in extreme temperatures for a prolonged period of time. [It] is important to try to carry water with you... Drink enough water to replace any fluids lost during exposure to the heat," said Davis.

Curry-Winchell adds that drinking enough fluids can help protect against heatstroke or heat exhaustion.

"If you are feeling thirsty, you are often dehydrated. I recommend drinking water even if you don't feel thirsty," she said.

4. Apply cold compresses

If you feel yourself getting heated, Curry-Winchell suggests applying cold compresses or ice packs on key zones of your body, such as your neck and wrist.



However, it's important not to apply ice directly to the skin as it can cause ice burn.

Instead, keep a layer of clothing or a towel between your skin and the cold source.

"You can also take a cool shower or bath to cool down, but avoid sudden changes of temperature — an abrupt drop in temperature can be harmful to the body," she said.

5. Dress right and apply sunscreen

Wear loose, lightweight, and light-colored clothing on hot days.

"White and light colors reflect the sun whereas dark colors absorb the heat," said Curry-Winchell.

And be sure to apply sunscreen on any areas of your body not covered by clothing, if you go outside.

"[Even] if you are just driving, UV can come through car windows," Curry-Winchell said.

Keeping cool is about more than comfort

Finding ways to keep from overheating isn't just for comfort, though, it's necessary for your health, too.

"When your body overheats, not only will you feel warm, but it can actually lead to more devastating

effects on your health,” Davis said. “This can present as heat exhaustion, which is seen with sweating, weakness, and elevated body temperature and go as far as heat stroke, which is seen with extreme overheating that causes confusion, loss of consciousness, and can be fatal.”

Organs such as the brain and heart need to be between 97 to 99°F (36.1 to 37.2°C) to function properly, Curry-Winchell says.

“Staying cool during high temperatures will allow your body to regulate itself and activate its internal cooling system by sweating. When sweating isn’t enough to keep the body temperature regulated, excess heat can cause heat-related illnesses, such as heat exhaustion or heat stroke,” she told Healthline.

Heat exhaustion involves mild to serious symptoms, including:

- excess thirst
- muscle cramps
- nausea
- lightheadedness
- excessive sweating
- fatigue

Heatstroke, which occurs when body temperature reaches more than 104°F (40°C), includes symptoms such as:

- intense headache
- confusion



- loss of consciousness
- cessation of sweating

Infants, children, and older people have a higher chance of developing heat exhaustion and heatstroke because their bodies have a harder time regulating body temperature when it’s hot.

People who are ill or taking certain medications may also be at increased risk.

“If you or someone you love has a chronic health condition, such as heart disease, diabetes, or kidney disease, make sure to speak with your healthcare provider about personalized ways to stay safe in extreme heat,” said Curry-Winchell.

Author : Cathy Cassata is a freelance writer who specializes in stories around health, mental health, medical news, and inspirational people.

Source courtesy: <https://www.healthline.com>



The Role of Spiritual Wisdom for Sustainability in Business and Management



Introduction

According to Zen master Thich Nhat Hanh, the intersection of business and spirituality is a necessity in the modern workplace: "There must be a spiritual dimension in your life and in your business." The spiritual dimension of business broadens opportunities for leaders and employees to respond to work in conscious ways. Since mindfulness is known to cultivate compassion for others, awaken the desire to end suffering, and motivate positive change in the world, an opportunity exists to blend traditional corporate goals that focus on financial metrics

with an individual's search for fulfilment. When individuals integrate what is meaningful in their personal and professional lives, it brings positive results to the workplace such as increased morale.

The Value of Mindfulness

When employees have sustained pressure to contribute to competitive and profitable organizations, it can result in negative consequences like physical illness and chronic health conditions. The inclusion of mindfulness in the workplace brings positive outcomes in the face of employee illness and lost productivity. Mindful practices are beneficial to individuals in terms of disease prevention and pain management. With regular practice, mindfulness also helps the body and mind regulate negative emotions and response to stress. In fact, using mindfulness tools at work can bring effective outcomes to individuals and translate into managerial goals of high job performance, timely project completion, and financial benchmarks.

Market leaders such as Google enjoy high productivity while at the same time allow individuals to connect with meaning at work through practices like mindfulness and meditation. Google sponsors mindful lunches where diners eat their meal in silence. By offering employees time to rest their minds Google believes it "revives the

LEADING WITH WISDOM

Spiritual-based Leadership in Business



corporate culture of innovation, community and doing the right thing.” In addition, Google offers mindfulness instruction in a program called “Search Inside Yourself” that teaches employees to “support reflection over reactivity, encourages feeling rather than reacting on them, and opens awareness to what is really going on is of benefit”.

Spiritual teacher Peter Russell calls broad spiritual practices such as mindfulness “technologies” that give individuals ways to ameliorate the discomfort of suffering and stress in the external world. Mindfulness also provides measurable

Traditional Business Practices	Spiritual Practices
Multi-tasking	One-pointed awareness
Move quickly to accomplish tasks	Move slowly without an end-goal
Drive toward a particular outcome or result	Detached from outcomes
Success based on external rewards	Process based on internal connections
Counter to human living; leads to burnout	Leads to work/life balance with life sustaining practices

benefits for an individual's wellbeing that include increased physical and mental health, interpersonal relationship quality, and behavioural regulation.

What are the 5 spiritual powers?

The Five Strengths (Sanskrit, Pali: pañcabalā) in Buddhism are faith, energy, mindfulness, concentration, and wisdom. They are one of the seven sets of Bodhipakkhiyadhamma (“qualities conducive to enlightenment”). And the spiritual growth can be understood in four stages as follows:

Four stages of spiritual growth

1. The Victim: Things are happening to me.
2. The Manifester: Things are happening by me.
3. The channeler: Things are happening through me.
4. Being Consciousness: Things are happening as me

Since traditional business systems tend to contrast with spiritual practices, the organisations need to consider how the two worlds will merge in the existing culture. The following is a broader outlook for understanding and adjustments:

1. Depending on the existing organizational culture and goals of the leadership, there are a number of different mindfulness tools to infuse into the workplace. Practices might include breath work, yoga, meditation, prayer, gratitude, spending time in nature, or serving the community.
2. Encourage participation at all levels of the organization. Executives practice yoga and meditation in some companies highlighting the importance of the practices to the culture and organization.
3. Offer daily and weekly offerings of mindfulness practices to help employees set a regular routine. Consider a blend of practices that can be experienced

individually in addition to group practices led by a professional guide.

Potential Hurdle

Some potential complications include the language that is used or not used to describe mindfulness. Since mindfulness is appropriated from Buddhist spiritual practices, it is important to present the practice in a way that certain religious affiliations are not privileged and everyone's practices are welcome in the public, secular space of the workplace.

For instance, Google refers to mindfulness as self-regulation and mental training.

It is on our priority or/and relevant to check if the incorporation of such a discipline will cope up and benefit the changing business and overall economic eco system.

21st Century – The Emerging Paradigm

As per recent studies, business being an 'open-system' within the societal socio-cultural system, are struggling to find optimal ways to align themselves with the demands of the 21st century. The need of the hour as identified are:

- Shift in Consciousness
- Disenchantment with Scientism
- Inner Sources of Authority and Power
- Re-spiritualization of Society

- Decline of Materialism
- Political and Economic Democratization
- Beyond Nationality

Hence the Demand of the 21st Century from Business are:

1. Focus on values rather than strategies
2. Strike a balance between economic obligations & societal obligations
3. Demonstrate socially responsible behaviour by taking responsibility of man, society & planet as a whole.

Universal Consciousness Mindset

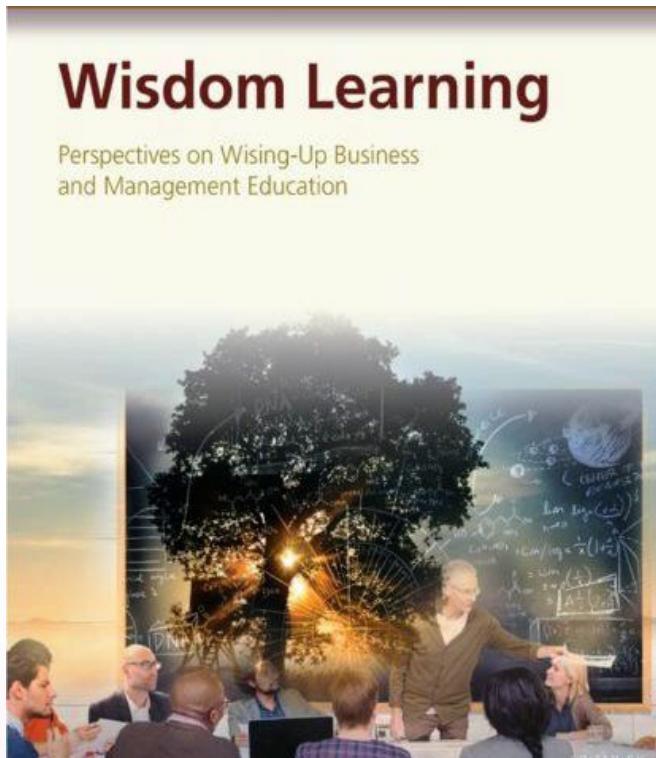
Role of self-awareness in the Workplace and Leadership

Self-awareness and self-love improve our communication, confidence, and job performance (Sutton et al., 2015). It's easy to see how self-awareness can lead to these outcomes in the workplace, as better self-evaluation naturally leads to improving the alignment between our actions and our standards, resulting in better performance.

According to Tasha Eurich (2018), self-awareness can be divided into two categories or types: internal self-awareness and external self-awareness.

Internal self-awareness is about how well we see ourselves and our strengths, weaknesses, values,

Natural Order Hierarchy	Business Action Hierarchy	Particulars
Spirit	Manager	Appreciate that – “everything affects everything – everything is affected – by everything”
Mind	Design	Apply principle of – “co-creation, co-evolution & co-existence”
Matter	Operations	Bridge the increasing gap between business & society i.e. a shift from non sustainable practices to sustainable practices



etc., while external self-awareness is understanding how others view us with those same factors (Eurich, 2018). Good managers and leaders need both to perform well in their roles. While it may not be possible to attain total objectivity about oneself, there are certainly degrees of self-awareness. It exists on a spectrum.

(Although everyone has a fundamental idea of what self-awareness is, we don't know exactly where it comes from, what its precursors are, or why some of us seem to have more or less than others.)

4 Proven Benefits of Self-Awareness

Recent research studies on the outcomes of being self-aware are encouraging. According to those studies, there are many benefits to practicing self-awareness:

1. It can make us more proactive, boost our acceptance, and encourage positive self-development (Sutton, 2016).
2. Self-awareness allows us to see things from the perspective of others, practice self-

control, work creatively and productively, and experience pride in ourselves and our work as well as general self-esteem (Silvia & O'Brien, 2004).

3. It leads to better decision making (Ridley, Schutz, Glanz, & Weinstein, 1992).
4. It can make us better at our jobs, better communicators in the workplace, and enhance our self-confidence and job-related wellbeing (Sutton, Williams, & Allinson, 2015).

Having identified the numerous benefits in the workplace, it is necessary to chalk out a suitable methodology to initiate practicing them to enhance our own performance. There are a few distinct steps to make the learning easier; one of such practice-sequences are:

5 Ways to Cultivate Self-Awareness

1. Create Space and Time
 - Connect with yourself daily
 - Avoid Digital Distractions
 - Carve Out Solitude
2. Practice Mindfulness
 - Pay Attention to your Inner State Eating, Listening
3. Journal Your Awareness
 - Process Your thoughts through Writing
 - Record Your Inner States
4. Practise Listening
 - Pay attention to Speaker
 - Observe Emotions and Body language
 - Don't judge or Evaluate
5. Gain A Different Perspective
 - Ask for feedback

However, there are a few barriers coming between the way of our practice and are to be handled consciously.

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Barriers to Self-Awareness

1. Lack of mindfulness
2. Cognitive bias
3. Unwillingness to seek feedback
4. Confirmation bias
5. Remembering Self vs Experiencing Self

Popular theory on Self-Awareness (Peers-reviewed)

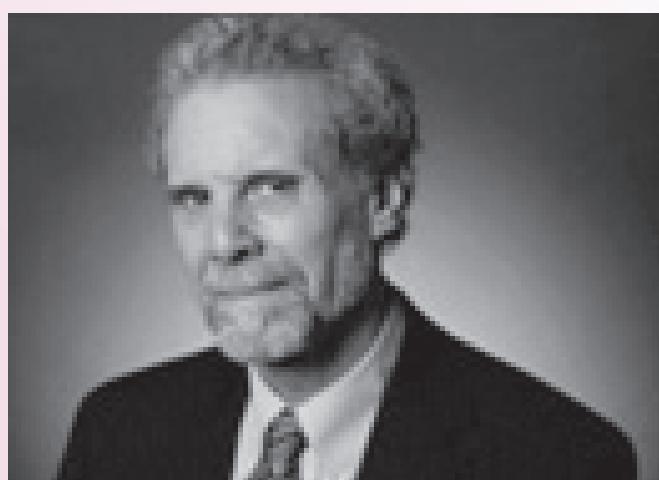
According to the most popular theory of emotional intelligence from psychologist and author Daniel Goleman (2001), self-awareness is not only crucial for emotional intelligence; it's one of the five components, the five components being: Self-awareness, Self-regulation, Social skills, Empathy, and Motivation.

However, the origin (or first definition) of our human understanding of self is historically dating back to Vedic period in India. (c.1500 – 500 BCE).

Origin of Understanding of Self(ātman)

MāṇḍūkyaUpaniṣad

The MāṇḍūkyaUpaniṣad is the shortest of all the Upanishads, and is assigned to Atharvaveda. It discusses the syllable, Aum; presents the theory of four states of consciousness; (asserts that Aum



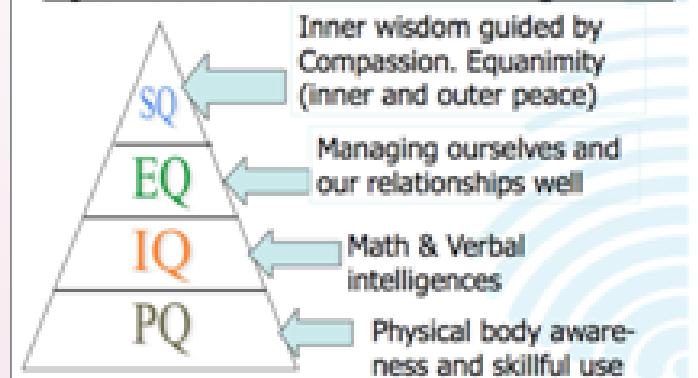
is Brahman – which is the Whole – and that Brahman is this self (ātman).)

Four states of consciousness

Waking (jāgrat), dreaming (svapna), and deep sleep (suṣupti), which correspond to the Three Bodies Doctrine:

1. The waking state: we are aware of our daily world. "It is described as outward-knowing (bahish-prajnya), gross (sthula) and universal (vaishvanara)". This is the gross body.
2. The dreaming mind: "It is described as inward-knowing (antah-prajnya), subtle (pravivikta) and burning (taijasa)". This is the subtle body.
3. The state of deep sleep: The underlying ground of consciousness is undistracted, the source of all (yonihsarvasya), the origin and dissolution of created things (prabhav-apayayau hi bhutanam)". This is the causal body.
4. The fourth factor is Turiya, pure consciousness. It is the background that underlies and transcends the three common states of consciousness. It is the true state of experience of the infinite (ananta) and non-different (advaita/abheda), free from the dualistic experience which results from the attempts to conceptualise (vikalpa) reality. It is the state in which ajativada, non-origination, is apprehended.

Pyramid Model of 4 Intelligences





Modern Thinkers

Modern commentators like Ramachandra Dattatriya Ranade's views on the importance of Mandukya Upanishad and Gaudapada's commentary on Vedanta school, particularly Advaita Vedanta sub-school of Hinduism, is shared by modern era scholars such as Hacker, Vetter and others.

Spiritual Intelligence – Skill Development Model

SQ21 Model is one of the frameworks that attempts to measure a way of being and acting that integrates the full range of being human. This includes the four intelligences – Physical (PQ), Intellectual (IQ), Emotional (EQ) and Spiritual (SQ).

Competencies of Spiritual Intelligence	
Self/Self Awareness 1. Awareness of own worldview 2. Awareness of Life Purpose (Mission) 3. Awareness of Values Hierarchy 4. Complexity of inner thought 5. Awareness of Ego self/Higher Self	Universal Awareness 6. Awareness of interconnectedness of life 7. Awareness of worldviews of others 8. Breadth of Time perception 9. Awareness of limitations / power of human perception 10. Awareness of Spiritual Laws 11. Experience of transcendent oneness
Self/ Self Mastery 12. Commitment to spiritual growth 13. Keeping Higher Self in charge 14. Living your purpose and values 15. Sustaining faith 16. Seeking guidance from Spirit Calm, peaceful at all times	Social Mastery/Spiritual Presence 17. Wise and effective teacher / mentor 18. Wise and effective leader / change agent 19. Makes Compassionate AND Wise decisions 20. A calming, healing presence 21. Being aligned with the ebb and flow of life Compassionate and Wise Action

Development - On the application in life

Knowledge can help you become more intelligent, have a more profitable business, have a healthier life, build lasting relationships, and survive most of life's challenges.

Wisdom can help you choose to apply your intelligence, honour, profit, health, love, and strength the right way. In other words, wisdom is choosing to use your knowledge or power in a better way.

Understanding can help you become a more practical person. Since it is the ability to put your knowledge and wisdom into actions, it will help you walk your talk and achieve actual results.

Insight can help you become a happier and more confident person. Since it is the ability to consistently practice your knowledge and wisdom, it will help you become more certain of the future. It will remove your fears and insecurities, thereby attaining real happiness and completeness in life.

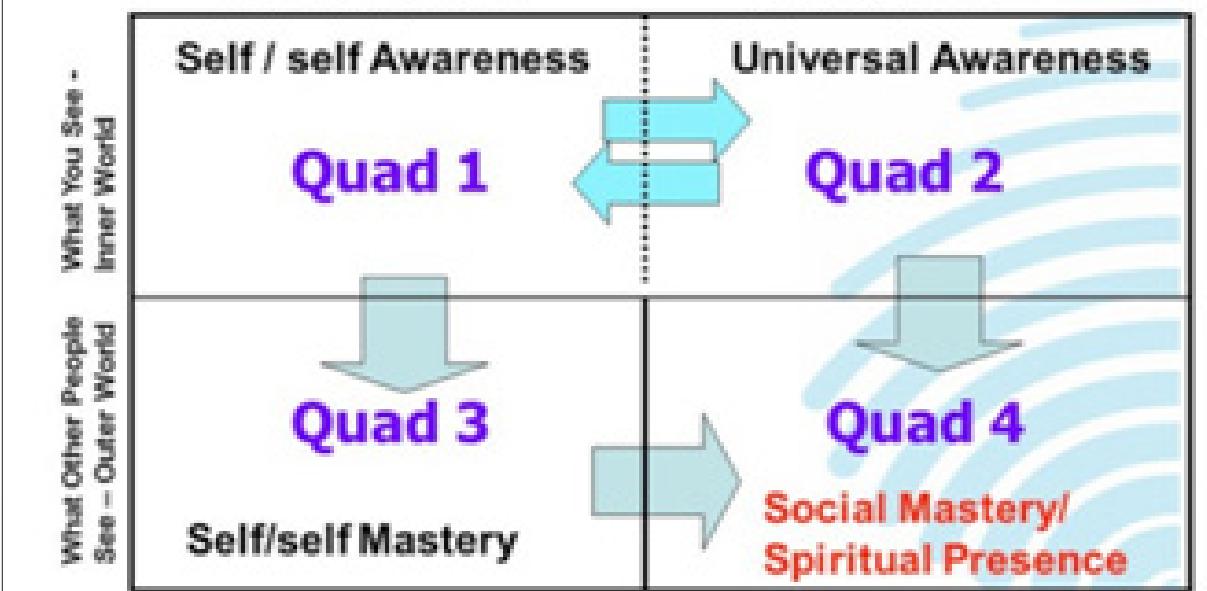
The skills used in the model are contained in four quadrants:

SQ21 Quadrants and Skills

There are not clear definitive boundaries between these intelligences. Rather, they merge with one another, support one another, and emerge from one another in the developmental process.

The value of the model to leaders in a rapidly changing world includes the ability to identify and to develop practices that will help leaders (and others) to improve their grasp of these important areas of personal growth.

Developmental Sequence of SQ



“Spiritual Intelligence is the ability to behave with Wisdom and Compassion while maintaining inner and outer peace (Equanimity) regardless of the situation.” ~ Cindy Wigglesworth.

SQ21 builds on the Emotional Intelligence Model, developed by Daniel Goleman and Richard Boyatzis, as well as the Spiral Dynamics™ and Integral™ Models. Building from and adding to those models, Cindy Wigglesworth has developed a rigorously tested and validated assessment tool that provides developmental information across four quadrants, and a coaching program that enables individuals and groups to grow consciously and coherently in a developmental manner.

Conclusion

Spirituality involves the recognition of a feeling or sense or belief that there is something greater than one's self, something more to being human than sensory experience, and that the greater whole of which we are part is cosmic or divine in nature.

According to David B. King's research on spiritual intelligence at Trent University in Peterborough,

Ontario, Canada, spiritual intelligence is a set of adaptive mental capacities based on non-material and transcendent aspects of reality, specifically those that:

“...contribute to the awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of one's existence, leading to such outcomes as deep existential reflection, enhancement of meaning, recognition of a transcendent self, and mastery of spiritual states.”

According to Stephen Covey, “Spiritual intelligence is the central and most fundamental of all the intelligences, because it becomes the source of guidance for the others”.

Dr. S. Jeyachandran

He is basically a Concrete Technologist turned into a Construction Management professional by experience. He has had over 4 decades of experience in selling, Quality Control of Construction Materials, teaching in various institutes. Presently Vice President in Marutham Group, Chennai..



Home remedies for heat boils

Summer is the time for fun and vacation. However, this sweaty and hot season is also a time for heat boils and rashes. It is important to take care of your skin during summer as there is a chance of heat boils due to sweat and the harsh sun. Heat boils are caused due to consumption of foods that generate heat in the body. It is common among those who do not drink sufficient amount of water or eat non-vegetarian food every day. These boils start as a small nodule on any part of the body. It then grows larger and is filled with pus. Symptoms of heat boils include high fever, swelling in the area of the boil, itching and severe pain. Heat boils usually appear in clusters. Keeping your body cool and hydrated will help keep the boils at bay. Here are some home remedies to get rid of the heat boils.

1. Turmeric



Turmeric is one of the miracle herbs you find in your kitchen. Turmeric is beneficial in treating heat boils. Add a teaspoon of turmeric in a glass of warm milk and drink it. It is advisable to drink this turmeric milk two to three times a day. You can

also apply a paste of turmeric and milk on the boil to heal it quickly.

2. Tea tree oil



Tea tree oil is a natural essential oil and it is one of the best home remedies for skin problems. All you have to do is clean the boil using warm water and then smear a few drops of tea tree oil on the affected area. You can also dilute it with water before applying it. After the application, use a clean bandage or surgical cotton to cover the area. Apply tea tree oil once a day.

3. Garlic

Another effective home remedy for heat boil is garlic. Take few cloves of garlic and grind it to make a paste. Apply this paste on the boil. You can apply this paste many times during the day.

4. Warm compress

Warm compress will softens the upper layer of the boil and will later burst the boil. The warm compress will boost the healing process and is relaxing and soothing. All you have to do is dip a clean cloth in warm water (you can also add salt in the water) and use this to compress the boil.

5. Milk



Milk is another home remedy for the treatment of heat boils. Take a teaspoon of milk and add in little turmeric and vinegar. Apply this liquid over the boil and let it dry. Once it dries out, wash it off. Do this several time a day.

6. Apple cider vinegar

Apple cider vinegar will cleanse the boil and disinfect it. It also contains anti-inflammatory properties, which help relieve the redness and the pain caused by the boil. Take a teaspoon of apple cider vinegar and dab it over the boil. You can also dilute it with some water and then apply it on the boil. Repeat this several time a day to faster healing.

7. Onion



Onion is a great remedy for heat boils as it contains essential oils that have analgesic, antifungal and antiseptic properties. Cut a slice of the onion and keep it on the boil. Now, use a cloth to wrap the area. Do this few time a day and it will clear the boil.

8. Cumin seeds (Jeera)

You will find cumin in every Indian kitchen. It has many health and beauty benefits. Cumin will dry out the boil and clear it. Kit will also reduce



the swelling, pain and redness of the affected area. Take some cumin seeds and crush it. Now, add few drops of water to the crushed cumin seeds to make a thick paste. Apply this paste on the boil and let it dry. After it has dried out, wash it off. Repeat this a few times during the day to get rid of the boil.

9. Potato



Rich in iron, calcium, vitamin B and C, phosphorus and magnesium, potato is an effective remedy for boils. Clean a potato and grate it. Squeeze out the juice and dab it on the boil and the surrounding area. Soak the boil in the potato juice. Repeat it few times in a day.

10. Neem

Also known as Indian lilac, neem is used for the treatment of many ailments. It has antibacterial, antimalarial, antifungal, anti-inflammatory, anti-carcinogenic and anti-hyperglycaemic properties. It can be used to cure boils and soothe the skin. Grind a few neem leaves and apply the paste on the affected area. Cover this area with a clean cloth or bandage. Do this twice a day to get rid of the boils.

Source courtesy: <https://www.india.com>

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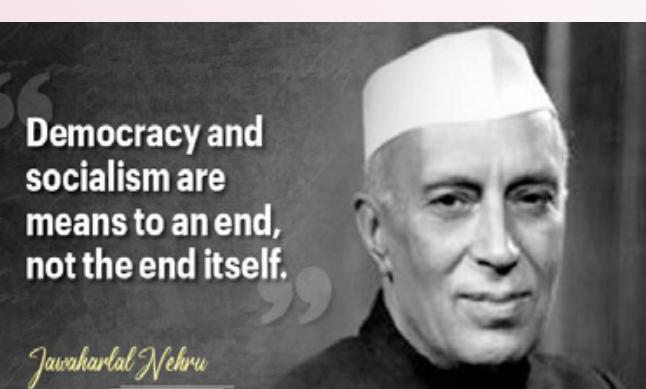
Mountbatten' Duo's Hold Over P.M Pandit Nehru

Prime Minister WINSTON CHURCHILL, of the Conservative party of U.K, had utter contempt for Indians. Whereas, CLEMENT ATLEE, leader for the Labour party which came to power soon after World War II, loved and respected Indians. As soon as Clement Atlee became U.K's Prime Minister, he started the process of transferring power to Indians. With this specific object in view, he dispatched Lord Mountbatten to India to replace Lord Wavell, as India's Viceroy.

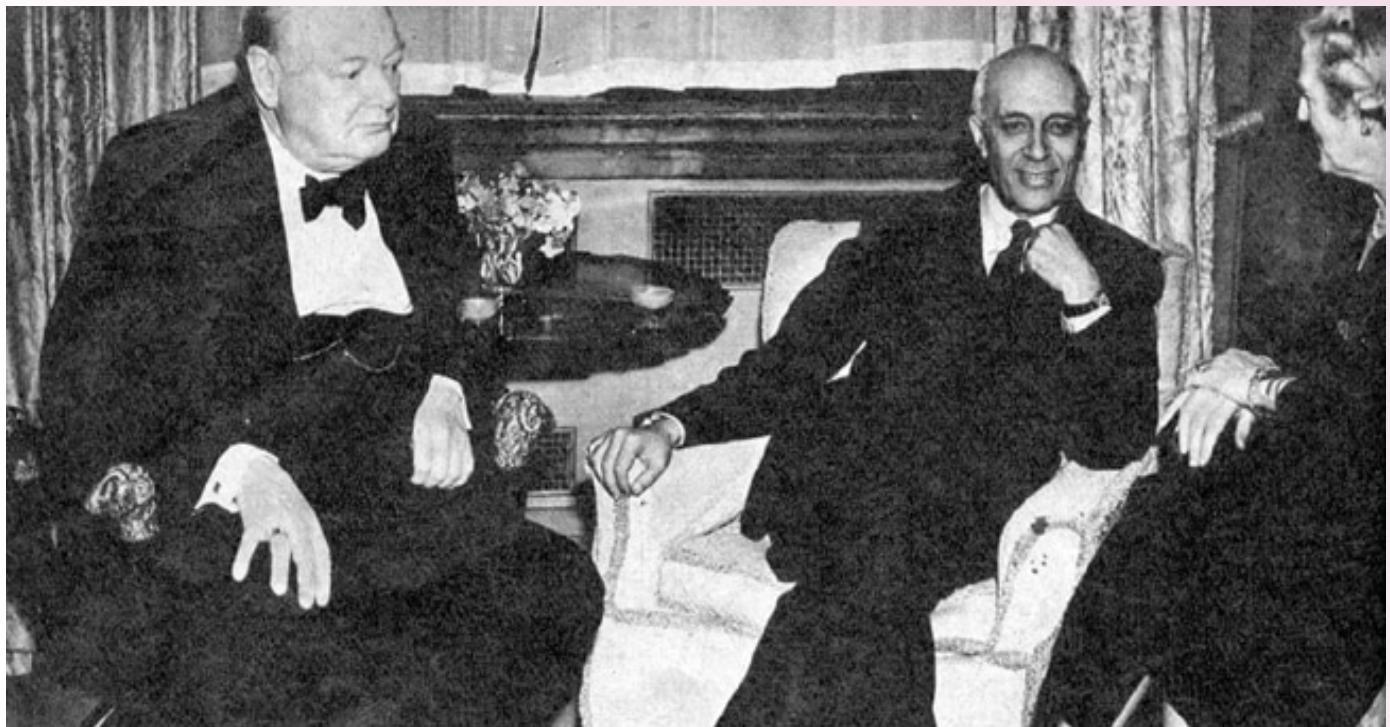
On 3rd June 1947 'Independence of India and Pakistan Act' was passed in the House of Commons, to give freedom to the two Countries, thanks to the fast work done by Lord Mountbatten. While Pandit Nehru requested Mountbatten to continue and 'guide' India as its Governor General, even after freedom Mohammed Ali Jinnah of Pakistan bluntly told Mountbatten who was hoping to be the Governor General of Pakistan also, "As far as Pakistan is concerned, I will be the Governor General and Liaquat Ali Khan will be its Prime Minister".



As desired by Pandit Nehru, Lord Mountbatten continued to head India, as its Governor General even after the Country became free (15th August 1947), till June 1948, after which Rajaji took over. During this period, when Lord Mountbatten and his wife Edwina Mountbatten stayed in India, the relationship between Prime Minister Nehru and Edwina Mountbatten became a talking point among the elite of New Delhi. Even the confused thinking of Prime Minister Nehru in his ordering a needless cease-fire during the rapid march of India's General Thimmayya chasing the Pakistani marauders and troops out of Srinagar towards Pakistan's Rawalpindi Town (during Nov 1948), is attributed to the unholy influence the Mountbatten duo had on Prime Minister Nehru.



A diplomat belonging to the Congress party Mr. K. Natwar Singh who had held important



assignment during the period of Pandit Nehru and also Mrs. Indira Gandhi says in an article written in The Hindu dated 14th Nov 2008 "Jawaharlal Nehru had a soft corner for the Mountbattens. This at times clouded his judgement on vitally important national issues. While Lord Mountbatten was still Governor-General of India, Prime Minister Nehru sent the following communication to King George VI. The language of the Nehru epistle was out of character and the Raj phraseology stands out.

The following is the copy of the letter

*New Delhi
21st May, 1948*

Shri Jawaharlal Nehru presents his humble duty to His Majesty and invites attention to the relinquishment of His Excellency Earl Mountbatten of Burma, of the office of Governor-General of India with effect from June 1948. As India's last Viceroy, Lord Mountbatten made an outstanding contribution to the early and peaceful realisation of Indian Independence; as her first Governor-General, his advice and aid to his Ministers have

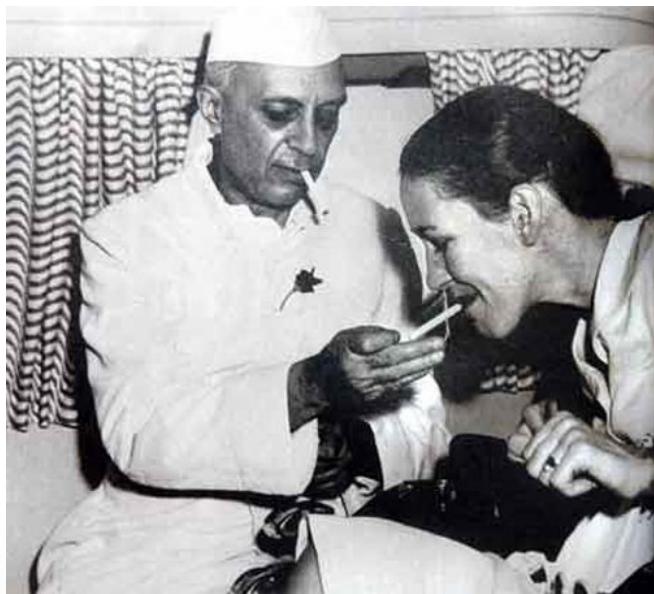
been equally notable for their wisdom, sympathy and understanding.

In her own sphere, the Countess Mountbatten has been equally active and the men, women and children of India, especially those whom partition uprooted from their established homes under the most cruel circumstances, owe her a great debt of gratitude.

For the services, perhaps unique in the history of Indo-British association, rendered by Lord and Lady Mountbatten to the Government and people of India and the United Kingdom, it is earnestly suggested that His majesty be graciously pleased to confer upon the retiring Governor-General and his lady some mark of recognition commensurate with those services.

*Sd/- Jawaharlal Nehru
Prime Minister & Minister for External
Affairs and Commonwealth Relations*

On June 17, 1948, the Private Secretary of the King writes to the Prime Minister of India from Windsor Castle.



My dear Prime Minister,

The King commands me to thank you sincerely for your letter of May 21st. His Majesty read it with pleasure, and with high appreciation of the tribute that you pay to the services which both Lord and Lady Mountbatten have rendered to India and to Indo-British relations. The King will certainly bear in mind the suggestion contained in the last paragraph of your letter and I expect to receive his Majesty's instructions to write to you further on this matter.

In the meantime, there seems to have been a change in the mind of the King. Again on July 29, 1948, the King's Private Secretary, Lascelles, wrote to Prime Minister Nehru as follows

"My dear Prime Minister,

The King has given careful consideration to the suggestion put forward in your letter of May 21st. While His Majesty is fully sensible of the distinguished service given to the Crown and to India, by Lord and Lady Mountbatten throughout the former's tenure of the Viceroyalty and Governor-Generalship, he is of the opinion that adequate recognition of that service has already

been given, and that any further recognition of it now would not be justified".

From the above exchange of letters, one can easily infer, how shabbily Pandit Nehru had behaved during those days just to please his 'friend', Edwina Mountbatten.

Dr.H.V. Hande

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



MAY DAY

The first MAY DAY was officially declared on 1.05.1890 at Chicago for asserting the rights of the workers. This arose from a series of incidents that started at HAYMARKET Chicago 4 years earlier in 1886, when there was a general strike for an 'Eight Hour Working day'. As a result of the strike and an open fight between the police and workers, a few policemen were injured and several workers were brutally killed within a period of a few months.

In 1989, a meeting was held by the French workers, in Paris, condoling the death of workers in America. Finally, MAY DAY was officially announced on 1st May, in Chicago. Since then, it is being followed in several parts of the world. Let us all salute the workers.

Dr.H.V.Hande

21 Ingenious Summer Jokes to Take On the Hot Weather

The summer is just a good time as any to ramp up on your repertoire of groan-worthy parent jokes. Given the cumulative ordeal we've been through in the past year, it's only right that our somewhat return to civilization is celebrated with an arsenal of funny summer jokes that are sure to bring on the laughs. Extra points if you, like many of us, have forgotten the art of small talk. The best kind of summer jokes are the kids that are easy to remember and can be worked into a conversation. Seamlessly, like you just always talk this way.

But don't try too hard! Unlike oysters, we're not shellfish with our arsenal of puns; so we've

compiled summer jokes around almost every phenomenon associated with the warmer weather. Feel free to start your next conversation with "Long time no sea".

1. What is brown, hairy, and wears sunglasses?

A coconut on vacation.

2. What kind of tree fits in your hand?

A palm tree!



3. What did the little corn say to the mama corn?

Where is pop corn?

4. How do we know that the ocean is friendly?

It waves!

5. What do you do if you get rejected at the sunscreen company?

Reapply

6. How do you prevent a summer cold?

Catch it in winter.

7. What do snowmen do in summer?

Chillout

8. Where do goldfish go on vacation?

Around the globe

9. Where do sheep go on vacation?

The Baahamas

10. Why don't oysters share their pearls?

Because they're shellfish!

11. What do you call a labrador at the beach in August?

A hot dog

12. When do you go at red and stop at green?

When you're eating a watermelon

13. What does the sun drink out of?

Sunglasses

14. Where do sharks go on vacation?

Finland

15. What did the reporter say to the ice cream?

What's the scoop?

16. What did the beach say to the tide when it came in?

Long time, no sea.

17. What is the difference between a piano and a fish?

You can tune a piano, but you can't tuna fish.

18. Why did the shark befriend the dolphin?

Because it wanted more porpoise in its life

19. Why didn't the sun go to college?

Because it has a million degrees.

20. Why do fish swim in saltwater?

Because pepper makes them sneeze!

21. What do you call a french guy in sandals?

Phillipe Phloppe.

Source courtesy: www.fatherly.com

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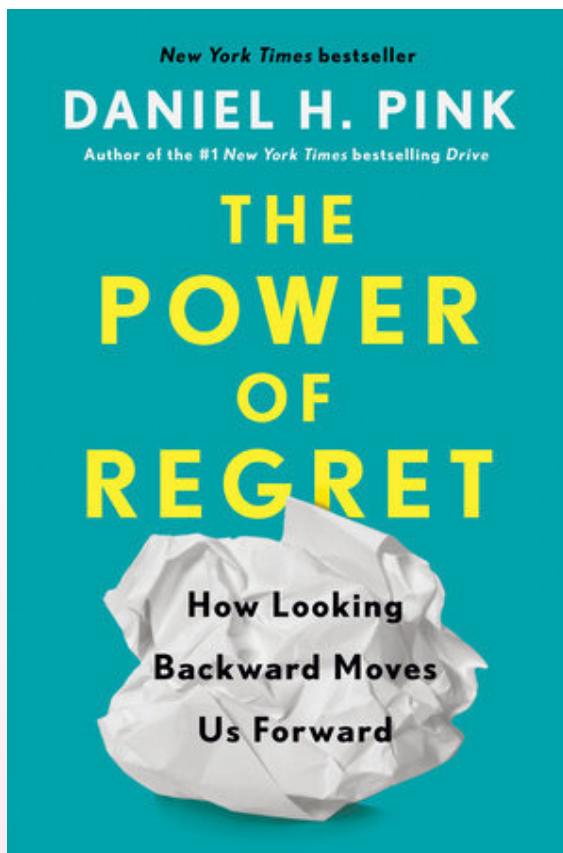
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Book Review

The Power of Regret

By

Daniel H Pink

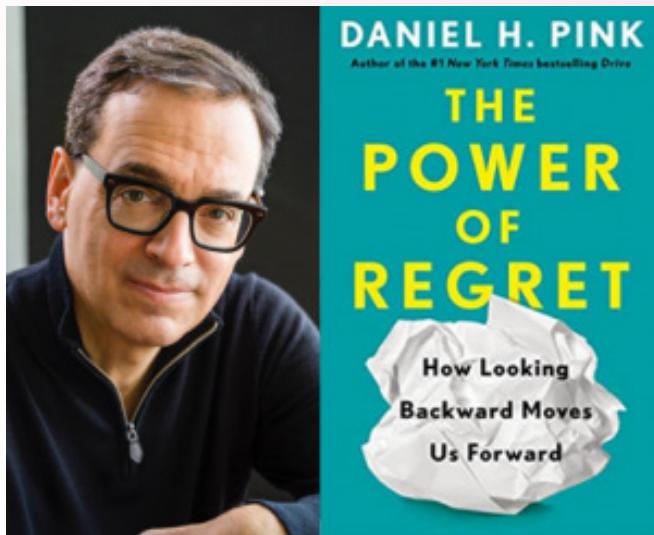


Reviewed by R Venugopal

Daniel Pink has written in this book about the transformative power of our most misunderstood emotion- REGRET.

Published by RIVERHEAD BOOKS
Penguin Random House LLC

"No Regrets" are two words used by many of us in our lives in order to make us believe that we don't bother about the past or to drive home to the opponents that we don't care. But the question remains "Are we true to ourselves or these two words- No Regrets- are only a camouflage to hide our internal emotions and disappointments"



A lot of Research have shown that Regret makes us human and Regret makes us better. Nearly all regrets fall into four core categories- Foundation, Boldness, Moral and Connection Regrets.

Foundation Regrets

These arise from our failures of foresight and conscientiousness. In the early part of our life,

there are two options- one represents the path of an ant- a short term sacrifice but a long term pay off. The other option is the path of the grasshopper- little exertion in the short run but the risks exacting a cost in the long run. Most of us choose the path of a grasshopper. We spend too much but save a little.

These regrets sound like this- If only I would have done the work.

Boldness Regrets

These fears arise from the failure to take full advantage of a given situation to use it as a springboard into a richer life. Sometimes boldness regrets emerge from an accumulation of decisions and indecisions.

With boldness regrets we choose to play it safe. We don't take a bold decision but subsequently regret our decision.

Boldness regrets sound like this- If only I would have taken that risk.

Readers are requested to send their management related questions.

IMPACT will get replies from management experts.

Send your questions to:
impactjournalindia@gmail.com

4 TYPES OF REGRET

DANIEL PINK

art
of
charm



Moral Regrets

We are often faced with a choice to treat someone with care or to harm them or with an option of remaining loyal to a group or betraying it etc. At the pivotal moment, some times we choose what our conscience says is the wrong path. We hurt others. We hoodwink, connive, or violate the basic tenets of fairness. This decision over time gnaws us.

Moral regrets sound like this- If only I would have done the right thing.

Correction Regrets

These arise from relationships that have come undone or remain incomplete like Partners, Spouses, Parents, Children, Siblings, Friends and Colleagues.

Many times we yearn to close the circle but doing so requires effort, brings emotional uncertainty and risks rejection. So we face two options- Try to make the relationship whole or let it remain unresolved.

Correction Regrets sound like this- If only I had reached out.

In Conclusion

All these 4 Regrets reveal the Values of Life we respect-

Foundation Regrets- The value of Stability

Boldness Regrets – The value of Growth

Moral Regrets – The value of Goodness and

Correction Regrets- The value of Love.

Regrets make us Human.

Regrets make us better.

Regrets gives us Hope.

This book offers an urgent and indispensable guide for a life to be well lived.

R. Venugopal

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



Interesting Facts about India

India is on the bucket list for many travelers, and it's no mystery why! The diverse landscape, colorful festivals, and spicy-hot cuisine are already reasons enough to pack your bags to visit Mumbai or Varanasi.

Whether you've been to India before or are just fascinated with this country, here are 37 interesting facts about India that might surprise you.

1. Cows are considered sacred

If hamburgers are a regular part of your diet, you'll need to make some adjustments before visiting India! Cows are protected by their own set of rules in the Constitution, making killing a cow a crime.

Even on crowded city streets, cows have the liberty to roam where they please without fear of being harassed by humans.

2. India is the wettest inhabited place on Earth

Meghalaya village has won the Guinness world record title for the wettest place on Earth, with about 11,873 milliliters of rain annually. The monsoon season lasts six months, so make sure you pack an umbrella!

3. India has over 300,000 mosques and over 2 million Hindu temples

Get ready to be awed and amazed by all the stunning architecture India has to offer. About 15% of India's population is Muslim. The mosques across

the country range from small village buildings to immense famous ones, like the Mecca Masjid in Hyderabad or the Jama Masjid in New Delhi.

The same can be said about India's Hindu temples, which surpass two million to serve the 79.8% of India's Hindu population.

Just the holy city of Varanasi has over 23,000 temples. It is safe to say India is the land of temples!

4. Chenab Bridge is the highest rail bridge in the world



Not all of India's famous monuments are religious. The jaw-dropping bridge spanning the Chenab river in Jammu is 1,178 feet above the water. If you're afraid of heights, you might want to skip this one!

5. Rajasthan has a Temple of Rats

The animal wonders of India continue. Although rats might not be the first species you think of to worship, there is a temple in Rajasthan dedicated to rats.



Thousands of rats call the temple home, making it one of the country's most unique attractions. Many pilgrims visit the temple every year on their own religious journeys, so make sure to be respectful of local customs when visiting.

6. You can drive on the world's highest motorable road

At over 19,300 feet, the Ladakh road is the highest motorable road in the world. Make sure you pack a warm jacket on before embarking on this particular adventure!

7. Home of a mysterious skeleton lake

Located in the Himalayas at about 16,470 feet, the glacial Lake Roopkund has become famous for the human skeletons found in the lake and surrounding areas.

It is thought that the skeletons are the remains of people from the 9th century who perished during a severe hail storm.

8. The popular game “Snakes and Ladders” originated in India

Now sold across the world (sometimes adapted to “shoots and ladders”), this board game traces its roots back to India. It was first created to teach morals and lessons about karma in a way

that young children would understand and remember.

9. India was the first country to mine diamonds

From the 4th century BC for around 1,000 years, India was the only source of diamonds in the world. The original diamonds were found in the Krishna River Delta.

In the 18th century, more diamond deposits were discovered in Brazil, and soon after, in South Africa, adding to the market of diamonds.

10. Hinduism is the oldest religion in the world, and it's not a true polytheism



With documents dating back as early as 5,500 BCE, Hinduism is considered the oldest religion in the world.

There is not a known founder of Hinduism, and no one cares to know who started Hinduism since Hinduism is a way of life.

Currently, Hinduism is the third largest religion in the world, serving more than 1 billion people.

Regarding gods, Hinduism is not a pure polytheism. Hindus believe in one god, Brahma, who is manifested in thousands of other gods.

Along with Brahma as the main god, two other gods make up The Trimurti. Brahma is the creator of the universe, Vishnu is the preserver of the universe, and Shiva destroys the world to recreate it.

It is up to each Hindu to decide which god they worship.

And here's another fun fact about Hinduism; the number 108 is the most sacred number for Hindus. It is the ratio of the Sun's distance from Earth to the Sun's diameter, as well as the ratio of the Moon's distance from Earth to the Moon's diameter.

11. India has 22 recognized languages

The numerous languages spoken across India include Santali, Kashmiri, Bengali, Tamil, and Urdu. However, the official languages are English and Hindi.

India also has the world's second-largest population of English speakers (first is the United States), since most Indians speak their own regional language as well as English for easier communication.

Sanskrit is considered the oldest language in the world, the "mother of all languages." Every Hindu book is written in Sanskrit, and it is said that Sanskrit is the language of the demi-Gods.

12. Ranked the second-most populous country in the world



Second only to China, India has roughly 1.37 billion people... and the number keeps climbing. It's estimated that by the year 2050, India will have surpassed China to become the most populated country in the world.

13. Most Indians eat with only their fingers

It's customary in India to eat food with your fingers, including rice, sauces, meats, and vegetables. Some people argue that to truly enjoy an authentic Indian curry, it's a requirement to eat the dish with your hands!

Don't be afraid to forgo the use of a fork, knife, and spoon while you're in India; just watch how the locals do it and try finger food out for yourself.

14. A village with no locks and doors may be the safest on Earth

The village of Shani Shingnapur is famous for not having a door or lock on a single house. Beyond that, there has not been a recording of a criminal act for almost 400 years.

Many people think that the shared vulnerability has created a neighborly trust between the residents, which has formed a protection stronger than a deadbolt or heavy gate.

15. "Indian food" has become one of the most widespread cuisines in the world



From London to New York City, Indian food has spread across the world and continues to gain popularity. Many argue that authentic flavor and spice is lost in many of the restaurants outside of India itself.

16. India has the highest population of vegetarians

It's estimated that between 15% and 30% of India's population follow a strict vegetarian diet, while many others will only consume fish and no land animals.

Vegetarianism is so widely spread that even western food chains like KFC provide a vegetarian menu for restaurant patrons.

17. There are A LOT of holidays

In 2019, India recorded 26 official holidays, including Independence Day, Deepavali, Holi, and Christmas.

The wide range of celebrations comes from the fact that so many different cultural groups are blended in the Indian population, leading to a plethora of holidays and festivals.

18. Holi is much more than a colorful powder festival



Holi, also known as the festival of colors, is the popular Hindu spring festival celebrated across India and Nepal. Holi's name comes from "Holika", the sister of demon King "Hiranyakashyap," and it signifies the victory of good over evil. It also marks the end of the winter season, welcoming the spring.

While the festival is well known for its colorful powders, water also is a big part of the event as many people use water balloons to engage in water fights with family and friends.

Beyond being a national festival in India, these days, Holi is celebrated by Hindus all over the world.

19. The world's largest sundial is located in India

The town of Jaipur is home to the largest sundial in the world, which is a towering 27 meters (90 feet) tall! If that's not impressive enough, the sundial is constructed from beautiful polished stone to create a truly impressive work of architecture.

The sundial has been listed as a UNESCO World Heritage Site. Every year, it attracts thousands of visitors, who come to witness the shadow moving at about six centimeters per minute.

20. The Taj Mahal is slowly changing color

Perhaps the most iconic landmark in India, the majestic white walls of the Taj Mahal are something almost every traveler dreams of seeing.



However, due to pollution and contaminants in the air, the marble walls are slowly transforming from white into a yellow color.

21. During World War II, the Taj Mahal was disguised as a bamboo stockpile

Even if the color is changing, the Taj Mahal is still one of the most beloved and important monuments in the country.

To protect the building during World War II, the entire palace was covered with bamboo scaffolding, completely hiding the true structure from bomber planes flying overhead.

The trick seemed to work because the Taj Mahal was never struck during the war.

22. In some places in India, Coke and Pepsi are used as pesticides

In the Chattisgarh state of India, which is one of the world's largest rice-producing areas, farmers began to spray their fields with Coke and Pepsi products, since it was cheaper than traditional pesticides and seemed to work just as well.

On looking more closely at this method, it's thought that the sweet syrups attract ants to the field, which eat the eggs and larva of insects that commonly destroy crops.

23. North Sentinel Island is one of the last "untouched" places on Earth



The Indian government has prohibited anyone from going within three miles of North Sentinel Island, home of the Sentinelese people.

In 1991, the anthropologist Madhumala Chattohadhyay had several peaceful encounters with the Sentinelese, but in subsequent years, the people made it very clear (sometimes violently) that they did not want to be disturbed.

It is now considered one of the last places untouched by the outside world.

24. The Kumbh Mela is visible from space

The Kumbh Mela is an important festival and pilgrimage site, and the largest gathering on Earth. While a celebration takes place each year, there is a festival of greater significance at four-year and twelve-year intervals.

The number of people attending the festival is so large that the crowd is visible in satellite photos taken from space.

25. India has one of the lowest divorce rates in the world



According to statistics, the divorce rate in India is about 1 out of every 100 marriages, making it much lower than most countries. This may be partly due to cultural customs and the fact that arranged marriages still occur in India.

26. Frogs Are Married Off

Speaking of marriage, frogs are married in India! Well, at least in Varanasi. Varanasi goes back to its old traditional beliefs and rituals, so when the rains are delayed, the frogs there are caught and married to each other to please the rain gods.

27. The Hindu calendar has six seasons

Instead of the typical four-season cycle most countries recognize, India follows a six-season calendar, recognizing spring, summer, monsoon, autumn, prewinter, and winter.

28. Varanasi is the most ancient surviving city in the world

A few countries around the world claim they have the oldest living city in the world, and India is no exception.

The holy city of Varanasi, also known as Banaras or Kashi, is believed to be one of the oldest living cities in the world. In fact, it is believed that this place was once the home of Lord Shiva and Goddess Parvati.

As Mark Twain puts it, Varanasi is “older than history, older than tradition, older even than legend, and looks twice as old as all of them put together.”

This city’s connection with eternity doesn’t end here, for it is believed that the person who inhales his final breath here actually attains salvation.

This is why so many devout Hindus pilgrimage to Varanasi to spend their last days on Earth. At the



same time, many other devotees flock to the city throughout the year to experience its divinity.

29. The Origin of Ayurveda and Yoga

In addition to being well known as the holiest city in India, Varanasi is also known as the birth-place of Ayurveda and Yoga and their ancient healing systems.

30. India is divided into 29 states

Not many foreigners realize that India is subdivided into states. Some of these states – like Assam, Kashmir, and Goa – are more easily recognized thanks to products like Assam tea, Kashmir silk, or the popular tourist destinations in Goa.

31. Tea is the national beverage of India

It’s no secret that Indians love tea; the beverage is served throughout the day and with meals in every household. India is the second-largest producer of tea in the world, following closely behind China.

32. Around 70% of the world’s spices come from India

India is by far the largest producer of spices, which are shipped across continents to restaurants and kitchens worldwide. Some of the best-known spices are turmeric, cumin, saffron, and chili powders.

33. India has the current tallest statue in the world

Measuring 600ft (182m) in height, the Statue of Unity is currently the tallest statue in the world. The statue, which is a tribute to the independence leader Sardar Vallabhbhai Patel, is located in the western state of Gujarat, where Patel was born.

For comparison, this statue is almost twice as tall as the Statue of Liberty (305ft or 93m). It is made with more than 12,000 bronze panels and weighs about 67,000 tonnes.

34. India is Famous for its Iconic Step Wells

India's abandoned step-wells, known as vavs in Gujarat and baolis (or baoris) elsewhere in northern India, are an important part of its history and architecture.

While information about them is scarce, they're believed to have started appearing mostly between the 2nd and 4th centuries to supply water from the country's deep water tables – especially in the hot, dry states in northern India.

Beyond their primary use, they were often used to provide shade, as temples, community centers, and layovers on trade routes.

Among the most stunning step wells is the Rani ki Vav (the Queen's Step Well), which is undoubtedly India's most awe-inspiring step well. It's crazy to think that this UNESCO World Heritage site was just recently discovered.

35. The steel wires in the Bandra Worli Sealink could stretch around the world

Completed in 2010, the incredible Bandra Worli Sealink bridge required 90,000 tons of cement to build. To hold that all up, enormous steel cables – each with the ability to hold up 900 tons of weight – were put in place along the bridge.

If they were laid out end to end, the cables could reach around the circumference of the globe.

36. Gandhi is one of India's most famous icons

Revered the world over for his nonviolent philosophy of passive resistance, Mohandas Karamchand Gandhi was known to his many followers as Mahatma, or "the great-souled one." He was also commonly referred to as "Bapu," which means father.



In the years following World War I, he became the leading figure in India's struggle to gain independence from Great Britain.

After Partition in 1947, he continued to work toward peace between Hindus and Muslims until his death, when he was fatally shot in Delhi in January 1948 by a Hindu fundamentalist.

Gandhi's face has appeared on all denominations of Indian Rupees printed since 1996.

37. There's a floating post office in India

Not only does India have the largest network of postal services in the world, but it also has some very unique post offices, including one that floats on the water. Located in Dal Lake, Srinagar, the post office has begun to serve as a tourist destination for curious visitors who hope to photograph the unique site. Trust me, Srinagar is one of the most beautiful places in India!

These amazing facts about India are just the tip of the iceberg; this country has so many surprises in store for travelers!

There's nothing quite like real-life experience, so if these facts about India have piqued your curiosity, get ready to travel there in person!

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