

FORCENET

E-ZINE

Magazine for military veterans in the corporate
March 2024, Volume VI, Issue 3



NETWORKING



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FORCENET

From the Editor

Dear Readers,

This month we focus on a very important aspect professional **Networking**. This can be your hidden superpower. As veterans, we've navigated through the rigors of military life, yet, transitioning to civilian life presents its own set of challenges, particularly in finding meaningful employment or pursuing entrepreneurial endeavors. In this journey, one indispensable tool stands out: Networking. It's not just about exchanging business cards or connecting on LinkedIn; networking is the key to unlocking a plethora of opportunities, from securing good jobs to venturing into entrepreneurship and beyond.

Networking isn't merely a buzzword; it's a strategic approach to building relationships that can propel our careers and aspirations forward. At its core, networking is about establishing genuine connections with fellow professionals, mentors, and potential collaborators. Beyond traditional employment, networking also serves as a springboard for entrepreneurship. Many veterans possess the qualities essential for entrepreneurial success – resilience, adaptability, and leadership. Through networking, veterans can forge partnerships, secure funding, and access resources crucial for launching and scaling their own businesses. Whether it's through industry-specific networking groups, entrepreneurial incubators, or veteran-owned business networks, the opportunities for collaboration and growth are limitless.

Furthermore, networking isn't just about advancing individual careers; it's about building a supportive community that uplifts and empowers each other. Veterans understand the importance of camaraderie and teamwork, and networking allows us to extend that sense of camaraderie into our professional lives.

As veterans, we possess a unique advantage in the realm of networking – our shared sense of purpose, duty, and honour. By leveraging our military experience and cultivating relationships within our communities, we can harness the power of networking to unlock a world of opportunities and fulfill our professional aspirations.

Networking isn't just a professional strategy; it's a mindset and a way of life for veterans seeking to navigate the complexities of civilian careers. By embracing networking as a tool for connection, collaboration, and growth, veterans can embark on a journey of endless possibilities and chart a course toward success and fulfillment in the civilian world.

Wishing you all a very authentic and rewarding networking



Your Net Worth,

Capt Rajesh Nair
Editor, ForceNet E-Zine

Celebrating the success of our pioneering seminar

Life 2.0 Pathway Beyond Service



Life 2.0 seminar through the eyes of attendees, as they share their firsthand experiences

Community Delight

“

I'm thankful to all the speakers for addressing the issues in all spectrums and decluttering an important phase of life for the audience.

The seminar has been a pathfinder for some, a session for mid course correction for some. However, what it has been for all is being value addition for the journey ahead.

- J M SHARMA,

A strategic and collaborative leader in IT risk, governance, program management

It was wonderful to spend a productive afternoon with brother officers. Cheers!

- Ravi Joshi,

Writer, Presenter, and Consultant | Infotech Specialist

"Life 2.0 - Pathway beyond Service" was indeed a seminar true to its name. Looking forward to more interactions like these ahead.

- Baltej Singh,

Transitioning Military Leader || Indian Army

”

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		Fat- 0 g	0%
		Fibre-3.16 g	2.9%
		Total carbohydrates-85 g	-
		Vitamin C-13 mg	17.9%
Mango	Mango pulp, Sugar, Liquid glucose, Acid regulator (E330), Stabilizing agent (E440), Class II preservative (E224)	Energy- 360 K cal	18%
		Protein-0.8 g	1.6%
		Fat- 0 g	0%
		Fibre-5.6 g	5.2%
		Total carbohydrates-96.5 g	-
		Vitamin C-25 mg	34.4%
Apple	Fruit pulp, sugar, liquid glucose, acid regulator (E330), stabilizing agent (E440), class II preservative (E224)	Energy-293.4 K cal	14.4%
		Protein- 1.15 g	2.3%
		Fat 0 g	0%
		Total carbohydrates-72.2 g	-
		Total sugars-47 mg	-
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A NOTE FOR THE READERS

This is an interactive e-magazine with active links on many pages, including the advertisements, which can be used by just tapping or clicking on them. For ease of providing feedback, such links have been provided at the end of the articles too.

Disclaimer: The opinions expressed within this e-magazine are the personal opinions of the authors and interviewees. Thus, the information and viewpoints presented in the articles do not represent those of Forces Network, and neither does Forces Network accept any duty or responsibility for them.





Networking

Theme Articles

Theme Article

The Power of Professional Networking: Building Bridges for the Greater Good

BY IQBAL SINGH

Introduction

In today's competitive job market and rapidly evolving industries, the value of professional networking cannot be overstated. Yet, despite its importance, many individuals overlook or underestimate the impact of networking on their career trajectory. Whether due to a lack of time, discomfort with socializing, or a misconception of its relevance, ignoring networking can come at a significant cost. This aspect becomes doubly important for veterans who are planning to transition to a civilian career. Good networking can smoothen your transition to say the least.

We understand the importance of camaraderie, teamwork, and community. Our military service has instilled in us a sense of duty not only to ourselves but also to our fellow servicemen and women and to the greater good of society. In the civilian world, this ethos remains as relevant as ever albeit with a slight change of context, especially when it comes to professional networking. Networking is often perceived as a self-serving endeavour - a means to advance one's own career or business interests.



UNSPLASH: REBECCA GRANT

Networking is all about creating a fabric of personal contacts to provide support

I Hate Networking

You would have heard some people say that, “ I hate networking”. However, in today’s noisy and hyper competitive world networking has become a necessity. A lot of research shows that professional networks lead to more job and business opportunities, broader and deeper knowledge, improved capacity to innovate, faster advancement, and greater status and authority. Building and nurturing professional relationships also improves the quality of work and increases job satisfaction. The negative perception of networking is due to an extremely narrow view of the subject. Most people view it from a lense of selfishness - however it is much more than that and needs to be viewed in a broader concept.



PHOTO SOURCE: UNSPLASH: MATTIA

When viewed in the correct perspective networking is a value accretive activity

Despite the undeniable benefits of networking, many individuals continue to hesitate or resist engaging in networking activities due to various barriers and misconceptions. Common misconceptions include:

- **Networking is Time-Consuming:** While networking does require an investment of time and effort, it doesn't have to be an all-consuming activity. Even small, consistent efforts, such as attending occasional networking events, connecting with colleagues on LinkedIn, or scheduling informational interviews, can yield significant benefits over time.
- **Networking is Only for Extroverts:** Contrary to popular belief, networking is not reserved for extroverted individuals with outgoing personalities. Networking is about building genuine connections and relationships, which can be achieved through various approaches, including one-on-one conversations, online interactions, and small group settings.
- **Networking is Transactional:** Effective networking is not about making superficial connections or collecting business cards; it's about building authentic, mutually beneficial relationships based on trust and reciprocity. By focusing on building meaningful connections and offering value to others, individuals can cultivate long-lasting professional relationships that extend beyond immediate transactions.
- **Networking is Only for Job Seekers:** While networking can certainly be valuable for job seekers, its benefits extend far beyond job hunting. Networking is essential for career advancement, professional development, entrepreneurship, and staying connected with industry trends and opportunities.

While it's true that networking can open doors to new opportunities and personal growth, its impact extends far beyond individual gain. When approached with the right mindset, networking becomes a powerful tool for fostering collaboration, sharing knowledge, and creating positive change in our communities.

One of the key advantages of networking is its potential to facilitate collective success. By connecting with fellow professionals, mentors, and industry leaders, we can exchange ideas, insights, and resources that benefit not only ourselves but also those around us. Whether it's sharing job leads, providing mentorship to aspiring veterans, or collaborating on community initiatives, networking enables us to leverage our collective strengths for the greater good.

Networking cultivates a culture of reciprocity and mutual support. Just as we seek guidance and opportunities from our network, we also have a responsibility to pay it forward. This could mean mentoring transitioning veterans, volunteering our time and expertise for charitable causes, or advocating for policies that benefit our community. By giving back to our network and community, we not only strengthen our relationships but also contribute to the well-being of society as a whole.

So, how can veterans harness the power of networking for the greater good? Here are some techniques and strategies to consider:

- **Build Genuine Relationships:** Networking is about more than just exchanging business cards or adding connections on social media. It's about building meaningful, authentic relationships based on trust, respect, and shared values. Take the time to get to know your fellow professionals on a personal level, and look for ways to support and uplift each other.
- **Attend Networking Events:** Whether it's industry conferences, professional meetups, or veteran networking groups, attending networking events provides valuable opportunities to expand your network and connect with like-minded individuals. Be proactive in introducing yourself, engaging in conversations, and following up with contacts afterward.
- **Utilize Online Platforms:** In today's digital age, online platforms like LinkedIn offer powerful tools for networking and professional development. Take advantage of these platforms to connect with professionals in your industry, join relevant groups and discussions, and showcase your skills and experience.



PHOTO SOURCE: UNSPLASH: ANTENNA

Networking is a social human need

- **Offer Value:** Networking is a two-way street. Look for ways to offer value to your network, whether it's through sharing industry insights, making introductions, or providing support and encouragement. By being generous with your time and expertise, you'll strengthen your relationships and build goodwill within your network.
- **Pay It Forward:** As you progress in your career, don't forget to pay it forward by mentoring and supporting fellow veterans and aspiring professionals. Share your knowledge and experiences, offer guidance and advice, and help others navigate their own career paths. By empowering others to succeed, you'll contribute to the growth and prosperity of your network and community.

The Real Cost of Ignoring Networking

For those naysayers about networking let me delve into the real consequences of neglecting networking and highlight why building connections is essential for professional success.

- **Missed Opportunities for Career Advancement:** One of the most immediate consequences of ignoring networking is the missed opportunities for career advancement. In many industries, job openings and promotions are often filled through referrals and recommendations from within one's professional network. By failing to actively engage in networking activities, individuals may find themselves excluded from these informal channels of recruitment and advancement.
- **A Tale of Two Candidates:** Consider a scenario where two equally qualified candidates apply for a coveted position within a company. Candidate A has invested time and effort in building a strong network of industry contacts, attending networking events, and cultivating relationships with professionals in their field. Candidate B, on the other hand, has focused solely on their technical skills and neglected networking opportunities. In this scenario, it's likely that Candidate A, with their established network and connections, will have an edge over Candidate B. They may receive insider information about the job opening, have their application personally recommended by a mutual contact, or be invited for an interview based on a referral. Meanwhile, Candidate B may remain unaware of the opportunity altogether or struggle to stand out among a pool of applicants.
- **Limited Access to Resources and Support:** Networking is not just about securing job opportunities; it's also about accessing resources, support, and valuable insights that can aid in professional development and growth. Through networking, individuals can gain access to mentors, advisors, and industry experts who can offer guidance, advice, and mentorship tailored to their career goals. For example, imagine a retiring veteran entering the civilian workforce with aspirations of starting their own business. By actively participating in networking events and connecting with seasoned entrepreneurs and business leaders, they can tap into a wealth of knowledge and expertise. These connections may provide

valuable advice on navigating the challenges of entrepreneurship, offer introductions to potential investors or collaborators, and share insights gleaned from their own experiences.

- **You May Be Alone:** Without a strong network to rely on, individuals may find themselves navigating the complexities of their careers or ventures alone, without the benefit of guidance or support from those who have walked a similar path. This can result in missed opportunities for growth, increased uncertainty, and a lack of access to valuable resources that could accelerate their success.
- **Stagnation and Limited Professional Development:** Networking is not just about advancing one's career; it's also about continuous learning and professional development. Through interactions with professionals from diverse backgrounds and industries, individuals can broaden their perspectives, stay abreast of industry trends, and acquire new skills and knowledge that are essential for staying competitive in today's fast-paced job market.
- **Showcase Talent:** Moreover, networking provides a platform for individuals to showcase their talents, expertise, and accomplishments to a wider audience. By sharing their achievements and contributions within their network, individuals can enhance their visibility and reputation within their industry, positioning themselves as thought leaders and experts in their field.
- **Impact on Long-Term Career Prospects:** The consequences of ignoring networking extend beyond immediate job opportunities and professional development; they can also have a lasting impact on long-term career prospects. In today's interconnected world, building a strong professional network is essential for staying relevant and adaptable in the face of evolving industry trends and technological advancements. Consider the case of an individual who remains isolated from their professional network, content with their current role and responsibilities. While they may excel in their current position, they risk becoming complacent and insulated from external changes that could affect their industry or profession.

Conclusion

In today's interconnected world, professional networking is not just a nicety; it's a necessity for navigating the complexities of the modern workplace and achieving long-term career success. Ignoring networking comes at a significant cost, including missed opportunities for career advancement, limited access to resources and support, stagnation in professional development, and a narrowing of long-term career prospects.

To overcome the barriers and misconceptions associated with networking, individuals must recognize the value of building genuine connections, investing time and effort in cultivating their network, and embracing networking as a strategic tool for professional growth and success. By actively engaging in networking activities, individuals can expand their opportunities, enhance their expertise, and position themselves for success in an ever-changing job market.

In conclusion, the real cost of ignoring networking is not just missed opportunities; it's a missed chance to invest in one's future, unlock new possibilities, and realize one's full potential. By prioritizing networking as an essential component of their professional toolkit, individuals can build a strong foundation for long-term success and thrive in today's dynamic and interconnected world.



Iqbal Singh is a former infantry officer who started his career with The Garhwal Rifles in Dec 1987. He took premature retirement from the Indian Army in 2008 as a Lt Col to pursue a career in the corporate in the technology industry. He is currently working in a senior role with a Big Tech company based at Gurgaon. Iqbal is also the Founder of Forces Network – the Network of the military veterans in the corporate.

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Theme Article

Networking - An Opportunity

BY AFZAL AMDANI

Networking is not about just connecting people. It's about connecting people with people, people with ideas, and people with opportunities."

--- Michele Jennae



PHOTO SOURCE: VIP-GO.PREMIUMBEAT.COM

Enhancing connections is the essence of networking. It's not just about linking individuals; it's about forging bonds between people, ideas, and opportunities. Michele Jennae beautifully captures the multidimensional nature of networking in the above quote.

Transitioning from military to civilian life can present unique challenges for veterans seeking career progression. Networking emerges as a crucial tool in this journey, enabling veterans to build relationships with like-minded individuals, share experiences, and explore new opportunities. Veterans bring a wealth of skills like leadership and adaptability from their military service, making them valuable assets in the professional world. However, translating these skills into civilian contexts can be daunting without a strong network. Engaging in networking activities allows veterans to showcase their abilities, gain industry insights, and explore diverse career paths effectively.

Networking serves as a bridge connecting veterans to a world of possibilities beyond their military service, empowering them to navigate the complexities of post-military employment successfully. There are various ways to build network example, Networking events, online platforms, social networks, hobby clubs (marathon training, cycling, golf clubs, bird watching, photography, hiking, paragliding, and the list is unlimited).

Government agencies such as Directorate of Resettlement, Army welfare placement organization, Zilla Sainik Boards and many corporate companies have their own programs to connect and nurture veterans specific to their organizations. Additionally, few individual initiatives such as **Forces Network** - has been publishing newsletters with rich and diverse content for the benefit of transitioning veterans and the veterans who are already in corporate roles. It has become a mouthpiece of Indian veterans over a period of 16 years. It also organises focused seminars and webinars on current market trends to ensure that the veteran fraternity gets benefitted. All the government and private initiatives exemplify efforts to support veterans in their career pursuits.

These gatherings serve as platforms for sharing insights on job search strategies, optimizing resumes, preparing for interviews, and staying updated on industry trends. Mentorship programs within veteran communities provide invaluable guidance and encouragement, nurturing personal development and fostering a sense of camaraderie among members. These initiatives offer tailored resources, networking opportunities, and mentorship to aid veterans in their post-military employment journey.



PHOTO SOURCE: FORCES NETWORK DELHI

In the digital era, Networking for veterans extends beyond physical interactions at conferences and seminars. social media platforms like LinkedIn play a crucial role in expanding professional networks. Online communities dedicated to veterans provide a plethora of resources, advice, and networking avenues across various industries. Specialized groups on LinkedIn enable military veterans to connect with military and non-military professionals who share similar backgrounds and explore diverse career paths based on their interest and passions.

With the advent of technology, virtual spaces like WhatsApp groups have emerged as powerful tools for fostering collaboration, sharing resources, and nurturing a sense of unity among veterans worldwide. These groups serve as dynamic hubs for veterans to engage in real-time discussions, share information, and build lasting friendships based on shared experiences and values. By overcoming barriers posed by distance, time zones, and language differences, these virtual communities amplify the collective voices of veterans and broaden their reach.

Networking is not just about securing a job; it opens doors to hidden employment opportunities that may not be publicly advertised. Leveraging personal connections increases the likelihood of being referred for job openings, giving veterans a competitive advantage over traditional applicants. Building a robust network not only boosts professional success but also provides emotional support and a sense of community during the reintegration process.

Networking is crucial for the veterans who are already in corporate life, offering benefits like idea validation, diverse perspectives, and access to experts for personal and professional growth. This includes senior mentors, coaches, and peer mentors. By building a strong network, veterans can access resources, mentorship, and job opportunities, empowering them to succeed in post-military careers by leveraging their skills and experiences effectively in the civilian workforce.

We have to remember that networking requires significant effort and time to build, nurture & grow the network. Apart from the intent, it works on mutualism - it is mutual beneficial relationship. This also includes “pay forward” where we need to extend the helping hand to the veterans to transition and to grow in their professional career. We have to always remember that network is **“Net Worth”**.



Captain Afzal Habib Amdani, commissioned from the Officers Training academy and a Madras Sapper Officer, leads a delivery center for an Indian tech giant in the Philippines. He sees his professional and personal convergence as a means to create a positive impact, leveraging digital technology to fulfill this purpose. A marathoner and paragliding enthusiast, he is fascinated by agility, speed, and scale.

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Theme Article

NETWORK - NET WORTH

BY VARUN DHAND

Networking is the process of getting connected with people and building relationships in life. In simpler terms, networking is like talking to people with common interests in business, job, hobbies and relationships where a person or a group of persons talk to each other for a common aim. The interaction through networking sometimes becomes a win-win situation and a net worth for individuals or groups involved in an interaction. Networking is a one stop solution where complex and time consuming communication process for any work can be shortened by the personal rapport of the individual. This results in quick response from the individual or the organisation with whom one is trying to contact for any work. Networking has lots of benefits and has the ability to change lives in following ways:

- **Inter Personal Skills:** Networking improves inter personal communication skills of an individual because these skills are required to do networking and they get polished over period of time.
- **Personal Reputation:** Man is a social animal and networking helps humans to be civilized in a society. While having networking in personal and professional relationships, individuals build their reputation depending how interaction takes place and finally drawing a conclusion out of that conversation. In this process, a reputation of an individual is built which can be positive or negative. This reputational image is carried forward and effects many aspects.
- **Act as a Database:** In digital age, networking can be done via various electronic media modes. While making exchanges in any electronic form, an individual is creating a database of contacts which can be revived at any required point of time.
- **Build Relationships:** This is the most powerful and non-tangible aspect of the networking. Building long term relationships have greater significance than connecting people on required basis for a short-term gain. People should not use networking for their own selfish interests. At times when the motive gets solved, people tend to forget to maintain connections until required for.

Network and Social Media

The new name of networking is Social Media. Social media has transformed the networking and has brought a revolution with a faster mode of communication. For any advertisement in older days, people used to approach print media but nowadays a person's own profile can highlight and advertise own content without getting charged for a penny and they even can earn from valuable content posted on various social media platforms.

- **Networking in Jobs:** Networking helps find unadvertised jobs/internships. 'Word of mouth' is a game changer which brings instant trust in a profile and bypasses many filtering processes and can bring the right candidate at the right place. This word of mouth is known as job referral in corporate. I got help from a job referral by a friend where within one day I was called for interview and in a week appointment letter of a job in my hand. I have also helped various officers through job referrals and they directly face the interview through connections. There are also various professional social media platforms like LINKEDIN which becomes your resume when you post your profile on it.
- **Networking in Business:** In today's era of business, 'Startups' is the latest buzz where people from different walks of life come and work together to offer solutions to a problem statement. Through good networking, people are getting angel investors to fund their cause through various rounds of fund raising. Companies are doing majority business on their company website and social media platforms like Instagram, Facebook where they are getting customers and unlimited publicity by using Business to Customer model.
- **Networking in Life:** Networking has a lot of importance in one's life. In my case, I remain connected from CEO of a company to the clerical staff in the police department. Networking had taught me that there is nothing like small or big person in networking; it is important that you give respect to the individual while networking. I also have a peculiar habit of talking to people (my coursemates, my personal and professional contacts) on regular intervals which helps me to build and blossom long term relationships by establishing unbroken bonds with them.

Network and Forces Network

Forces Network is perfect example of strong networking and camaraderie. It binds people from armed forces background to come together to discuss common problems in a group. Through the power of networking, the group members bring solutions which are helpful for the Forces Network community.

Networking dynamics have changed and are evolving continuously. There is always a positive aspect in networking but people lose this advantage by exhibiting their selfish behavioral approach and materialistic mindset. **Network** is always a **Net Worth** and is always a best bet in any situation.



Lt Cdr Varun Kumar Dhand ret'd from Indian Navy with 11 years of service in Executive cadre. He had left Indian Navy in 2018. Presently, he is working as Deputy Manager (Security) in State Bank of India, Mumbai. He is passionate of reading books, running marathons, writing book reviews, write and debate on different topics of national importance. Readers can share their feedback of book review at dhand1984@gmail.com

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Star of Forces Network

A Forces Network Star is a member of the Forces Network who has gone on to achieve glory in the his/her corporate/civilian avatar. The aim of this series is not just to celebrate our successes from the veteran community, which unfortunately we do not do enough, but also to inspire others. The ultimate goal is to set up a virtuous self-sustaining cycle of inspiration leading to more successes in turn inspiring many more.

IN INTERACTION WITH IQBAL SINGH

Lt Col Amitava Mukherjee was commissioned in Dec 87 from IMA. In his 21 years Army career he had held many prestigious appointments including CO of a Light Regiment. Post his army tenure he has worked with DCPL, Surya Roshni Ltd, JSW Steel and Tata Steel. He has done his Diploma in Industrial relation from NIPM, Fellow and life member of Indian Society of Training and Development He is currently based out of Ludhiana.



IQ: Please tell us something about your background prior to joining the Army, and your subsequent Army career. Please share any significant achievements.

Amitava: I was born and brought up in Delhi. After my graduation from Sri Venkeshwara College, DU, I had an year's stint in an US Multinational pharma co. Thereafter I had joined IMA 81 Reg batch and was commissioned to Arty in Dec 1987.

The Army career was an eventful 21 years. I was enriched by 3 staff appointments as Capt, Maj and Lt Col, Company commander of a Rashtriya Rifles Battalion, Battery Commander of a Bofors unit in Kargil, and CO of Light Regt in LAC which got converted to the first Brahmos Regiment of the country during my command. I took pre-mature-retirement after putting in pensionable service of 20 years.

IQ: Give us an understanding about your current role and what you are presently engaged in. Also please share in chronological order the roles and companies in your corporate career?

Amitava: On honourable discharge (PMR) from Army in Sep 2008, and a resettlement course at IIM Calcutta, I had joined a consultancy firm at Kolkata, viz. DCPL, where I was given Estate management and HR roles. Designing and implementing a 360 degree Performance management system in 2008-09 was the key learning.

Within 15 months, I got an offer from Surya Roshni Ltd at Bahadurgarh, which offered a job bigger role, with a twofold hike in salary. Formation of Admin Dept. which was earlier in the cusp of Time-office (HR now) was the main job. My 2 ½ yrs tenure took me to all the 5 plants they had in India. Notable was handling labour strike for 5 months in one of the plants.

In 2010, I got offer of GM Admin/ Security position in JSW Steel's greenfield project at West Bengal, which I lapped up. Known to few, JSW is the largest and leanest private Steel manufacturer in the country. Greenfield project in West Bengal was an unique journey as I was given additional role of HR, CSR, Land and liaison. After 3 years, I moved to their energy division on deputation, as a core group member for acquisition of 1100 MW power plant at Kinnaur (HP).

In 2015, I got an offer from Tata Steel Ltd to Head Admin and Corporate Relation function at their Coal Mining Division. After 3 yrs, I was upgraded to lead the Admin vertical of 3 million Ton Steel Plant at Odisha, and last year to a 'Carbon neutral' Greenfield project at Ludhiana.



With head of Tata Steel Adventure Foundation, Ms Bachendri Pal

IQ: How did you prepare yourself for the Military to Corporate transition?

Amitava: The transition decision probably was easier as I had worked in 'civil' before joining Army. I had certain degree of financial security in terms of own house, and spouse being employed in Govt service. IIMC also helped in the transition process by mental conditioning.

IQ: What were the challenges faced during your Transition? How did you overcome the challenges?

Amitava: The challenges were primarily the very different way of functioning at corporate office and industry setup. It's a lot more chaotic at times, and most difficult was fathoming the office politics which we are not used to. However, I met some good mentors who gave practical advice. Sincerity, integrity and quest for learning enabled me to move up for good to better cos. By the time I left Surya Roshni Ltd., I was pretty comfortable with manufacturing industry setup, and further stayed on with steel and related business groups.

IQ: Even though you are in an administration role did you have to learn some technology related subjects? How did you do so?

Amitava: I didn't delve much into technology related subject as such. I learnt HR practices, CSR, land acquisition issues, and nuances of service industry especially related to Hospitality, Travel Management. Besides, I had a deep dive CSR and role for over 6 yrs.

IQ: If you were to Transition from the military to the corporate today with the benefit of all the insights and wisdom that you have gained in the corporate today what would you have done differently?

Amitava: While I pursued generalised courses in HR and Training and Development, hoping to transition to HR permanently, but it did not happen. Rather, I would have honed my skills in my related field of Hospitality and travel management, data management, CSR and sustainability. It is also important to hone knowledge of the chosen sector and understand the underlying business well. Financial literacy like understanding the various financial statements well is another area I should have focussed upon.

IQ: Any important lessons you learnt while switching jobs and companies in your corporate career? Any advice for transitioning military personnel on this front?

Amitava: The challenges were primarily the very different way of functioning at corporate office and industry setup. It's a lot more chaotic at times, and most difficult was fathoming the office politics which we are not used to. However, I met some good mentors who gave practical advice. Sincerity, integrity and quest for learning enabled me to move up for good to better cos. By the time I left Surya Roshni Ltd., I was pretty comfortable with manufacturing industry setup, and further stayed on with steel and related business groups.



Tata Steel Jamshedpur- renovated Modi Park

IQ: Any important lessons you learnt while switching jobs and companies in your corporate career? Any advice for transitioning military personnel on this front?

Amitava: It is better to stick to your core competency area and move to 'leader' in the sector. Sincerity and hard work pays dividends, as many jobs are through referrals. So it is important to create and maintain your brand as an employee.

IQ: How important is it to understand your own passion and expertise and then to work towards upskilling in that domain so as to have a better innings in the corporate? How does one identify one's passion?

Amitava: Though it is difficult to balance the two, as your passion may not earn you enough yet, unless you are very good at it. Core competencies of Armed Forces is self-motivation, commitment to work, discipline, values, and reporting. We also work without looking at the 'time' or whether it's a weekend/holiday, we also don't require supervision.

I continued my passion to read, travel and interact with ground level persons like factory workers, miners, gardeners, hotel guys, cooks, facility personnel, drivers etc. They can give you lot of insights and that helps you to stabilise in life.

IQ: You have had a long stint in the corporate. To be successful what traits from the military must be give up and what must we imbibe?

Amitava: We learnt the military values the hard way and these are ingrained into us. It is important to be seen as a reliable, committed, truthful and straightforward person. Often, some of us may think that it is difficult to survive in industry with strict value system. But on the contrary, I have seen manipulative persons landing themselves in trouble.

It is also better to be tight lipped about your achievement in the Forces (be Beyond the past glories- as the Feb 2024 Issue of ForceNet E-Zine had said), unless it's a genuine interest shown by the other person. I feel calling civilian friends to residence for canteen liquor be avoided till you know them reasonably well. It is better to join them at a pub rather and pay up.



At Tata Steel Kalinganagar Plant

The best part of transition to a different ecosystem is the learnings and experience you get alongway. If you are smart, you can double you earning (CTC) every 5 yrs.

Development of 'soft skills' like improve listening skill, tolerate the apparent chaos and nonsense around us and giving up the air of Armed Forces officers are important, while maintaining the ethics and dignity of forces.

IQ: Tell us about your family. What role did your parents play in shaping your value system. Also share the role played by your family including spouse in your successful Transition?

Amitava: Due to my upbringing, I have middleclass values, i.e., truthfulness, honesty, hard work, politeness and abiding to laws/rules. Emotional support of my mother and brother, and later my spouse was paramount for my risk taking and learnings thereof.



With My Family



Iqbal Singh is a former infantry officer who started his career with The Garhwal Rifles in Dec 1987. He took premature retirement from the Indian Army in 2008 as a Lt Col to pursue a career in the corporate in the technology industry. He is currently working in a senior role with a Big Tech company based at Gurgaon. Iqbal is also the Founder of Forces Network – the Network of the military veterans in the corporate.

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Expatriate Interview

In this series we plan to showcase the achievements of the members of Forces Network who have settled abroad and carved a niche for themselves through hard work, grit and determination. The aim is to bring to fore the mechanics of such transitions, and thereby quell the apprehensions of the larger community in the Network. Learning from each other would help us exploit our true potential in any part of the World. And, it could be beneficial for our families too.

IN INTERACTION WITH IQBAL SINGH

Wg Cdr Rajiv Mishra, an eminent aviator and aviation professional, stands with a remarkable record of over 7000 incident/accident-free flying hours. As a Federal Aviation Administration (FAA) Flight Instructor, Wg Cdr Mishra imparted his vast knowledge to aspiring aviators. He has played a pivotal role in startup ventures, demonstrating his acumen in business formation, sales, and strategic promotion. Beyond the cockpit, Wing Commander Mishra has delved into the intricacies of supply chain management, He is Certified Author-level Consultant with Kinaxis. His expertise extends to working with industry giants such as SAP, ERP, Oracle etc.



IQ: Please let us know something about your background prior to joining the IAF?

Rajiv: I was a Post Graduate in Mathematics, Pursuing PhD in General Theory of Relativity.

IQ: Tell us about your military career. What were the experiences that defined you and what were important life lessons that the military taught you?

Rajiv: A Promising Gentleman with Positive thoughts.

IQ: What was the impetus for you to leave the uniformed service so early in your military career?

Rajiv: The motivation for me to leave the services was to Explore more Professional Knowledge and Expertise in Civil Domain.

IQ: How was your Transition journey from the military to the civilian world? Any lessons that you may like to share with the military personnel contemplating a switch to the civil?

Rajiv: My transition wasn't smooth but it was worth that way. Allow the path to coming your way to run on.

IQ: Please give us details about what you are presently engaged in your professional role and where are you based out of?

Rajiv: I am currently engaged in the below professional roles:-

- Aviator with three Contracting State Pilot Licenses of highest level.
- Consultant to Few FTOs Globally
- Chief Pilot two FTOs (USA/INDIA)
- Chief of Operations EVOCS INDIA, Partner link partner to Kinaxis Canada. (INDIA/SINGAPORE).

IQ: What would be the top 3 things that transitioning military personnel need to unlearn as well as learn while seeking a successful corporate career?

Rajiv: The top 3 things that transitioning military personal should Unlearn:-

1. You are the BOSS,
2. Can work for Guidance only
3. You are absolute right.

and the 3 things that should Learn:-

1. To Work at Shop Level,
2. Allow juniors to own responsibility,
3. Don't expect until delivered



Funny me at Keywest

IQ: What are the challenges in relocating to another country and starting all over again? How did you overcome them? Any advice to others?

Rajiv: The challenges in relocating to another country is taught well while in defense that is how to face new challenges without losing focus on core objectives.

IQ: If you were to live your second career journey again would you do anything differently? What and why?

Rajiv: I would Open my own Airline Logistics Carrier. This is to Manage Complex Challenges for grand success.

IQ: How has been your entrepreneurial journey so far? Are you satisfied?

Rajiv: I have a lot to do and is still left, I would need a rebirth to complete it all.

IQ: What are your future plans going forward? Do you intend to come back to India or continue overseas?

Rajiv: I Would like to continue working Overseas, but working for Indian Growth as well through whatever contribution I could make with my experience and expertise.

IQ: So, what advice would you like to give to the fellow ForceNet members who want to take up entrepreneurship abroad?

Rajiv: Think BIG, the Opportunities are unlimited.



With my Inspiration

IQ: Tell us more about your family? How important is family support in switching careers as well as moving abroad? You may like to illustrate with examples from your life?

Rajiv: We are three in family self, Wife and Son. Family comes first always, whatever you do family must remain in agreement with that. My Family is always supportive to my decisions and they contribute with their valuable suggestions. Quitting Job in India and overnight leaving for US without work Visa was a tough decision but my happiness was well understood by my wife and little son.

IQ: Do you pursue any hobbies or interests? Tell us more about them.

Rajiv: I do have interests in Golf, Tennis, Books, Music (playing Instruments) & learning whatever comes my way.



Lt Col Iqbal Singh (retd) is an infantry officer who started his career with the Garhwal Rifles in Dec 1987. He is currently a senior technology executive with a Big Tech firm based at Gurgaon. He is firmly of the belief that tech is an enabler and your friend. He is the Founder of **Forces Network** – the Network of the military veterans in the corporate. His message to comrades-in-arms has been do NOT be afraid of tech but embrace it. In line with thinking he relishes breaking stereotypes, crashing glass ceilings and doing the seemingly impossible. He believes that there are no barriers: all the barriers exist only in one's mind. It was with that firm conviction that Iqbal started the now famous **ABCT** (Any Body Can Tech) Program in Forces Network in 2019. Under this program non-tech officers were taken to cloud certification level. Over 40 participants got certified from Microsoft in cloud computing under this program. This launched the tech careers of many of such participants. Iqbal believes that cyber security as a career is set to boom. He is convinced that military personnel can easily transition to cyber security with some upskilling. Accordingly he has authored a series of articles demystifying cyber security. The current article is the sixth article to appear in the ForceNet E-Zine as part of the series.

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Knowledge Bytes

"HOMETOWN IS WHERE THE HEART IS"

BY DHIRAJ BHIMWAL

(This is going to be a Four article series, starting Feb 2024.

This is the second part of the Article in the series by the Author)

"ROOTED IN NOSTALGIA: THE EVERLASTING INFLUENCE OF OUR HOMETOWN ON PERSONAL AND PROFESSIONAL JOURNEYS"

"Country roads, take me home, to the place I belong," this nostalgic song by musician John Denver has been rejoiced by many of us at some stage or other in life. The song strikes a nostalgic emotional chord and takes our mind down the memory lane into our childhood. It is said that **"Home is where the heart is,"** and you all will agree with me that our heart will forever belong to our respective hometown (irrespective of its geographical location, size) as there is a unique comfort in the embrace of familiar faces and the warmth of hometown's essence.

In the vast tapestry of our lives, there exists a thread, a connection that ties us to a place, a sanctuary of memories and experiences - our hometown. It is



more than just a geographical location; it is a repository of our formative years, shaping the very core of our identity. As we navigate the intricate web of personal and professional pursuits, the indelible influence of our hometown remains steadfast, weaving through the fabric of our existence.

A casual conversation with a stranger generally includes a mention or enquiry about respective hometown and if by any chance the other person turns out to be from the same city or town, it immediately establishes a common harmony and we develop a unique *bon homie*. The love people kindle for the place they grew up is a complex interplay of emotional ties, cherished memories, and formative experiences. The hometown not only shapes individual personalities but also contributes to a shared cultural identity. Exploring and understanding this connection sheds light on the enduring impact of childhood environment on the emotional and psychological landscapes of individuals.

We do not miss our hometown till the time we move out of it due to various reasons such as education/job or any other rationale. It is at this juncture in life that we look forward to revisit our hometown and an opportunity of returning to hometown is like hitting the nostalgia jackpot – a reunion with the familiar streets, the unchanged landmarks, and the echoes of our younger selves. There is a magnetic pull that brings us back, and it is not just the gravity-defying ability of our favourite local eating joint. As we eagerly plan our trip back, we cannot help but anticipate the joy of catching up with old friends, rekindling sibling rivalries, and attempting to convince our parents that we are still fully functional adults. It is not just about revisiting the iconic hangout spots; it is about reliving the shared jokes, the inside stories, and the collective eye-rolls at the town's quirks. A unique memory of returning to hometown as local celebrity, after attaining a key milestone in our professional or personal life such as clearing the Service Selection Board (SSB) test or return from academy post commissioning can be still cherished by us.

You all will agree with me that one can witness a distinct change in the behaviour or conduct when one comes back to his hometown or home turf, a unique ease combined with confidence is reflected, and there cannot be a better example then that of a newlywed couple, when the bride returns to her home town for first time post marriage with her husband a unique shade of being in the driving seat is displayed by the wife. That is charm of being in hometown.

For a person in uniform a posting at hometown is like a dream come true, but it may be mixed bag wherein he/she will unknowingly assume the role of local contact or knowledge point. It also brings unexpected challenges wherein they have to balance military duties with personal obligations in a setting where they are well known. On one hand they get to enjoy the familiarity of home, reconnect with family and friends, and indulge in hometown comforts, on the other hand, it can also bring unexpected challenges like constantly running into acquaintances when trying to keep a low profile. But every uniformed person looks for a hometown posting or place nearest to it. Even after transition or superannuation hometown is the preferred place to start the next inning.

In the familiar streets of hometown, every corner holds a cherished memory. The profound connection individuals share with the place they grew up is a testament to the lasting impact of childhood memories on one's emotional well-being and personality. This article is the second in the series of articles, (*In the first article **Pehla Hamesha Pehla**, published in Feb 2024 issue we spoke about the unique place the first of each life experience holds for us*) and it delves into the reasons behind the universal sentiment of love and nostalgia for one's hometown, examining the emotional ties that bind individuals to the landscapes of their formative years. They can be summed up as under: -

- **Roots of Emotional Connection:** The emotional connection to one's childhood home often stems from the foundational experiences and relationships formed during these early years. The familiarity of the surroundings, the comfort of known faces, and the sense of security contribute to a deep-seated attachment that endures over time.
- **Memory Lane:** Childhood memories, characterized by innocence and simplicity, play a pivotal role in shaping an individual's perception of their hometown. The nostalgia associated with places like the neighbourhood park, school, or local hangouts creates a mental haven where cherished moments are preserved, fostering a sense of belonging.
- **Influence on Thoughts and Beliefs:** The values and traditions instilled during childhood are closely tied to the environment in which they were cultivated. The community, cultural nuances, and familial influences all contribute to shaping an individual's core beliefs and thought processes. The hometown becomes a silent architect of personal philosophies.
- **Impact on Personality:** The nurturing environment of a childhood home can significantly impact the development of one's personality. Positive experiences and a supportive community often foster traits like resilience, empathy, and a strong sense of community. Conversely, challenging environments may instil perseverance and adaptability.



- **Sense of Identity:** The hometown serves as a foundational element of an individual's identity. It is a reference point that shapes the way people perceive themselves and others. The shared experiences with fellow community members contribute to a collective identity that transcends individuality.
- **Cultural Significance:** The cultural fabric of a hometown leaves an indelible mark on its residents. Festivals, traditions, and local customs become integral parts of a person's identity, fostering a unique sense of pride, and belonging. This cultural influence often extends beyond childhood, influencing lifestyle choices and interpersonal relationships.

- **Nostalgic Anchors in Professional Pursuits:** Our hometown acts as a compass, directing our professional trajectories. The values, work ethic, and community spirit instilled during our upbringing become the bedrock of our professional character. The first job interview, the initial taste of success – these milestones echo



the resilience and determination cultivated in the familiar embrace of our hometown. The ethos of hard work and collaboration, imbibed from our roots, often propels us forward in the competitive landscape of the professional world.

- **Community Bonds and Networking:** In the professional realm, the connections we forge often trace back to the bonds nurtured in our hometown. Whether it is a fellow alum from the local high school or a mentor from the neighbourhood, these connections carry an inherent trust and understanding. Our hometown sometimes becomes a network, a support system that transcends professional barriers. The shared experiences and common roots create a camaraderie that can be instrumental in fostering collaborations and opening doors in our career journeys.

- **Personal Growth Rooted in Hometown Soil:** Our hometown serves as the canvas upon which our personal growth is painted. The lessons learned, challenges faced, and triumphs celebrated within its confines shape the lens through which we perceive the world. The streets we walked, the parks we played in, and the schools that moulded us contribute to the mosaic of our identity. As we navigate life's complexities, the values instilled in us by our hometown act as a guiding light, influencing our decisions and shaping our character.
- **A Sanctuary of Comfort in Times of Turmoil:** Life is replete with challenges, and during tumultuous times, the memories of our hometown provide solace and strength. The familiarity of its streets, the comforting embrace of loved ones, and the nostalgia of simpler times offer a refuge from the complexities of the present. This emotional anchor becomes a wellspring of resilience, enabling us to face professional challenges with a grounded perspective.
- **The Everlasting Impact:** In essence, our hometown is not just a dot on the map; it is an integral part of who we are. Its influence reverberates through our personal and professional lives, shaping our choices, influencing our relationships, and defining our character. As we traverse the diverse landscapes of our journeys, we carry with us the indomitable spirit of our hometown – a beacon of nostalgia that keeps us rooted even as we soar to new heights. So, let us pause and cherish the memories of our hometown, for in doing so, we celebrate the resilient spirit that propels us forward in both our personal and professional pursuits.

So, here is to the impending homecoming – a blend of laughter, reminiscence, and the inevitable realization that, no matter how far we roam, our hometown will always hold the patent to our most embarrassing childhood anecdotes.



***LT COL DHIRAJ BHIMWAL** is a serving Army officer, commissioned from Officers Training Academy Chennai in Regt of Artillery in Mar 1999. Having served the nation in various sectors and roles the officer is presently on study leave pursuing a Master's degree in Journalism and Mass Communication from Pune University.*

PHOTO SOURCE: GOOGLE OPEN SOURCE

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Knowledge Bytes

Strategic Leadership Unleashed:

*GAVI KUMAR'S CALL TO COMPANIES FOR A THRIVING
WORKFORCE WITH YOUNG ACTIVE MILITARY OFFICERS*



PHOTO CREDIT: BRYAN CHATLIEN

Gavi Kumar emerges as a visionary bridging the gap between military service and corporate success. His mission, centered around reshaping the military officer transition process, holds profound significance for both individuals in transition and corporations seeking to tap into a unique pool of talent. It's important to delve into the corporate benefits inherent in Gavi Kumar's approach, shedding light on the strategic advantages of integrating military officers into the corporate workforce.

Gavi's coaching philosophy revolves around tailoring programs to enhance corporate adaptability. Through success stories of young active military officers seamlessly transitioning under his guidance, Gavi Kumar showcases the efficacy of his approach in preparing individuals for the corporate world.

Gavi Kumar recognizes the hierarchical leadership experience of military officers, highlighting their ability to make quick and effective decisions in high-pressure situations. Military officers bring adaptability to diverse team dynamics, coupled with effective communication and coordination skills that are essential in corporate settings.

Gavi Kumar's mission goes beyond individual success stories; it encompasses a commitment to revolutionize the transition process. Focused on corporate integration and skill utilization, Gavi aims to unlock the untapped potential of military officers, channeling their unique skills into corporate environments.

Hiring young military officers brings a wealth of advantages to corporations. Gavi Kumar talks about myriad of benefits, ranging from ingrained discipline and resilience to effective leadership and strategic advantage in competitive markets:

- **Discipline and Resilience**

Military training instills a rigorous sense of discipline that encompasses time management, attention to detail, and adherence to procedures. Officers are accustomed to working in high-pressure environments where precision and order are crucial, translating seamlessly into corporate settings where structured workflows and efficiency are paramount. This resilience not only equips them to navigate the uncertainties of the business world but also fosters a steadfast and adaptable mindset essential for problem-solving and leadership in dynamic corporate environments. Their ability to stay focused under pressure and navigate complex situations with composure makes military officers valuable assets for corporations seeking leaders capable of steering their teams through challenging circumstances.

- **Effective Leadership and Management**

Military leaders bring strategic thinking and quick decision-making abilities to the table. Moreover, their experience cultivating cohesive team cultures and emphasizing effective communication translates seamlessly to corporate settings, where collaboration is essential for success.

Military-trained leaders view challenges as opportunities for growth rather than insurmountable obstacles. This mindset not only inspires confidence among team members but also positions these leaders as steady hands during times of uncertainty.

- **Resilient and Adaptable Workforce**

Young active military officers undergo rigorous training that instills discipline, adaptability, and a strong work ethic. Furthermore, their exposure to various cultures and backgrounds during deployments enhances their cultural intelligence, promoting inclusivity and adaptability within organizations. This blend of mental strength, problem-solving acumen, and cultural awareness positions young military officers as valuable assets in cultivating workplaces that can thrive amidst change and uncertainty.

- **Strategic Advantage in Competitive Markets**

Young military officers offer a unique perspective that can enhance organizational performance. The diverse skill set cultivated in military environments, ranging from strategic planning to crisis management, enables these officers to navigate complex business landscapes.

Furthermore, Gavi Kumar emphasizes that the military's problem-solving approach is a distinctive asset in competitive markets, fostering innovation and adaptability that allows businesses to respond swiftly to challenges and capitalize on opportunities.

- **Contributing to Corporate Social Responsibility (CSR)**

In addition to supporting the transition of military officers into civilian roles, corporations aligning with Gavi's approach to Corporate Social Responsibility (CSR) also play a pivotal role in community development. By investing in local education and skill-building programs, these corporations not only address the immediate need for the reintegration of military personnel but also create a sustainable impact on the broader community by promoting education, employability, and social cohesion.

- **Meeting Diversity and Inclusion Goals**

In addition to fostering a diverse and inclusive workplace, hiring military officers also contributes to the development of a highly disciplined and adaptable workforce. By actively recruiting young military officers, organizations not only achieve diversity goals but also tap into a pool of professionals who bring a unique set of skills and attributes that can positively impact organizational performance and success.

Gavi Kumar continues to champion his vision of a seamless transition for young, active military officers. By tapping into the unique skills and attributes of military officers, organizations can build a dynamic workforce that thrives in the face of challenges.

For young active military officers embarking on a journey to the corporate world and for corporations seeking dynamic talent, Gavi Kumar's approach offers a pathway to success. Embrace Gavi's approach, and together, let's make the transition from military to corporate not just a resolution but a reality in 2024.

can you explain the relevance of this para and how is connected to corporations hiring military officers? Can you also explain what do you mean by sustainable impact on the broader community by promoting education, employability, and social cohesion..

One of the impact of awareness on supporting the transition of military officers in corporate roles are corporations actually taking part in the community development. As such, corporations themselves play a role in local education and skill-building programs. It's not only a small group of people who are pushing for this change, but also corporations taking part. Thereby a 360 degree approach. Hope that makes sense.



***Cdr Gavi Kumar** is a proud veteran, seasoned model, actor, coach, author, and speaker, Gavi exemplifies versatility. His runway journey reached new heights when he graced the stages of New York Fashion Week in 2023.. Notably, he was featured in the iconic Times Square during this prestigious event. In addition to his creative endeavors, Gavi Kumar wears the hat of a motivational speaker and a certified life coach. Gavi Kumar also serves as a Board Advisor for the International Organization of Educational Development, he contributes to the organization's mission of fostering skilled, empowered, and crime-free communities in India and globally. Similarly, as a Board Member for Support Our Heroes, Gavi is dedicated to the welfare of Indian veterans and their families, believing firmly that bravery never fades, echoing the sentiment that even in eternal rest, the courage of these heroes inspires the living. To learn more about Gavi Kumar, follow him on [LinkedIn](#), [Facebook](#), and [Instagram](#).*

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Knowledge Bytes

Trailblazing Titans:

HOW INDIAN CEOS ARE CRAFTING TRILLION-DOLLAR FUTURES



These are centres of innovation & success,
Where talents shine & passions progress,
A proud moment for all Indians, we cheer,
As our CEOs ascend with intent sincere.

Microsoft, a giant with market cap high,
Guided by **Satya Nadella**, soaring the sky,
His vision & leadership pave the way,
Empowering technology, day by day.

Alphabet, Google's stronghold of might,
Sundar Pichai, steering with keen insight,
Navigating thru digital realms untold,
Bringing knowledge & connections bold.

Novartis, a beacon in healthcare's sphere,
Vasant Narasimhan, a visionary seer,
Revolutionizing medicine with boundless might,
Healing lives & inspiring the fight.

Shantanu Narayen, at **Adobe's** helm,
A creative force, his talent overwhelms,
Unlocking imagination with design so fine,
Enabling artists' visions to forever shine.

IBM, guided by **Arvind Krishna's** grace,
Forging a path in the technology race,
Innovation & progress their steadfast creed,
Transforming industries with ground-breaking speed.

Laxman Narasimhan, leading **Starbucks'** crew,
A global community, a coffee lover's rendezvous,
From cup to cup, his leadership brews,
Spreading warmth & joy with each day anew.

Reshma Kewalramani, at **Vertex Pharmaceuticals'** side,
Pioneering treatments, a champion in stride,
A beacon of hope for those seeking relief,
Breaking barriers, bringing solace & belief.

Micron Technology, a tech powerhouse so bright,
Sanjay Mehrotra leads with expertise & light,
Memory & storage, their domains of might,
Empowering the world with data's endless flight.

Cadence Design Systems, driven by **Anirudh Devgan**,
Unleashing the potential of electronic heaven,
Innovation & precision, their symphony grand,
Empowering creators across the digital land.

Nikesh Arora, leading **Palo Alto Networks'** quest,
Protecting cyberspace, keeping data abreast,
Defending networks, a vigilant guard,
Securing the digital future, standing hard.

In the virtualization business, a titan stands,
VMware, led by **Rangarajan Raghuram's** hands,
Virtualization & software solutions anew,
Transforming industries with a breakthrough view.

Surendralal Karsanbhai Ganesh Moorthy,
Guiding **Emerson Electric** with leadership-worthy,
Powering industries with efficiency untold,
Enabling progress, a story to behold.

Microchip Technology, with **Jayshree Ullal's** might,
Enabling connectivity, igniting the light,
Embedded systems, their domain of command,
Fuelling innovation across the land.

Sumit Roy, at the helm of **Realty Income**,
Building foundations for dreams to begin,
Investments thriving, a strong portfolio,
Creating opportunities, a tale of success to show.

Shankh Mitral, leading **Welltower** with grace,
Transforming senior living, a caring embrace,
Creating spaces where lives can bloom,
A sanctuary of comfort, dispelling gloom.

Francis de Souza, at **Illumina's** gate,
Sequencing genomes, unlocking fate,
Unravelling mysteries, revealing life's plan,
Inspiring breakthroughs, changing what we understand.

LyondellBasell Industries, under **Bhavesh V. Patel's** reign,
Transforming chemicals, a sustainable campaign,
Innovation & responsibility entwined,
Building a better world for all humankind.

Enphase Energy, led by **Badrinarayanan Kothandaraman**,

Harnessing solar power, a green energy fan,
Renewable solutions, paving the way,
A cleaner future, with each passing day.

Ajei Gopal, at the forefront of **ANSYS's** way,

Simulations & engineering, a virtual display,
Empowering engineers, in a digital array,
Unleashing innovation, breaking thru the mould,
Building a world where possibilities unfold.

Yamini Rangan, steering the ship of **HubSpot**,

Empowering businesses, connecting the dot,
Marketing & sales, a harmonious blend,
Fuelling growth, as success transcends.

Udit Batra, leading **Waters Corporation's** tide,

Advancing scientific research, side by side,
Precision instruments, unveiling secrets untold,
Opening new frontiers, where discoveries take hold.

Jay Chaudhry, guarding the realms of **cybersecurity**,

A visionary force, protecting with tenacity,
Defending networks from threats that arise,
Ensuring safety, where trust never dies.

Prahlad Singh, at the helm of **Match Group's** domain,

Connecting hearts, love's eternal refrain,
From dating to friendships, a digital embrace,
Bringing people together in life's beautiful chase.

GoDaddy, under the guidance of **Amanpal Bhutani**,

Empowering entrepreneurs, their dreams not to be,
Domain names & websites, a platform so vast,
Where ideas take flight & ambitions amass.

George Kurian, leading **NetApp's** quest,
Data management solutions, at their very best,
Harnessing information, a strategic guide,
Unleashing potential, with data as the tide.

Sundaram Nagarajan, at **Nordson Corporation's** helm,
Precision dispensing, where science overwhelms,
Adhesive solutions, bonding worlds together,
Innovation in motion, now & forever.

Sharmistha Dubey, leading the way for **Match Group**,
Connecting souls, where relationships loop,
Love & companionship, a digital space,
Bringing joy & unity, a tender embrace.

Vivek Sankaran, at the forefront of **Albertsons Companies'** stride,
Nourishing communities, a source of pride,
Groceries & essentials, a lifeline for all,
Feeding the world, with compassion standing tall.

Kunal Kapoor, leading **Morningstar's** bright light,
Financial insights, guiding with foresight,
Empowering investors, making informed decisions,
Creating wealth & prosperity, with prudent precision.

Chanel, with elegance, **Leena Nair** leads the way,
Fashion's epitome, where style holds sway,
Luxury & beauty, woven in each creation,
A symbol of refinement, inspiring admiration.

Bata, under **Sandeep Kataria's** guiding hand,
Footwear for all, across every land,
Comfort & fashion, walking side by side,
Step by step, empowering every stride.

Cognizant, led by **Ravi Kumar's** skill,
Digital solutions, their expertise instil,
Transforming businesses, with technology's might,
Driving innovation, illuminating new light.

Micron, where **Sanjay Mehrotra** presides,
Memory and storage, technology resides,
A pioneer in chips, pushing boundaries afar,
Unleashing the power of computing's shining star.

OnlyFans, with **Amrapali Gan** at the helm,
A platform of expression, where passions overwhelm,
Creators empowered, their talents unfurled,
Building communities, in a digital world.

YouTube, guided by **Neal Mohan's** grace,
A universe of videos, a boundless space,
Content creators, their stories unfold,
Entertainment & knowledge, a treasure untold.

Vimeo, under **Anjali Sud's** brilliant reign,
A platform for creators, where talents attain,
Unleashing imagination, with videos in flight,
A canvas for expression, empowering with might.

Deloitte, guided by **Punit Renjen's** might,
A titan in consulting, shining so bright,
Navigating complexities, with strategic finesse,
Driving growth & success, a true leader to impress.

Ogilvy, where **Devika B's** brilliance shines,
A creative powerhouse, where art intertwines,
Branding & storytelling, their craft to inspire,
Captivating audiences, setting brands on fire.

In this list, I'll especially not forget,
The Indian women, a force we won't neglect,
Their capabilities & brilliance, shining thru,
Leading global corporations, breaking barriers anew.

With resilience & determination, they rise,
Challenging stereotypes, reaching for the skies,
Their leadership skills, a beacon to all,
An inspiration to women, both big & small.

From boardrooms to stages, they take the lead,
Defying odds, fulfilling their every need,
Their voices resonate, their talents set free,
Showing the world what Indian women can be.

So let's raise a toast to these extraordinary souls,
Who break glass ceilings, achieving their goals,
Indian women at the helm, guiding with grace,
Leaving an indelible mark on the corporate space.

In this grand maze of accomplishment & might,
Indian CEOs shine, their stars burning bright,
A proud moment for our nation, we celebrate,
Their vision & leadership, we appreciate.

From fashion to technology to healthcare & beyond,
They've left an indelible mark, a legacy fond,
With passion & brilliance, they've reached the apex,
A testament to Indian talent & success.

So let us raise a toast, with hearts full of glee,
To the **Indian CEOs**, pillars of victory,
May their journeys inspire & dreams come true,
For every aspiring leader, both old & new!!!

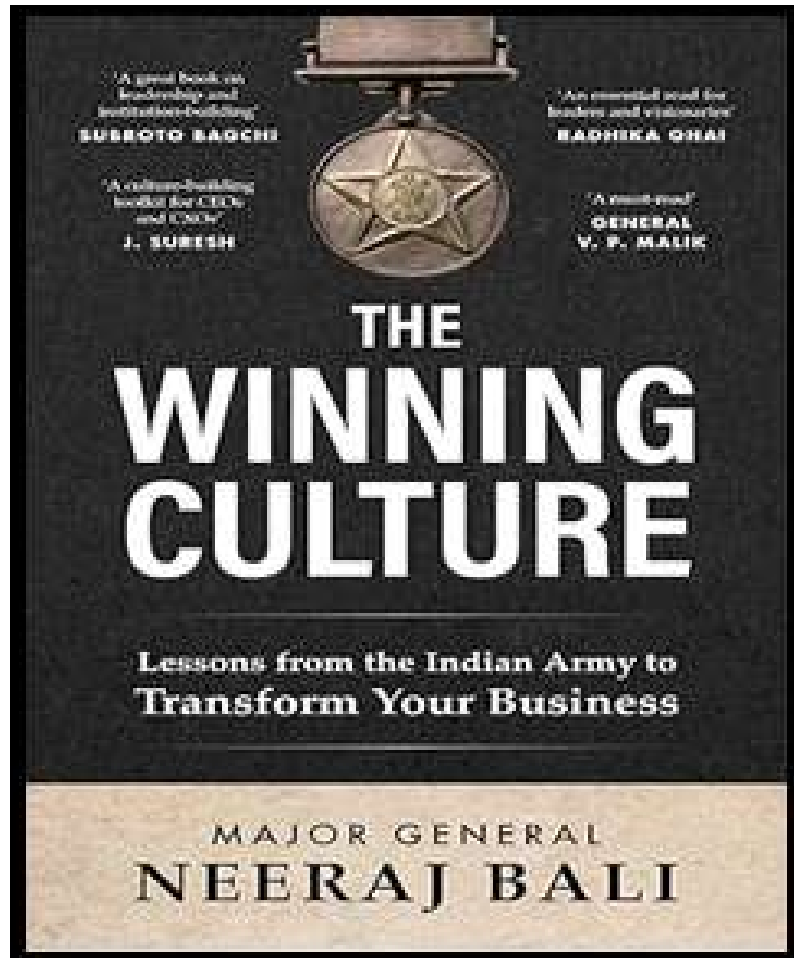
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Book Review

THE WINNING CULTURE

BY BY MAJ GEN NEERAJ BALI, SM (RETD)



About the Author

Major General Neeraj Bali, Sena Medal (Retd), is an Indian Army veteran with extensive operational experience. He notably commanded a Rashtriya Rifles battalion in an anti-terrorist role and served as a security advisor to the Lesotho government in Africa. Maj Gen Bali led an Indian brigade during an Indo-US exercise. An alumnus of the Asia-Pacific Centre for Security Studies, USA, he is a teaching faculty member at the Institute for Competitive Intelligence, Germany, and the School of Inspirational Leadership, Pune, India.

After superannuation in 2016, Maj Gen Bali became CEO of the leading engineering company Rodic Consultants Pvt Ltd and managed a rural education society with ninety-two schools and colleges. He is a management advisor to Dynamic Cables Ltd in Jaipur and Notebook. Maj Gen Bali is also a motivational speaker, corporate performance coach, and Woxsen University, Hyderabad executive fellow. Maj Gen Neeraj Bali is a voracious reader and prolific writer, besides being a proficient speaker.

The Indian Army is relied upon as the last bastion for meeting external threats and quelling internal disturbances in the country. The culture, ethos and traditions of the army sets it apart from every other organization in our country, be it uniformed services or corporate.

Major General Neeraj Bali, in his seminal book 'The Winning Culture' brings out with wonderful live examples, the ingredients of the Indian army's culture, ethos and traditions and describes how this culture of courage, leadership and ultimate sacrifice is fostered in the soldiers right from their inception in the army through their lifelong careers in the organization. Drawing from his immense combat experience, the book is replete with examples of courage, leadership and sacrifice of everyday soldiers in live combat and life-threatening situations.

Organized in eight chapters, the book covers various ingredients which go into the creation, nurturing and maintaining the 'winning culture' of the Indian Army over the years despite massive socio-techno-economic changes witnessed by the country post-independence. Some key aspects covered by the author include:

- The role of culture in sustaining organizational strategy.
- Leadership by example and the importance of the lowest soldier to understand the importance of his contribution to the organization.
- The importance of leaders seizing the initiative and taking action in an environment of uncertainty and risk.
- Bonding in the Army extending beyond the 'work-place' to encompass families of serving soldiers and veterans and their role in fostering continuity of the organizational culture.
- Naam, Namak, Nishan, the symbolic triumvirate that binds soldiers and motivates them to willingly accept risks even to the extent of making the ultimate sacrifice.
- A chapter with live examples of leadership in the corporate world and how the winning culture of the army can be emulated in the corporate world.

Each chapter of the book contains four to six anecdotes and stories of outstanding leadership, valour and sacrifice by soldiers of the Indian Army during Operation Vijay in 1999, counter-terrorist operations in J and K since 1990 and counterinsurgency operations in the northeast.

While repeatedly reiterating the fact that the Army's culture cannot be completely replicated in the corporate world because of the stark difference in the dynamics of both establishments, the author concludes his book listing certain common ground rules, which if followed, can go to build a successful organizational culture:

·Organizational culture should be conceived and planned by top leadership.

- Organizational culture should be conceived and planned by top leadership.
- Building an organizational culture is a painstaking task requiring great deal of coordination and time.
- All organizational processes should be aligned with company culture.
- Buy-in from employees is important for organizational changes leading to culture building.
- Leadership by example serves as a best catalyst for change.
- Need for relational and empathetic transactions between leadership and rank and file in an organization and importance of extending bonds to families of employees.
- The importance of differentiating between errors of judgement and errors of intent to foster a culture of initiative and risk taking.

Having served for more than 15 years in various states of J&K including two active tenures in Rashtriya Rifles Units, several of the examples narrated in the book brought back vivid memories my days in uniform. I liked the author's interesting take on the apparent dichotomy of the army's obsession with order, uniformity and neatness during peace-time activities and training and the chaos and disarray which characterize most of its operations. I feel inclusion of a few live examples from army peacetime activities like aid to civil authorities, disaster management and sports-subjects which readers from civvy street are more familiar with- would have added value to the book.

Unlike most prosaic management books on organizational culture and leadership, "The Winning Culture" is written in an easy to understand, racy style making it eminently readable. It is a must read for managers and leaders in the corporate world aiming to build a sustainable culture in their organizations. It provides useful insights for young officers of the armed forces to get a better understanding of what it takes to get the best out of the men they command. Veteran officers and others engaged in the business of corporate/ leadership training will find this book to be a goldmine of live examples they can readily use in their training sessions.



Col Anil Ernest James, VSM, Veteran was commissioned into the MAHAR Regiment in Aug85. A graduate of DSSC Wellington, he commanded a Rashtriya Rifles Battalion in South Kashmir. He was an Instructor Class C at the Indian Military Academy, Col GS of a Sub Area and Col GS(Human Rights) at HQ Northern Command and HQ 15 Corps. Consequent to his retirement from the Army, he worked as Chief People Officer in CommLab India, a global e-Learning Company based in Secunderabad. He is currently pursuing the role of a freelance motivational speaker and trainer.

Please provide your invaluable opinion/feedback on this Review, by clicking/tapping [HERE](#) - Editor

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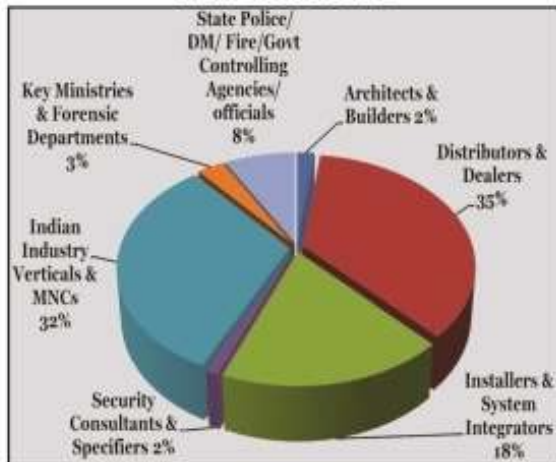
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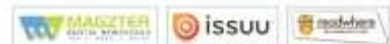
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