

FORCENET

E-ZINE

Magazine for military veterans in the corporate
December 2022, Volume IV, Issue 12

LEGACY



**FORCES
NETWORK**

THE NETWORK THAT WORKS

FOCUS | PASSION | IMPACT

SCAN ME



FORCENET

From the Editor

Dear Readers,

A very special Hello to you all! This is a Special Issue for we celebrate 15 years of our founding on 04 Dec 2022. A humble first step which has become a mass movement today thanks in large measure to our community members. This month we have chosen a very special theme **“Legacy”**. We thought to ourselves as to what has been the legacy of Forces Network over the past 15 years? As always, we decided to ask our members. We floated a form and requested our members to share their views on two topics, firstly what in their opinion has been the legacy of Forces Network and secondly how Forces Network changed their lives. We are publishing the inputs received. We also have the Founder’s Note from our Founder IQ. In addition, a few of our members have also shared their thoughts in the form of articles.

It is also the end of the calendar year and an occasion for all of us to take stock of the progress that we have made in our careers and personal lives. In the same breath we may also look back and realize what has been our legacy to the world thus far. Are progressing in our lives towards the desired legacy that we intend to leave. If not, please make course corrections.

One lasting legacy of Forces Network is that it has provided a digital home to the veterans starting or in the middle of their civilian careers which can be accessed without the tyranny of geographical distances. We can thank technology for that.

Another legacy of Forces Network has been the democratizing of information and knowledge to military personnel in order to plan and prepare for their second careers. One understated but extremely crucial legacy of Forces Network has been that it has raised the aspiration quotient of veterans seeking a civilian career. People are more ambitious today. People are breaking stereotypical moulds and picking up roles in mainstream business unlike before. People no longer have the fear of technology today, they are going the whole nine yards to not only embrace technology but going on to make fulfilling and financially rewarding careers in tech.

Also, how can we forget TSOF- The Spirit Of Forces Network? The extremely strong underpinning culture of Forces Network upon which the magnificent edifice has been built. May the Forces Network live another thousand years!



Happy reading the Special Issue.

Jai Hind

Yours Always,

Capt Rajesh Nair



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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/clicking on them.

For the ease of providing a feedback, such links have been provided at the end of the articles too.

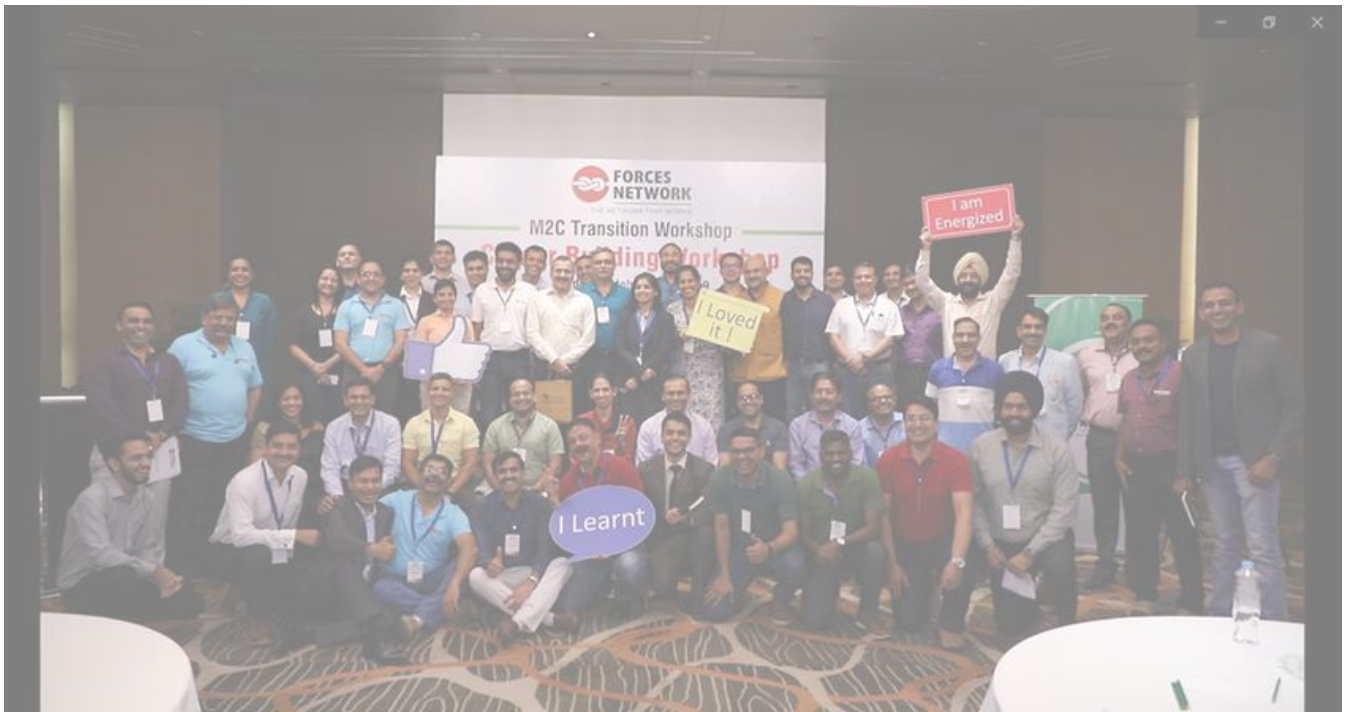
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Founder's Note

Forces Network 15 Glorious Years and Counting

Seems Like Yesterday

We are now completing 15 years of our founding on 04 Dec 2022. 15 Years, I say to myself, - it's a long time! However, to me it seems like only yesterday when we started our Forces Network with a very humble beginning. When we created our Network online on 04 Dec 2007 we got 4 members within 4 hours and by the end of the day we had 16 members. What is really heartening is that most of them continue to be our members 15 years later!



Objectives of Forces Network

Forces Network was founded with two objectives mentioned below. Honestly, to me, the best part is that these objectives have not changed even an iota in the past 15 years. That tells us about the enduring quality of these Objectives.

- Facilitate a smooth Transition from the Military to Corporate (M2C) for military personnel seeking a civilian career.
- Build a professional Network of military veterans in the corporate (as none existed back then).

While it is easy to set up a community and that to online what's really difficult is maintaining that community and growing it. On that account I personally feel we have done pretty well. If for nothing else, at least for perseverance I feel we have earned full marks.

Forces Network has always been member-centric, we have always kept our members at the center of all that we do, our decision making and our ethos. We are completely invested in making our members successful in their civilian careers. That is why it is no wonder that we claim that We are here to make you successful.



The Spirit Of Forces Network



<input type="checkbox"/>	<input checked="" type="checkbox"/>
Not About	Doles or Favours
	Sense of Victimhood
	Negativity
	Know it All
Its About	Dignity
	Competing
	Can Do Attitude
	Humility

We began by setting up and defining our culture right in the early days of our inception. The same is captured in our TSOFN- The Spirit Of Forces Network.

- We wish to successfully transition to civilian career with dignity for we seek no doles, concessions or reservations but wish to compete with our corporate colleagues on an even turf, on merit no quarter shall be asked for nor given.
- It is not about having a sense of victimhood or negativity but facing our new future with a Can Do attitude and a wondrous positivity.
- It's not being about being somebody who knows it all, but it is about personal humility and acknowledging that there maybe things that I don't know but I am here to learn.

We also established an egalitarian culture in the community. At the same time, we encouraged all to challenge the status quo to make things better. We also stressed upon the importance of achievement and renewal.

The Legacy of Forces Network

When I look back and reflect upon as to what has been the legacy of Forces Network? I think quite a lot. Let me enumerate a few of them.

- **Largest Veteran Network:** With more than 6200 + members today we are the largest veterans Network in India.
- **M2C Transition:** We were the first people in the country to talk about the concept of a Military to Corporate (M2C) Transition. Today this word is well understood by almost all serving and retired military professionals. We deeply understand the process of M2C Transition having walked the path and done extensive research on this topic. We can genuinely claim credit for this.
- **Upskilling:** We have made upskilling a hygiene habit in Forces Network. This single factor has changed and impacted the lives of thousands of veterans transitioning to the civilian world. Most people nowadays acquire industry certifications while still in military service. This trend did NOT exist 15 years ago - we were the trailblazers in this.
- **Removed the Fear of Technology:** Technology is something that most military personnel sadly fear. When they transition they find it difficult to cope in a tech intensive environment. We erased this fear from the minds of our members. When we ran 3 courses in the ABCT - Any Body Can Tech series we not only made people pivot careers we defined a new paradigm. You do NOT have to be having an engineering degree to make a career in technology. As proof points please watch these testimonial videos of Col Angad and Lt Col Jojo Jacob.
- **Confidence:** In the past several officers leaving military service would be diffident and testy not knowing what lies on the other side of the hill. Today with the kinds of training sessions on M2C Transition, ABCT, industry relevant seminars and webinars officers walk out with confidence with their head held high.

- **A Global Reach:** Our Network today has a global reach. We have a large footprint of our members in the Middle East, Africa, US, Canada a& Australia.
- **Seminars:** We have conducted several seminars across 4 cities in India.
- **Forces Network Magazine:** In 2019 we launched a monthly e- magazine called ForceNet E-Zine the very successful e-Zine that is released on the very first day of each calendar month without fail. It also boasts of a global readership. Take a look at our past magazines.



Jan 2022



Feb 2022



Mar 2022



Apr 2022



May 2022



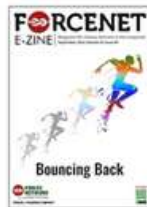
Jun 2022



Jul 2022



Aug 2022



Sep 2022



Oct 2022



Nov 2022

- **Media Coverage:** We have had our modest share of media coverage. Our Founder was invited to the DGR in 2019 to advise the DGR as also as a Speaker in the Military Literature Festival 2019 at Chandigarh.
- **Military Veterans Hiring Program:** In Sep 2021 we launched a Veterans Hiring Program in partnership with IFB.



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Single Biggest Legacy

However, as the Founder the single biggest legacy that we have created I feel is the fact that we have created a Network of Trust. We are bonded in blood! Due to the fact that we have withstood the test of times over a long span of 15 years and worked with integrity and humility for the benefit of our members we have been honoured with the trust of our members. This truly humbles me and I personally feel a great sense of responsibility that we continue to strive and grow that trust.

Conclusion

What next? Some people ask. To be honest I myself do NOT have an exact answer. However what I am crystal clear about is the fact that we shall continue to serve our military veterans community in line with our Group Objectives. And, we shall do the same with utmost dedication, passion and integrity.

Three Cheers for Forces Network – the Network that Works!

IQ

Founder, Forces Network

About the Author

IQ is the Founder of Forces Network. He is fond of walking all the talk that he himself espouses, learning new technology, shattering old myths and curating new age training curriculum. IQ works with a Big Tech firm based at Gurgaon.

The idea is not
to live forever,
but to create
something
that will.

—
ANDY WARHOL

History in Pictures

FORCES NETWORK 15 GLORIOUS YEARS

A LEGACY OF TRUST AND INSPIRATION

HISTORY IN PICTURES



Forces Network Lunch at Sports Bar, Cyber City, Gurgaon 28 Nov 2009



Forces Network Lunch 15 May 2011 At DSOI, Gurgaon, Lt Col Sameer Anukul as Guest Speaker



Lunch 16 Oct 2011 At DSOI, Gurgaon, Lt Col HS Bedi, Tulip Telecom as a Guest Speaker



Forces Network Seminar at USI, New Delhi – 02 Dec 2012



Celebrating 1000 Members in Forces Network, 11 May 2013



*Welcome to the Corporate Seminar, 26 July 2015, New Delhi. Pic with All the Guest Speakers
First seminar in a 5 star venue*



Networking Lunch 25 Sep 2016, New Delhi



Getting Future Ready Seminar: 28 May 2017 at New Delhi



CV Writing Workshop at MDI Gurgaon 09 Sep 2017



Adapt to Win Seminar at Bangalore 16 Sep 2018



M2C Transition Workshop 19 Aug 2018, New Delhi



A World of Opportunities Seminar 09 Dec 2018, New Delhi. IQ Presenting Memento to Deep Kalra, Founder of Make My Trip



Staying Ahead Seminar at Pune, 30 Jun 2019



M2C Transition Workshop at IIM, Lucknow: 09 Feb 2019



M2C Workshop 14 Apr 2019, New Delhi - Mock Interview in Progress



Future Ready U Seminar New Delhi, 25 Aug 2019



IQ Invited to DGR 23 May 2019



M2C Transition Workshop at New Delhi 20 Oct 2019 Mentoring Session in Progress

ForceNeteZine



The Newsletter of Forces Network
The Network of the military veterans in the Corporate

IQ Invited to DGR 23 May 2019

M2C Transition Workshop

BY LT COL RANVIR SINGH

Stars of Forces Network

BY LT CDR BIDISHA PANDEY

Ordeals of Transition

BY MEENA ARORA

ForceNetPreneurs

BY IQBAL SINGH

My Nostalgic Experiences

BY CAPT MEERA DAVE

A Journey in Faith

BY COL DINESH DUTT SHARMA



At the Military Literature Festival Dec 2019 At Chandigarh

IQ at the Military Literature Festival Chandigarh 2019



Forces Network Lunch 15 Feb 2020 at Chandigarh, The last before Covid



The Most Popular Course of Forces Network ABCT- Any Body Can Tech



TechTonic Seminar, New Delhi 18 Sep 2022

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 RAJESH NAIR

Col Subin Balakrishnan was commissioned in Maratha Light Infantry on Dec 1990 from IMA. An Alumni of NDA, Subin converted to 21 PARA (SF). Having extensive service in CI and at HQ, he went on to command an RR battalion. Post his command he took PMR in 2011. In his Corporate tenure he has worked in different capabilities with Reliance Industry Limited. Currently he is the Chief of Security Hydrocarbon Business at Reliance Industries.



Rajesh: Please tell us something about your background prior to joining the Army, and your subsequent Army career?

Subin: I come from a typically civilian background. Although My father did his schooling from the RIMC, he regrettably couldn't join the Armed Forces due to a minor medical condition. He went on to become an engineer and after a distinguished career, took premature retirement as the CEO of a French company. As a family however, we did follow a nomadic lifestyle, shifting cities every couple of years.

I joined the NDA in Jan 87, and graduated from the IMA in Dec 90, commissioned into the Maratha Light Infantry. I subsequently volunteered and converted to 21 Para SF, where I was privileged to spend the rest of my service career. I'm a graduate of the DSSC, and served in the Army HQs in the Para SF cell, where I was lucky to get an opportunity to be deeply involved in the reorganisation and equipping of the Para SF units. I subsequently commanded an RR unit in Kashmir, before I took over command of the tri-services Embarkation HQs Mumbai. This was the stage where I opted for premature retirement and dived headlong into the corporate world.



Rajesh: Please give us more details about what you are presently engaged in?

Subin: As you would know, RIL is among the leading players in the Hydrocarbons business, with significant interests and exposure to the upstream, midstream and downstream parts of the business. Having joined RIL in early 2012, I internally shifted to the Hydrocarbons business in early 2017, when I got the opportunity to head the Security of the worlds largest manufacturing facility in a single location, at Jamnagar, Gujarat. This was a major pivot in my corporate career, giving me a fantastic opportunity to work in solving some of the most significant security challenges, with exposure to not only best-in-class Security practices but also work shoulder to shoulder with some of the sharpest minds in the business.

After almost 5 years heading the Security function at Jamnagar Manufacturing Division, I was elevated as the Chief of Security for the Hydrocarbons business, responsible for the security and vigilance of multiple sites and assets of the Hydrocarbons value chain - across Upstream, Midstream and Downstream parts of the business. The scope and span of control in this new role has increased significantly - by asset value, geographic spread and business criticality, with enough challenges on my plate to keep me happily engaged through the day & year!

Rajesh: How different was this role from your previous military role?

Subin: While the fundamentals of securing assets - whether infrastructure, people or information shall intrinsically remain the same in the military or the corporate-industrial domain, the operational context is almost entirely different. Therefore, the means and resources you leverage to implement threat countermeasures is vastly different. This requires an attitudinal shift in the orientation which we as members of the Armed forces were used to in our military days. Also, while at the tactical and operational levels in the military, one seldom if at all needs to justify a commercial cost-benefit analysis for a particular course of action, in the corporate world, that is a skill that is critical for a business leader - A skill that could very easily make the difference between career success and mediocrity, irrespective of your domain specific knowledge or competence.



Rajesh: What were the challenges faced during your transition? How did you overcome the challenges?

Subin: Much like the overwhelming majority of other service members planning a career transition, I thought since that I've lived my whole life in the domain of Security, the transition shouldn't pose any significant challenge, at least from a domain specific competence standpoint. I quickly realised how wrong I was. The landscape was different, the operational context was different, the stakeholders and their expectations were entirely different. I felt I was grossly under prepared (in spite of my preparation), especially from a technical awareness standpoint. Luckily, that realisation dawned on me pretty quickly. I realised that the superficial knowledge that I had, especially from a technical standpoint may have been just about enough to land me a job, but it certainly wasn't going to be good enough to keep my job, much less succeed in it. I therefore had to make quick changes to my approach. I reached out and learnt - from peers, books, on the job. The course correction took me the better part of the year, but it put me on track to be continuous learner.

Rajesh: How has been your experience in this new domain so far?

Subin: I think I have been extremely lucky - I couldn't have asked for better! But then again, like I've always believed, while some of life's paths and twists are pre-ordained, much of life's luck is what you self-create. Your luck can be engineered! In fact, I believe in the concept so much that I've done a TedX talk on the subject! (For those who'd like to see it, here's the link) <https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwi94L7M8837AhW68zgGHeHtB6sQwqsBegQIDhAF&url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3D2NGFmu6lxDI&usg=AOvVaw13QPalc9uiBNii4PQyhhM0>



Rajesh: Academy Training teaches us a lot and it prepares us for our future life. What has been your biggest take away which has been really a big lesson even as you take up new challenges?

Subin: As a generalisation, the attributes that makes us veterans stand out from the crowd is our ability to be adaptive to situations and the grit and determination to put our heads down and grind it through to make things work. These are massively rated qualities that is not commonly available on civvy street. The corporate world understands that and puts a premium to these qualities. Layered over hard skills of the domain that one may have picked up in the re-attiring journey, these make for an unbeatable mix. Unfortunately though, many transitioning veterans tend to assume that the qualities that their bring courtesy their military background by itself shall suffice. That is a fallacy and has repeatedly been the bane of many a potential successful career.



Rajesh: How important is it to understand your own expertise and then to work towards upskilling in that domain to have a Better Outing outside Forces?

Subin: I can't even begin to start saying how crucial this is! I keep telling anyone who reaches out to me for advice on career transition that how we've been trained and groomed in the Armed Forces is to be generalists - one handles an "AG" role one day, and the next appointment is in the "Q" branch, and the next possibly in the "INT" branch (*with due apologies to the IAF/IN members, but I'm hoping you get the drift*). That is the need of the services, and that's how it is. We have tremendous breadth of exposure but I dare say not significant depth of exposure in any one domain)

In the corporate world however, they are desperately seeking domain specialists. While breadth is appreciated, depth of domain expertise is critical. The way a typical CV of a veteran seeking a career transition reads is indicative of this major gap in understanding expectations. No hiring manager is going to be super excited about someone who has done tenures focused on Supply chain, HR, Operations, Finance (groan), Administration, Security in the space of 10-20 years with no or little ability to hold their own in a professional exchange delving deep into the subject displaying technical and tactical comprehension befitting your experience. The fact that you do not have domain specific industry relevant certifications on your CV doesn't help your cause either.

Rajesh: What are your future plans and do you have any special Goals? And how are you preparing for achieving them?

Subin: Like I said, I've been singularly lucky in having had a range of opportunities and roles within the same company in my corporate journey. Each of these have thrown challenges at me, and in preparing for and solving them, I have built niche problem solving skills that have been invaluable. My goal is to be the first professional port of call for any Security challenge in the corporate-industrial world, and solving real-life everyday challenges in my opinion contributes towards realising that goal.



Rajesh: The new world order is changing and so are the policies. Could you please share how much the present world situation has impacted your professional world? And what is your insight and suggestions to our readers?

Subin: Among the many changes that have impacted our world is the massive impact of technology on the workplace. Systems and processes are increasingly being defined by our ability to leverage existing and future fit technologies. Across domains and roles, this is a compelling and hard truth. Remember that you shall be in competition with professionals often much younger than you who are dyed-in-the wool specialists in their domain, and who understand technology deeply. Therefore, no matter your background or the domain you may like to build your second career on, unless you have a very clear, foundational understanding of the technology landscape from a user-technical perspective, you shall be found wanting in both securing a job role and if you have secured one, to make sure you don't get fired from it. The earlier one makes peace with that reality and makes necessary allowances for that, the smoother the ride shall be.



Rajesh: Do you have any other hobbies or interests, which you pursue passionately? And how?

Subin: I am a voracious reader, and also write frequently on multiple topics. I share my thoughts through multiple social media and print media mediums including LinkedIn. Also, I often speak on leadership and related topics and have done three TedX talks to date.



Rajesh: Top 5 Qualities that you feel are very important for excelling in a governing body?

Subin:

- **Analytical abilities** - The ability to analyse structured and unstructured data and present your analysis which suitably captures the business problem and presents possible solutions
- **Articulation** - The ability to listen, internalise and crisply articulate to multiple stakeholders in the language they understand.
- **Integrity** – Your demonstrated ability to be consistent with the highest standards of integrity in your dealings – personally and professionally
- **Empathy** – The ability to understand pain points of individuals and groups and come up with solutions that address them without compromising business outcomes
- **Asking the right questions** – The ability to sift through voluminous data to ask the right questions that have the potential to reveal the truth

Rajesh: Your views on the role played by Family, Friends and Well-Wishers in the Transition and in future assignments?

Subin: In my career transition journey, I was fortunate to have my brother, who has been in the corporate world for over 2 decades helping me understand the lay of the corporate land and being both a sounding board and critique of my thought process and efforts. In addition, like for a large number of transitioning veterans, I also had the good fortune of having people like Col Sam Kumar asking me the hard questions and pointing me in the right direction for my efforts. Their efforts in large parts has helped me smoothen the edges in my journey. And I hope to do my bit in giving back to the community by extending my help to the others in their journey.



Capt Rajesh Nair is from the 75th Course, OTA, and was commissioned into 14 Maratha Light Infantry. Post Army service, he has worked in the field of administration for more than a decade, having worked with companies like Wipro, Mahindra Automobile, Tata Communications and Credence Global Solutions.

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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 RAJESH NAIR

Col Gurpartap Singh Sahota was commissioned into the Corps of EME, An alumni of NDA, during his army tenure he had held various prestigious responsibilities and had commanded his unit. He is a MTech (Aerospace Propulsion) from IIT Bombay. Post his Army tenure he has worked in the airline industry with GoAir and AirAsia India. He is currently based out of Kuwait working with Jazeera Airways as the Engineering Finance manager.



Rajesh: Please tell us something about your background prior to joining the Armed Forces and your subsequent Forces career?

GPS: I belong to a Fauji family, my grandfather was Col Gulzara Singh, who served with Netaji Subhash Chandra Bose in the Indian National Army (INA). My Father, Late Lt Col Raj Binder Singh was an EME Officer and mother Mrs Manjit Kaur, was a teacher. I studied in schools in Bangalore, Jammu and Delhi. I joined NDA in the 89th Course in 1992 and was commissioned subsequently into EME as a third generation Indian Army Officer.



With My Mother

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

GPS: I am presently based in Kuwait, working as the Engineering Finance Manager for Jazeera Airways. My responsibilities involve Engineering Budget preparation and Variance mapping, Tender preparation and Negotiation for finalising Selection Agreements, Maintenance contracts with, OEMs and MRO's and ensuring SLA compliance, SOA Optimisation and Invoice control.



Air Asia Days - with my course mate a pilot with Indigo

Rajesh: What was the impetus for you to leave the uniformed service?

GPS: I have been very passionate about Aviation and beyond by last tenure in HAL, Helicopter Division, I somehow felt that it was the end of my Aviation journey in the Army and hence decided to move on.

Rajesh: Please tell us about your vision as you prepared for your second career after Army?

GPS: To be very frank as an EME Aviation officer I was given a lot of opportunities to be relevant for any career beyond Army. I tried to take up challenges which made me learn more on the job and stay "relevant".

Rajesh: How did Forces Network help you in this Transition?

GPS: I had attended a transition workshop in Bangalore in 2018, by IQ Sir and was mighty impressed with his talk on upskilling and Relevance, and his lines " look for a second career and not merely a job" stayed with me.

Rajesh: What challenges you faced in this new journey? And, how did you overcome those challenges?

GPS: Civil Aviation especially Airlines have their own “cadre” which is the License holders in Aircraft Maintenance, which is a mandatory requirement. I tried to consolidate my skill sets around this requirement and focussed on Engineering Support and maintenance services. I had to “ market” myself on the above and here I am.



With my team in Air Asia India

Rajesh: Would you like to share important learnings as you grew up in the corporate?

GPS: The biggest learning is :

- Stay Humble
- Leave your Rank at home
- Never miss an opportunity to simplify stuff

Rajesh: What is your team like, and how is it working in a place (a new country), full of different cultures and individuals from varied backgrounds?

GPS: I have a multinational team and being in a technical field its always a great learning to work with different nationalities and cultural backgrounds.



With Colleagues in Jazeera Airways

Rajesh: What's the most important factor for any Forces Officer to settle down and succeed in any place outside India?

GPS: The most important factor for any officer to settle down and succeed is:

- Sincerity and humility
- Competence is never lacking in Veterans
- Upskilling and Networking

Rajesh: How do you find your corporate journey so far?

GPS: It's been a great journey so far, lots of learnings and interactions with great mentors.

Rajesh: So, what advice would you like to give to the fellow Force Net members who want to take up similar corporate profile?

GPS: My advice to fellow officers:

- Understand your strengths and skills
- Be clear on your way ahead, are you looking for a Job or a career
- Stay Humble and always leave your Rank home.

Rajesh: Any important projects undertaken by you over these years?

GPS: This is my third Airline assignment and I have tried and succeeded in ensuring savings for my company in the Annual Engineering costs.

Rajesh: Tell us more about your family?

GPS: My wife Mrs Harpreet Sahota is a trained Teacher and we have a son Mr Harpartap Singh Sahota, who is pursuing his Bachelors in Aeronautical Engineering.



Happy Times with Family

Rajesh: In a busy world, how do you pursue hobbies or interests?

GPS: I like to play Badminton on weekends and am a foodie and also fond of cooking.



Capt Rajesh Nair is from the 75th Course, OTA, and was commissioned into 14 Maratha Light Infantry. Post Army service, he has worked in the field of administration for more than a decade, having worked with companies like Wipro, Mahindra Automobile, Tata Communications and Credence Global Solutions.

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Stars On The Horizon

Children of Defence Officers have the capability to excel in various fields, owing to their extensive exposure resulting from frequent transfers and change of stations. They possess very high adaptability skills, and immense potential as individuals. In this series we plan to showcase the achievements of such children of the members of Forces Network who are on the path to carve a niche for themselves through hard work, grit and determination, so as to provide adequate motivation to the others.

IN INTERACTION WITH UDAY K SHRIWAS

Mr. Shubham Vaidya, Founder and CTO of Kaalzua Design Technologies Pvt. Ltd is son of Col Sanjay Vaidya (Veteran). An award-winning Architect and an Industrial Designer from SPA New Delhi, with hands on experience in the fields of design and manufacturing, he is the brainchild behind the online furniture brand start-up. Having simultaneously worked on his research paper that has been published on an international platform. He has also worked closely on multiple government projects throughout the country and have bagged several awards in the field of architecture, and design, Kaalzua proves to be an industry disruptor in the field of home furnishings.



Uday: Please tell us about your childhood and the life you spent in an Army environment. What's the best thing that Army life teaches you?

Shubham: Army life truly is one of a kind and I feel privileged to have been a part of this amazing community while growing up. From being in different parts of the country, be it Jammu and Kashmir or Telangana, to studying in Army Public Schools, from living in beautiful cantonments to attending social evenings in the officer's institutes, each bit of it is engraved in my mind. I fondly recall a time when as a kid I ran after a 'Dhai Ton', pretended to be a part of the 'QRT' and went to school in what we called our bus- the 'ALS vehicle'. These are things I honestly feel grateful for, for these experiences are unique to every Army kid.

Receiving Birla yuva ratna Award. To be candid, I think the most important things Army life teaches you is adaptability and discipline. Through the years, seeing my peers struggle with adjusting to new conditions, I would never have to think twice about them. I would instinctively know how to make new friends and how to make the best of any living condition. This quality does not come easy, but for us it is a part of our routine. Discipline again, be it work or relationship related, is essentially instilled in our minds.

As the saying goes "Lead by example", which I can rightly quote here. I have seen my parents work with the utmost dedication and respect towards the organization and these traits have been passed down to me.



Receiving Birla yuva ratna Award

Uday: What has been your childhood dream and any specific moments from your early childhood which left an imprint?

Shubham: Watching my father's commitment and love towards the country through the years has surely influenced the way I move ahead in my life and with Kaalzua. I always dreamt of getting into the armed forces, and my father was my biggest source of inspiration. As I gradually moved ahead with my higher education, design and creative side of my brain kicked in. My schooling from the Army Public schools around the country gave me the opportunity and harnessed my creativity which led me to pursue my career in Architecture and Design.

In my schooling days, I remember setting up quarterly house boards which were theme based in the most creative way. Apart from the immense amount of co-curricular activities, Army schools gave me a platform and an encouraging environment.

Uday: As you started your college life what's been your approach (preparation and research) to get closer to your dreams?

Shubham: There was never an approach except the fact that I wanted to put out my best in front of the world. Once I found my place in this field of work, I would work tirelessly, not because I was obliged to, but because I liked to. This I feel should be of utmost importance, loving what you do.

Life is very unpredictable, and I have experienced this personally. Sometimes it might go how it was planned, and sometimes it might go all haywire. But surely you would explore an unknown territory and that's the beauty when you chase your dreams.

Each day came with new surprises, new challenges and in 5 years of doing architecture you know where your interest lies ahead. Architecture by profession builds the entrepreneur in you, step by step. At a certain point I realized, to broaden the knowledge base, I had to prepare myself enough to get into one of the most reputed colleges, SPA, Delhi for my master's degree in Industrial Design. I had a purpose, to fill in the gap for my entrepreneurial journey, and this leg of my education pushed me forward to ignite the fire for my startup journey.

Uday: It is evident that you decided to follow a certain path in your entrepreneurial journey? Any reasons?

Shubham: My entrepreneurial journey has been molded by the mentors who came in at different stages of my journey. They have played a key role to shape my aspiration to create a positive change in this world by my work. Every path that I have chosen, is well thought and discussed with people who have been through the same road. I like to get various perspectives and experiences, they help to form an opinion and lead to an effective decision making.

Uday: Would you like to talk about mentors and teachers who have guided you through your journey? And why do you think mentors or teachers are really important in our life?

Shubham: I have huge respect for all my teachers and mentors, not just for academics but also life decisions, throughout my journey till date. They have genuinely shaped my personality, attitude and outlook towards life. My biggest supporters and mentors of course have been my parents. They have been my guide since day one.

I have had the privilege of learning from wonderful professors in my undergraduate course who set the base up for my career in design. But the ones I keep closest to my heart are two professors from when I was pursuing my Master's degree. Under their able guidance, I have created work that I never would have thought of creating. Their teaching methods always left scope for us all to think above and beyond. And we would even get our fair share of scolding which has been a great disciplining factor in me again.

There is no doubt that teachers indeed are crucial in making us who we are, at each stage of life. Every challenge is ours to tackle and making mistakes is important too. But we do need someone at some points in life to show us the right direction and that is exactly what teachers and mentors do. They will not hold your hand throughout, but they will always be behind you as your lead supporters. And that push is what keeps you going.

Uday: What is your larger goal in life, and how are you preparing for it?

Shubham: I have taken a huge step, entering into the business and entrepreneurial field, with no prior background and experience. Each day comes with its own set of challenges but I am glad that none of them have been able to become a hindrance to my goal of taking my company forward. With the overwhelming response we have received for our brand, especially for something new in the market, we know we will take this forward.

My vision is to make **“Kaalzua”** a brand that aims at a sustainable change to create a positive impact in the furnishings industry to cater to a mass audience, working in the realm of ‘Industry 5.0’

Emerging from a passion to solve problems through design, I started out with building a strong team to put the startup’s vision on a global level. Apart from a solid Research and Development, the most important factor which I prepared for is creating an effective decision-making capability. This I would say is the most important aspect in any entrepreneur’s life.



Team at Kaalzua

Uday: Any special memories of your time spent with your Army Cantonment Friends?

Shubham: Multiple stations, multiple friends and multiple memories. This is it in a nutshell. There are countless special memories to be fair since each station got something new with it. Cycling through the cantonment, attending social evenings, playing in the mess in a separate room when the parents were out for the formal gathering, enjoying a game of basketball and badminton every evening, which interestingly I partly learned from my friends, going to each other's house on every festival and watching movies in the auditorium, the list goes on. I have had the best of times with every friend I made along the way, still remember them and am in touch with a few too.

Uday: There is a huge potential, especially in fauji Kids. What would be your message for them?

Shubham: This undoubtedly is true. The kind of exposure Army kids get is wondrous and they develop different skin altogether. With greatly varied experiences, it is bound to happen and with such a mix you can expect the best from them. It all boils down to expressing and nurturing their talent in the right manner. Like I said before, finding something you love to do rather than it being a burden is the most important. Once you have that, foster it. Believe it or not, other social, interpersonal and adaptive skills that are needed in the real world are already ingrained inside you since birth. All you have to focus on is your skill, nothing else. Use this fact to your advantage wherever you go, and you will shine amongst everybody else.

Another thing I would want to highlight is to never drop the zeal to learn from new people. Even if you leave the Army environment, make sure you still interact with as many people as you can. Be empathetic and kind and learn about them. This will go with you a long way in life.

Uday: Would you like to share any experience which helped you immensely in your journey to become a better professional?

Shubham: Taking part in multiple competitions and doing internships inevitably bettered me professionally. But the kind of exposure starting your own firm gives is unmatched. It is a novel experience altogether, especially if you have no background in it. I learnt every single day, from inventory management, design, employing human resources to shifting factories and managing the workforce. All of this as a whole continues to advance me professionally. Work ethics and discipline mixed with hard work have definitely made me a better individual. The decision to give roots to a start-up has probably been the greatest learning experience of my life till date.

Uday: Any subjects/ social goals which you are passionate about and people need to be sensitized about them?

Shubham: In this day and age, environmental issues are of the biggest concern for each and every individual. Kaalzua's prime core value is sustainability. Plastic waste

from small products and the industrial wood waste while making furniture is huge. To counter that, Kaalzua brings into play its sustainable wooden products that last long and are made with Zero wastage. Through this, we do our little bit for the betterment of the environment. Sensitisation regarding this topic in my opinion is extremely important.

Uday: Would you like to tell us about your achievements in your professional world ?

Shubham: My journey until now has involved multiple roles within the field of design. As an architect I have won multiple national awards and competitions and have consulted MNC's with their CSR activities throughout the country in the field of architecture. As a Researcher I have been a part of Design Innovation Center under MHRD and published an international paper on the Alternative design solution to RO Water purifiers. Beginning with my startup journey, I successfully managed to raise a Pre seed Capital for my startup through Angel.co and valued the company at USD850k in the first round of its funding.

Uday: As an entrepreneur what keeps you going? What are the top 5 qualities that can help every individual to excel in any walk or life?

Shubham: Honestly, it is the littlest of achievements that give you a boost. When you aim to achieve something, you know it will never be an easy path. Along the way every little step one takes, gives a great sense of accomplishment and all of this counts. A positive response from your customers is enough to bring a smile to your face. Sweet words of encouragement from near and dear ones push you to work even harder. But even through the positives, the downfalls nudge you like nothing else. When something comes between you and your goal, you just want to put all you have onto the table to remove the hurdle. A good mix of both just keeps one going.

I feel hard work, diligence, commitment, adaptability and good interpersonal skills will take anyone to great heights irrespective of their field of work. These qualities are important not just for a professional but even play a crucial role in your everyday lives and interactions with others.



Capt Uday K Shriwas was commissioned into the Corps of Signals, and served in various theaters during his service for five years, including in a newly raised RR Battalion. Thereafter he has worked with many renowned Companies, like Kingfisher Airlines, IFB Home Appliances, JK Cement, and Yes Bank Ltd. He enjoys working in the field of Marketing, Business Development, Strategy. He also has keen interest in the field of Personal Branding. He is presently working as Regional Head - Honour First (Defence Vertical) IDFC FIRST Bank

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Members Speak

ORGANISATIONAL ANATOMY, LEADERSHIP, AND THE MAGIC MOMENTS:

FORCES NETWORK SINCE INCEPTION

BY GURU SADAY BATABYAL

Everybody dreams. But 15 years ago, on 04th December 2007 Lt Col Iqbal Singh -a retired infantry officer and few of his army friends working in the corporate were in abjectly dreamy stance while sitting in a small coffee shop in Mumbai. They were not excessively vacuous dreamers. It was a creative, inspiring and useful kind of dream. They dreamt to create a platform for the band of brothers and sisters' officers of the armed forces to facilitate smooth transition from uniform to civvies through tutoring, coaching, educating, informing, increasing opportunities through networking and above all enabling change to think anew to succeed in the corporate, or in their entrepreneurship ventures and in many untreaded paths. It was a great idea. A new era began for the comrades in profession of arms who are already out on the civvies street or were about to shed uniform and join the world outside. Converting such dreamy ideation into a reality is never an easy task. But the dream " Forces Network" not only fructified but grew in manifold.

In early 2008 I got a mail from an unknown officer Col Sameer Anukul inviting me to join the newly created group named '**Forces Network**'. As the mail was from a comrade in arms I joined immediately. But must I confess that at the time of joining the Forces Network in early 2008 I was skeptical; there was future uncertainty and little did I imagine that it will one day become such a potent force with members from Army, Navy and Air Force across the genders, countries, regions , and continents making it a strong global community of the defence officers, by the defence officers and for the defence officers- positioned uniquely and unparallelly without an office but occupying mind space of all. So recently when IQ informed that Forces Network has now 6202 members - besides making me immensely happy the message provoked me to analyse organisational anatomy of Forces Network and revisit the magic moments which step by step made sure the group not only survives but also thrives.

Organisational Anatomy. From a biological perspective, “Organisations are live creatures which are breathing, functioning, moving and developing inside their specific environments”. Organisational Anatomy links existing theories and discusses five archetypes of organisations, namely -producers, knowledge-dependent, location-dependent, donor-dependent, and state-affiliated organisations. So, what kind of organisation are we? Forces Network is a knowledge dependent, donor-dependent (unlike NGOs here donors are members who invest their time and share knowledge and skill sets) voluntary organisation on a sharing and caring mode. A look at the role of leadership in driving the group so admirably and dwell on the evolutionary process is a prerequisite to understand its YoY growth.

Leaders Who Made It Possible Reasons for success could be attributed to many factors but most important of all we need to recognize the key roles leaders of Forces Network have played in helping its members to not only be successful in their efforts, but to do work that creates a sense of meaning and purpose. Leader *numero-uno* of Forces Network Lt Col Iqbal Singh, (Garhwal Rifles) needs no introduction who ideated and founded this group. His imagination, like star hinted at something in the distance. His passion, persuasiveness, dogged determination, dynamism and unremitting focus, ability to not only to remain current but also to make the group members future ready is occupying the driver’s seat since last fifteen years without a break. Adding to that his penchant for perfection and bit of sprinkling of sternness ensured Forces Network is not a still born baby. Legendary American automobile industry CEO Lee Iacocca famously said, “*You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere*”. On our organisation I have written earlier that a great idea must be nurtured with utmost dedication and care. Iqbal was not alone in his belief, he had 12 members on Day 1. (It reminds me of 1967 famous Hollywood movie “**Dirty Dozen**” whose achievements erased their past sins). And in a larger kaleidoscope people who made Iqbal’s idea into fruition are the complete fraternity of the Forces Network because, “No one is so big that s/he can go all alone, and no one is too small that s/he cannot contribute”. Many of you deserve kudos, but listing names of a few prominent active members who ran with beacons and glowed the path:

1. Col Samer Anukul: Sam Cool was the Guru of Corporate Security -a much sought-after mentor and a lovable person at heart who was always willing to share his knowledge and help others. He was a regular volunteer trainer in almost all Forces Network training events. Alas he has left for his heavenly abode too soon! (a Covid casualty). I respectfully reckon his contribution beside nostalgically remembering his invitation mail to me in early 2008 requesting me to join the Forces Network.

2. Col Rajeev Sharma: From being a faculty on Aerodynamics at the BITS Pilani to an EME officer to a DRDO Missile Scientist to a MIT student to a CEO of a Machine Learning company in USA, this is a dream profile and an extremely inspiring one. He is the Tech Guru in Forces Network and an ever-enthusiastic volunteer trainer on technology topics that IQ relies upon.

3. Col Sameer Chaturvedi: Joined on 11 Jan 2008. An extremely helpful ex JAKRIF officer who is now working as an expat in Nigeria for the past 7-8 years. He was instrumental in organizing the first few get togethers of Forces Network in 2011 2012 when it was most difficult.

4. Col Vinay Gupta: A member since 12 Nov 2008. He is the Data Science mentor in Forces Network. This extremely tech savvy ex EME officer has a passion for sharing his technical knowledge and has significantly contributed to Forces Network seminars and training events.

Other Active Contributors:

5. Capt Uday Shriwas: Joined the Group on 11 Oct 2008. He became active in Forces Network during the 26 Jul 2015 seminar at The Lalit, Barakhamba road, New Delhi. Ever since then he has made significant contributions towards the Network. He takes a lot of loads off IQ for managing the Group.

6. Col Sajjan M: A member since 27 Feb 2014. After an illustrious career in the Army, he is now engaged in an offbeat profession pursuing his passion into the field of Psychology and is the go-to person in the Network for Psychometric tests whether it be for officers or their wards.

7. Col Sanjiv Haldia: Joined on 14 Jun 2015. He is the HR expert in our Group who has contributed significantly to training programmes of Forces Network and guided officers understand the finer nuances of salary negotiations.

8. Sqn Ldr Meena Arora: She is a Clinical Psychologist who has always made herself available as a volunteer trainer on M2C Transition psychological aspects. She joined only on 24 Nov 2018.

9. Lt Col Ranvir Singh, Editor ForceNet E-Zine. Ranvir an infantry officer from Bihar Regiment took the onerous task of editorship of ForceNet E-Zine when it began journey in November 2019 and in no time with his great flair for writing he with the help of others made the magazine absolutely world class with high quality content and multifaceted layout making it "owners pride ". Ranvir had to leave the role of editor after he took over an overseas assignment.

10. Capt Rajesh: present editor of ForceNet E-Zine who succeeded Lt Col Ranvir Singh. An enthusiastic officer who has filled the void befittingly.

Leadership & Style of Functioning in Forces Network: Having observed functioning style of Iqbal and other volunteer leaders of our organisation, it became clear that:

- Forces Network have excelled because it followed the vision and mission statement without deviation and created defined values to ensure its purposeful growth.

- Captain of the ship and its crew members are great democratic leaders who are humble, a bit ruthless, and ignite curiosity. They evoke positive emotion, through constant engagement, maintaining relationship internally and externally, Understanding the impact of your work and help you enjoy the tasks and become more satisfied with what you do making your journey of life meaningful, lastly through mentoring, helping in skill-set upgradations and exchange of ideas , the group members are guided to make realistic goals that can be met and achieving those goals give them a sense of pride and accomplishments when they finally achieve those goals.

Magic Moments : Evolutionary Milestones.

Forces Network helped in navigating to chart the right path and encouraged officers in acquiring skillsets through discussions, guidance, knowledge sharing, assisting with materials for PMP/PPP, GMAT/GRE, CV writing workshop, and most importantly demystification of technology through ABCT (Any Body Can be Tech) pursued by the leadership with full sincerity of purpose unfolding future of Analytics and AI. Now to connect better, Forces Network created a twitter handle and for thought sharing an e-magazine. Henry Ford succinctly said, "If you think you can do a thing or think you can't do a thing, you're right."

The group has built a platform of belief system reassuring the veterans who were/are transiting from M2C that undying attitude of 'can do' which was so dearly held while in uniform has to be continued despite the change of operational environment through competence building. Through sharing, caring, encouraging to build new skill sets armed its members to kiss the world without reservation. Bonding of the group was further cemented through events like annual seminars held in Delhi/NCR since 2011 and later held in few other metros. Annual seminar held in NCR is a much sought-after signature event. Over the years these seminars matured to a different level: themes were carefully chosen keeping with the changing environmental need to stay relevant where industry bigwigs were invited to share their thoughts which was indeed a great value addition. Industry too got to know more and more about the talent pool besides seeing few successful veterans in top roles who were already ensconced. And during the recent pandemic onslaught our group did not close its shop. Various webinars were organised intermittently and catching mood of the environment IQ conducted webinars on various topics including one on the organic farming. Proliferation of new and positive ideas over-powered the odd negative mindset which was part of the discussion in the initial years and thereafter any one deviated from the stated objectives of the group received an warning from IQ who ensured discussions are not aimed at washing linens in public.

I could with much satisfaction see some members venturing into entrepreneurship like Samarendra Kumar of MitKat and many more. Print media promoted the group with the help of Prasoon, Vidisha Pandey and a few more. Now we have veterans in so many different fields -Operational Heads, HR Heads, Project Heads, Marketing Heads,

Vice Chancellors, Deans and other Academic Staff etc. Persons like Major Deependra Sengar of Microsoft-whose incredible survival after serious war injury and thereafter his much inspiring journey to fame is motivation for many; Gita Gangwani, Mohammad Ali Sha, mountaineer of repute Sqn Ldr Toolika Rani -to name a few who are engaged as motivational speakers. Some are writers: latest to join the authors' list is Sqn Ldr Toolika Rani whose book BEYOND THAT WALL: Redemption on Everest has already made a name. Some are into films, someone like Tapesh Sen mentoring children over telephone (hope he is continuing after his recent relocation to Kolkata), Govila giving expert advice on finance through his oft repeated "Financial Cocktail Samosas: bite-sized Money Morsels For You",

I recall author Rajat Chakraborty giving tips on self-publication of books. And on the social side, besides sharing the official communications related to pension, ECHS etc. the group platform is facilitating with plethora of activities like matchmaking, sharing experiences on travels and tours including selection of tour operators, guest room/hotel facilitations, problem solving with various agencies through member representatives working there, arranging internship for the wards, the list is endless.

And now a Forces Network T shirt to further reinforce the group identity. IQ has recently sought feedback on "How Forces Network has Changed my Life - a good initiative to assess the impact on the various activities and the platform in totality. Our leadership is always on the ball. And amazing range of activities! Pardon me for exclusion of names : because of my inadequate knowledge of all the 6207 members of the group though many more are deserving to be mentioned

Conclusion.

To sum it up, Forces Network is actually a family with all its pride and its possessions, and through all its vicissitudes a strong sense of community and continuity. And quietly grew out to an all-encompassing outfit informing, educating, mentoring, and assisting the members not only in soft- landing in the corporate but also to change the mindset and thinking pattern of the members and industry alike.

Iqbal's out of box thinking never failed to astound me. This voluntary organisation has sustained and has been maintaining such impressive YoY growth because it has been able to connect what we do with an internalized understanding and appreciation of the purpose behind why we do it; of why it matters both to ourselves, and to the organization and the community we serve. It is a purpose-driven organization with stated set of objectives and defined values of what we created internally and collectively. Our purpose tells us why what we do is so important that only we could do it, also why we must do it. And this is what lies at the very heart of success and failure - how much we have reached or moved away from our shared purpose. But this is where our sense of purpose truly begins to matter as it is our shared purpose - our collective understanding of why we do what we do - that will serve as our

compass and guide going forward. Naturally, a clear thread running through all of this is communication. I have left the corporate world eight years ago but not this unique organisation despite having traversed crossed 70 Milestones of my life's journey. With hopes in my heart and prayers on my lips for the road ahead , I end with a note of optimism quoting from the poem Journey:

I do not know where we will be

*“But we will light up the darkness together,
When our imagination and the present
Become one.”*

— Eric Overby, Journey

JAI HIND.

WISH YOU ALL ABUDANT HAPPINESS, PEACE AND PROSPERITY IN THE YEAR AHEAD!



Col Gurusaday Batabyal was commissioned in 3/4 GR and participated in the Battle of Bila Fondla (Siachen Glacier) Sept 1987. He is a graduate of DSSC and holds a PhD degree from Visva Bharati-Santiniketan. He has been elected as the Fellow of Royal Historical Society London and has been awarded the title FRHistS (London). He held coveted appointments while serving in the Army like CO 2/4 GR, Commander of the First Indian Contingent in UN Peacekeeping Mission Lebanon, Special Representative of Government of India in Manila(Philippines), MA to Dy Chief of Army Staff etc. He had been CEO of an IT Company of B K Birla Group, later he was CEO of an IT MNC and Executive Director of DCPL Group. He has been member of Executive Council of CII and Bengal Chambers of Commerce and was engaged by Government of Fiji as adviser to Prime Minister on e-governance. After retiring from corporate he is pursuing academic and research activities and working as a visiting professor teaching Theory of Strategy, International Relations and Modern History of South Asia in a few universities in India, Bangladesh and USA. He has written book named *Politico-Military Strategy of Bangladesh Liberation War, 1971*. His second book is under publication.



Members Speak

Legacy in The Making- Forces Network

BY ANURAG SINGH SENGAR

A thought of transition for an officer in Armed Forces which provides a very stable, organised, protected and guaranteed safe environment to a VUCA world of corporate settings is emotionally unsettling as it comes with its own challenges.

Challenges!! However, for those who choose to walk this path (may be due to own choice or owing to terms & condition of services) know that even though the path may seem to be full of odds against the tangible experiences / skills that they have acquired in the Services yet once modulated to the requirements of corporate, the going forward can be smooth.

A million-dollar question then is where one gets those inputs, what kind of skill set / accreditation one should aim at to optimally prime oneself for the corporate readiness and above all how to curate that path to transition from the time one has made decision to the final offer from corporate.

An empathetic mentoring is of essence on such a journey and when I took that decision to walk the path in 2018, I interacted with few of veterans from my unit but there could not have been a better place than a group of veterans who have been through this and are thriving in the corporate world.

Forces Network was that one blessing for me which provided a platform with right resources, intent, energy and enthusiasm to shape that burning desire into actionable points that I had to work on to make it all happen. In 2018, I had moved to Rifle Factory Ishapore on deputation as being responsible for Security and OIC DSC company deployed there. Having identified, security vertical in the corporate as my new goal post transition - I kept engaging myself with with veterans (especial gratitude to Late Col Sameer Ankul) who guided me for the CPP certification from ASIS - a Gold standard in Corporate Security.

Its rightly said that an individual is sum total of five personalities he regularly engages with. A similar sentiment is strongly echoed in the orientation talks of Forces Network by Col Iqbal (fondly referred as IQ sir),

**"Nothing changes, if
Nothing Changes".**

The settings of Forces network conclave give the right vibe and perspective to an individual -what lies ahead. Many a times officers who are seeking the option to move after two decades of their revered career in Armed Forces, leave the throttle from pedal owing to inertia generated in the safe and stable environment. To break that inertia and chase those new dreams of doing something worthwhile by working on goals (after having achieved one of joining Armed Forces) require constant realigning of the PDCA cycle (Plan -Do - Check - Act). Selection & maintenance of Aim- the first principle of war has to be suitably employed for adopting the growth mindset in ensuing transition phase. Forces network was instrumental in ensuring that for me & I attended all the physical seminars till covid hit on the physical mode and online thereafter.

My re-attired journey post this leap of faith began on 26 Sept 21. Having completed the DGR course from IIM Indore last year which further instilled in me additional confidence and mindset to put my best for this avowed journey, I am now part of Adani Group as Head of Security in one of the unit of Adani Power.

When I look back on the preparatory phase of this transition battle, I can never thank enough to Col IQ, Capt Uday, Late Col Sameer Ankul and many others with whom I interacted on this forum who played the lighting post for me to gain right direction on this journey. I truly believe, it is just a beginning of new start and given the grooming in the world's best ecosystem that hails 'Naam, Namak & Nishaan' and striking the right camaraderie for fruition of larger goals together- the uncharted path ahead shall unfold milestones that my fraternity could be proud of and Forces network shall continue to set the sails in the right direction on this journey.

PS: *This write-up is just an attempt to acknowledge the role of Forces network in my transition to Corporate world but more than that it is also a declaration that I am available for any kind of support and guidance to the aspiring officers who are on the cusp of transition and looking out to gain from this virtuous circle of Growth and success.*



Lt Col Anurag Singh Sengar Holds over 21 years of leadership and management experience in delivering missions, handling teams - involving Asset Protection, Loss Prevention, Admin, Transport, Intelligence, HSE, public relations, civic action, Info sec and BCP. He has Handled logistics in Siachen, world's highest operational zone; led troops in counter-terrorism ops in J&K; demonstrated expertise in Incident and Crisis Management.

Members Speak

As I Look Back, And Ahead Too

BY RANVIR SINGH

Frankly speaking, I was not one of the early members of the Forces Network, even though it had come into existence even before I hung my uniform. Reasons for not having joined it early could be attributed to my limited access to internet and social media at that point of time, and also the initial slow pace of the growth of the Network. However, it has been a wonderful association since the time I joined it, and I have no doubt that it is going to even much better in the days and years to follow.

While personally I was not able to exploit the inherent benefits of the Network, when I re-attired and joined the corporate life, however seeing a vast number of other members reaping rich benefits of this excellent association over the past decade has also not been less exhilarating. It feels extremely good and satisfying to see your fraternity now doing extremely well, as a result of the guidance, mutual support and cohesion, that this Network offers proactively.

I personally feel that the Network has been able to hit dirt and fulfill its intended objectives from the very word go. The number of mails that land in my mailbox each day, are a reliable pointer to this fact. Assistance which can range from mundane to complex, have all been provided by the members, and to the members. The good part is approachability, which has literally removed the hesitation of asking for any type of help from any one, and it can come from any quarter, any one unknown, with any service background, any rank, and any period of service. This is an aspect which probably can not be found in any network across the globe, and I am ready to risk making that statement.

For majority of the officers of the defence forces, it has now become the 'go-to' tool. The founders of the network have consistently and painstakingly taken steps to meet the growing needs of its members, and commensurate to the changing needs of the environment where these officers are finally going to land as veterans. Conduct of excellent seminars, online knowledge and learning sessions, and even certification assistance programs have all been undertaken. Even during the tough Covid times, diligent efforts were taken to help the members reskill and upskill, and prepared to take on any challenges and opportunities that the environment would have offered with the situation improving. Mails bringing out many related success stories in the network are an ample proof of this foresight and planning.

I also consider myself to be fortunate founder editor of the digital FORCENET E-ZINE which we were able to launch with limited resources in terms of time and manpower. It is however a feeling of great satisfaction to highlight that never once have we faltered in releasing our monthly magazine on time. I personally feel that this magazine is an excellent source of learning for any reader, be it in defence or corporate. These magazines are pure treasure having no shelf life, as any old issue can be picked up at any time, and the content therein would still be found relevant. It has given an insight into the vast potential of not only of our defence officers, but also their spouses and children. It is exciting to learn and come across individuals who have excelled in varying fields and at different age levels. All of them have a vast information to share from their experiences, be it preparing for any competitive exam, getting a certification, getting into entrepreneurship, writing a book, settling in or finding a job abroad, farming, indulgence with NGO, or any such unusual profession, subject or topic. Going through these magazines will also give the people from non-defence background a valuable exposure to the vast potential that can be exploited by the corporate, and will amply build a positive viewpoint of this multi-talented and extremely professional fraternity. It was extremely great learning period for me as Editor, till I handed it over to the present incumbent in the process of moving on in professional career. For me, this is an excellent initiative taken by Forces Network, which will be a mainstay in carrying the legacy of the network in the years to follow.

Surely, we now have our members in a lot of prestigious organisations, in important positions, in different parts of our country, as well as in different corners of the world, who are going to carry our legacy uninterrupted, and creating a global footprint with no constraints of regional or national boundaries, helping each other to reach even greater heights in both professional as well as personal lives. My only crib, with myself, that would however always remain is that how come I missed out on joining this resourceful network before I bid goodbye to arms, as that would have definitely launched me into a much higher orbit in my post defence career. However, at the same time it gives immense happiness and solace to see a vast majority of my defence brethren now not making that mistake, and that is a wonderful feeling.

Finally, on this eve when we are completing 15 years of our coming into being, I would like to wish the founders as well as each member of FORCES NETWORK all the best for their future endeavours, and greater inseparable association.



Lt Col Ranvir Singh, a product of Rashtriya Military School and an alumnus of National Defence Academy, was commissioned into 2nd Battalion The Bihar Regiment in June 1988. After hanging his uniform in Jan 2009, he has contributed immensely as a Corporate Warrior to organisations like IL&FS Technologies Ltd, National Institute of Bank Management of RBI, MMTC-PAMP India Pvt Ltd. and Globacom Limited. Apart from being a Security & Safety specialist and an Administration expert, he has a keen interest in the field of ever evolving Information Technology, flair for writing, and photography. He can be reached at ranvirism@gmail.com

Moment In Time

We have started with a Photography section “**Moment in Time**” to provide an outlet for creative side of our esteemed members. The rules for submission are as under:-

1. Forces Network members, spouses and their wards can submit images for publication.
2. No Nudity or Porn.
3. No mention of Mil establishments or unit identity or tac numbers or tail numbers.
4. It's a photography section so no images of various get togethers and social functions will be published.
5. The longer side of image should be 2048 pixels.
6. Maximum 5 images will be published every month. The images must be submitted by 20th of every month.
7. Mention your Instagram ID.
8. **While submitting the following details be submitted along with the suitable Title:-**
 - a. Aperture
 - b. Shutter speed
 - c. ISO
 - d. Camera used
 - e. Lens
 - f. Focal length.
 - g. In case of a mobile click, the same may please be mentioned.

All Photos may please be sent to forcesnetworkz@gmail.com by 20th of every month.



*Magical Sunset over Umiam Lake Shillong
By Col Jeetender Sharma*



*Crystal clear waters of Dawki, Meghalaya
By Col Jeetender Sharma*



*Sunset over Kaziranga.
By Col Jeetender Sharma*



*Amphitheatre of Gods...on the way to Everest Base Camp.
By Col Jeetender Sharma*



*Famous Nuranang Falls.
By Col Jeetender Sharma*

15 YEARS ANNIVERSARY celebration

How Forces Network Changed My Life

Forces Network landed me a dream job with ReNew Power. I joined them as State Admin and Security Head for Karnataka. I just applied for the position through an ad in the network and got selected in less than 1 month. Did not know anyone in the entire chain. Have been working now for last 4 years with ReNew - a company with a robust veteran program. Thanks IQ sir.

Col Kolahal Anil Kumar



Forces Network is extended version of Fauj which binds every veteran to help each other in time of need. Fauj values driving this wonderful network. It is so incredible to see that support given among forces Network members are delivered are both real time and passive. Wide range of issues are discussed from Travel to Investment, from training to career progression. I have been personally got benefitted from IQ Sir in clearing AZ- 900 through ABCT program. But I strongly feel this platform is still under utilised, we have veterans with diverse experience, from job seekers in this network, forces network can help and create startups (create jobs) in near future. Three cheers for forces network. The network that works...

Lt Cdr Varun Dhand

Giving wings to a passion I thought I would never have an opportunity to pursue.

Lt Col Jojo Jacob



15 YEARS ANNIVERSARY celebration

How Forces Network Changed My Life

Forces Network and IQ Sir as we fondly know him are conjoined twins inseparable from each other. I got enrolled into Forces Network on advise of one of my Seniors who found it as a very effective and effervescent platform meeting diverse needs of the Armed Forces fraternity as a self-supporting ecosystem which nourishes and grows in time.

I attended one of the Forces Network seminar in Aerocity in 2018 and first time the impeccable planning, details and pains IQ Sir went through to structure that one day fest with star studded speakers giving out pearls of wisdom and sharing their experience with us to enable smooth transition and prepare us well for the challenges ahead.

It was here that I first made-up my mind to chart on the way of learning and equipping myself with requisite Certifications by channelising my military experience and learning to show the Corporate about my seriousness towards my 2nd innings and also getting prepared for the journey ahead.

As it's said "I have Miles to go" but with Forces Network and IQ Sir always looking over me I am taking this leap of faith into the domain of corporate with full gutso and ready to take on the challenges ahead. Cheers to Forces Network

Lt Col Nitin Wason



It gave me strength, confidence and guidance on how to transition to corporate

Rahul Doegar



15 YEARS ANNIVERSARY celebration

How Forces Network Changed My Life

Force-net as we all love to call it has brought me out of slumber- a self imposed one. The process of breaking shackles to come out of comfort zone is easier said than done. You need a mentor like Iq sir and a platform that infuses TSOFN.

It was the summer of 2021. ABCT-1 appealed to me as a novel idea. Yet, I wasn't confident. I kept asking- CAN I DO IT and WHY SHOULD I DO IT when the status-quo is not threatening. A re-read of the e-mail primed me to call Iq sir; albeit hesitantly for the apprehension of hearing a straight, forthright assessment that he is known for. You know everyone has it while standing before someone who can show you The Mirror; and when you are feeling too cosy to break-out. An hour long talk with Iq sir shattered the glass ceiling setting me free on the path of Can do-Will Do. I went on to accomplish about half a dozen upskilling targets along the unlearning-learning curve. My takeaways- breaking free from the fear of learning new things, facing the changes squarely and confidently. If knowledge be the power as is believed widely, I trust Force-net has changed my life. No doubt.

Col Mukund Sarsar, SC



Many New fields of study were introduced during the TechTonic and otherwise. I got the confidence and necessary outlook towards 'civil' life after transition. I also got to get in touch with some amazing people. Thanks a ton for the noble effort!!

Lt Col Lalit Taharabadkar



15 YEARS ANNIVERSARY celebration

How Forces Network Changed My Life

I retired from the Indian Army in Mar 2016. As I was on family way, I decided to join the civil workforce once my daughter was a year old. I was searching for relevant opportunities but couldn't find any suitable roles. Luckily, one of the brother officers (Maj Sumeet) introduced me to the Forces Network and added me to it.

I became a member of the Forces-network in Jul 2016. My daughter turned a year old in Aug 2017, and through the Forces-network, I got a very good opportunity in my home town in Mumbai. I joined it in Sep 2017. Due to travel issues in this role, when I was looking for other opportunities, Forces-network again came to my rescue and gave me a very good role in a reputed MNC in Mumbai. I will be completing 5 years in this organisation.

I have also learnt about the importance of professional courses through our different discussions within the Forces-network and completed CPP certification. I will be forever indebted to Forces-network to cement my career in Corporate Security.

Capt Kshama Bhalerao



After becoming a member of the Forces Network awareness levels increased in various domains which gave me an opportunity to become the COO of a mid-size company.

Col Harbinder Singh



Tech Corner

Comedy Robots: A Reality Today

BY IQBAL SINGH

Robots have entered many spheres of human activities in the last few decades. We have seen them strike at terrorist havens in places like Afghanistan as drones, replaced factory workers on the assembly lines of auto makers, undertake complex heart surgeries, undertake missions in space and military environment however when it came to the realm of human creativity that domain seems untouched by Robots thus far.

Can you imagine a robot performing the role of a standup comedian? It is a skill that is at the intersection of science, creativity, social dynamics and much more. **However that reality is already upon us today!**



A Standup Comedian Jon the Robot

Jon is an autonomous robotic stand-up comic who cracks jokes while making mild gestures with its tiny articulated arms. A handler has to press the button and hold the mic while Jon – the robot repeats the same jokes in a similar order. However, Jon is learning to come up with different responses based on the way the audience interacts with its jokes. How long the audience laughs decides the timing of his delivery and the noise level in the room decides its one-liner responses. Although Artificial Intelligence (AI) can perform functional tasks like detecting tumours, playing games, and reading maps way faster, linguistic humour is an area where humans still dominate. AI Jon works effectively only because of its programming that has been done by a human. It would be a scientific breakthrough to be able to teach AI to be genuinely funny because that would need a proper and detailed understanding of the human psyche. An AI that can do that could be capable of much more than merely cracking original jokes.

While we humans have access to vast mental libraries of linguistic nuances and cultural references to draw humour from, but an AI's library consists of only the information that we, humans decide to feed it with. To make AI make us laugh, we have to be transparent about what kind of humour we want to teach it. This also means that if we want an AI to make us laugh, we have to be clear about the kind of humour we want to teach it. One theory of humour is that the degree to which we find something funny matches the degree to which a joke's punch line deviates from the listener's unconscious expectation. Thomas Winters, a doctoral student in artificial intelligence at Katholieke Universiteit Leuven in Belgium, uses this one as a case study: Two fish are in a tank. Says one to the other: "You man the guns, I'll drive." "In the beginning, you see this aquarium, this water tank. But then you hear 'You man the guns, I'll drive,' and you're like, Well, aquariums generally don't have weaponry or wheels or drivability," Winters says, in a heroic effort to parse the mechanics of a fish joke. "This mental jump from one interpretation to another one is something that most jokes or things we find funny have." Following a formula is something AI is exceptionally good at. So are a lot of successful comedy writers.

Joe Toplyn is an artist who broke into comedy in the 1980s. He spent the better part of the next two decades writing for comedy and talk shows, racking up four Emmy awards and head-writer credits at both The Late Show With David Letterman and The Tonight Show With Jay Leno. In 2014 Toplyn published *Comedy Writing for Late-Night TV: How to Write Monologue Jokes, Desk Pieces, Sketches, Parodies, Audience Pieces, Remotes, and Other Short-Form Comedy*. The book is a distillation of a course he taught in New York City after scrutinizing decades of monologues and reverse engineering the most successful jokes.

Toplyn isn't precious about comedy writing: it's a job, one **that a person can learn to do well if given the right inputs**. The jokes that got the biggest laughs for Leno and Letterman follow identifiable formulas populated with "handles"—people, places, things and other references—each with a variety of related associations that can be combined to form a punch line. Given enough time and data, he realized, a computer could potentially learn to make these jokes too.

Earlier in 2022, at the International Conference on Computational Creativity, Toplyn presented a research paper outlining Witscript, a joke-generation system trained on a data set of TV-monologue jokes that detects keywords in entered text and creates a relevant punch line. Unlike other forms of robot comedy, the system—which Toplyn has patented—can generate contextually relevant jokes on the spot in response to a user's text. A chatbot or voice assistant enabled with the software can respond with humour to users' queries (when appropriate) without derailing the interaction.

Example of completed Witscript joke

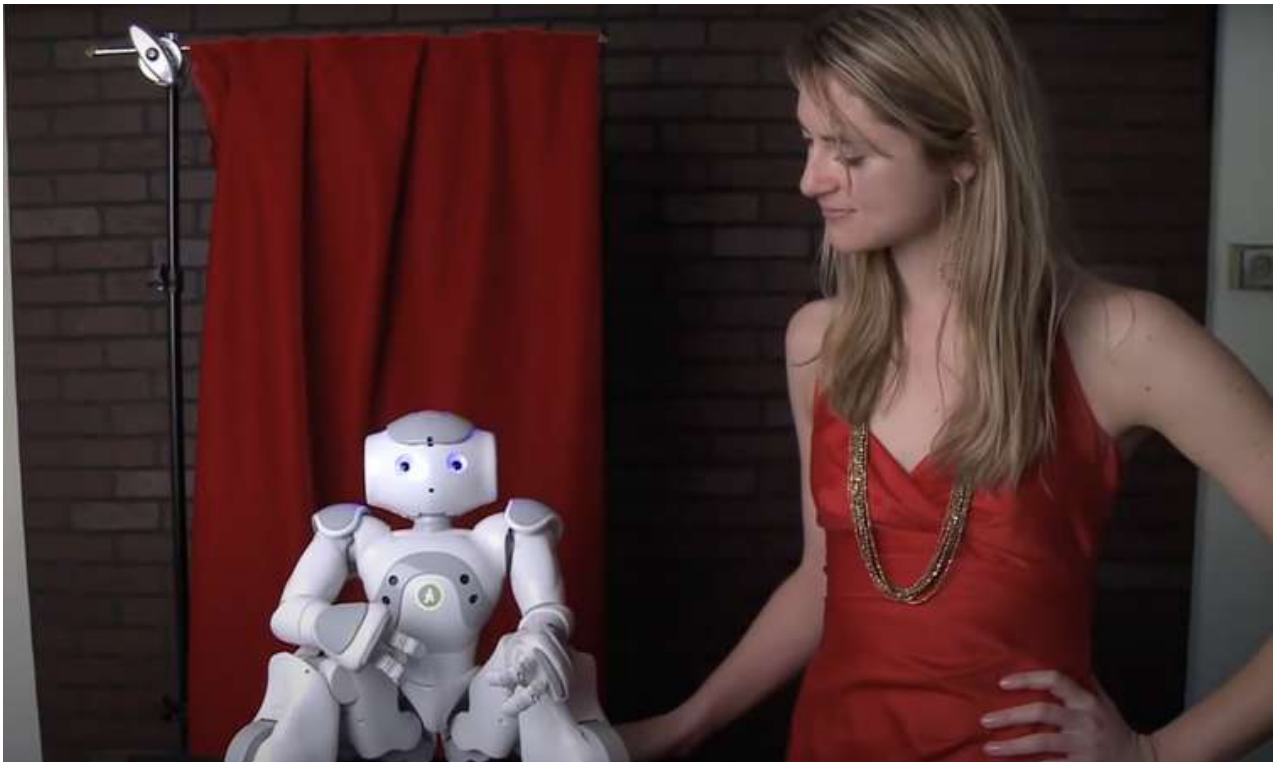


A Witscript Joke

Data – the Stand-Up-Comedy-Performing Robot

Heather Knight is a social robotics graduate from the Carnegie Mellon University, is finding ways to design robots that can pick up on social cues and nuanced human behaviour. The result is a tiny robot that can perform stand-up comedy called Data.

Even by robot standards, Data is especially stern-looking. He's small—only two feet tall—and built like a mini stormtrooper: gleaming white, with a shiny breastplate and a glowing insignia on his chest. At a performance by Data last year, Data, perched on a stool, waved to the crowd. "I would say it's a pleasure to be here, but I am a robot and don't know emotion," he said in a fittingly electronic voice. Then he turned his head slowly toward Ms. Knight and pointed at her with his left arm. "Heather, how about you get working on that emotion program?" he asked. "I am, Data!" she responded, in a mock-defensive tone. Emotion may still be a ways off, but through her work as a social roboticist, Ms. Knight is teaching robots like Data how to read, replicate and respond to human social cues—first on stage but, ultimately, in real life. Robots are everywhere, she said, but the scope of what they can do has been largely limited to "the three D's"—dirty, dangerous and dull. The way Ms. Knight sees it, a robot could help someone make friends, communicate with a doctor or assimilate to a new place if it knew the kinds of gestures and language that make people feel at ease.

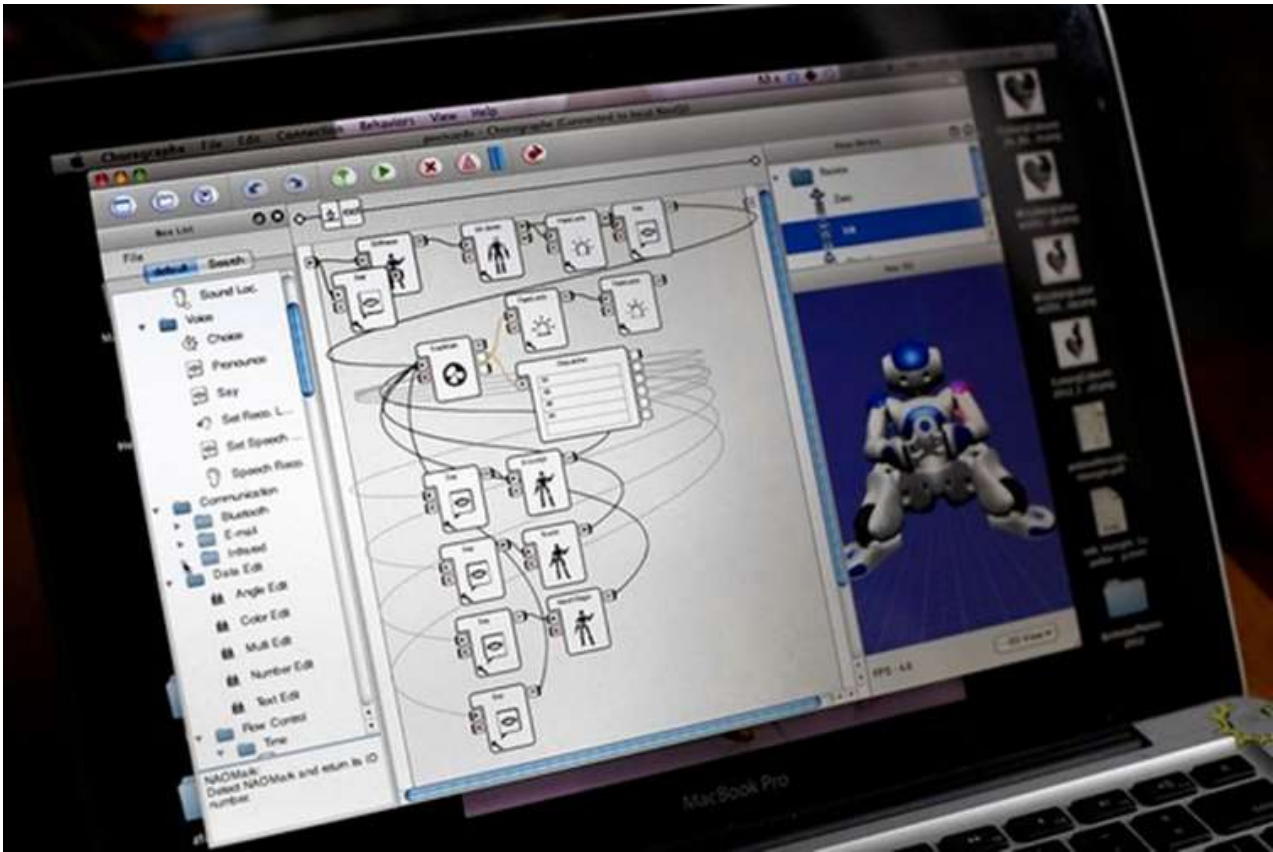


Heather Knight with her Stand-Up Comedian Robot Data

Heather's practice includes formal psychology-like user studies and software programming at the university as well as playful live performances at tech festivals.

Over the past few years, Ms. Knight has been invited to present her formal research at conferences throughout Europe and the U.S. Her live performances and stand-up act have inspired a sort of viral following. She and Data have taken the stage together at events ranging from the 2010 TEDWomen conference to the Wired 2011 festival in the U.K. Data is a "Nao" robot, a sort of high-tech blank slate made by the French robotics firm Aldebaran and used primarily for research and education (Nao robots are also the players of choice in the international RoboCup soccer league). Ms. Knight worked for Aldebaran after completing her undergraduate degree at MIT and helped to develop the touch-activated sensor on the robot's head. Now she writes complex behavioural programs for Data through an Aldebaran software called Choregraphe.

Data connects to Ms. Knight's MacBook Pro on a Wi-Fi signal, just as a wireless printer would. She writes each thread of speech and movement by working from a three-dimensional model of Data on her screen. The software has a "real-time" feature as well, which allows Ms. Knight to watch Data himself test out each sequence before she downloads it to his brain. Heather Knight writes much of Data's dialogue herself, but works with others on occasion for input and contributions.



Show & Tell | Heather spends hours fine-tuning the behavioural systems for her robot using a tool called Choregraphe, left, but she never really knows how well it will work until she's in front of a live audience.

Through hours of trial-and-error Heather carefully composes each word that comes out of Data's mouth and every accompanying gesture. "Timing is really important, too," she said. Data turns his head rapidly to express surprise, slowly to show boredom. To learn about the ways in which humans communicate intent, Ms. Knight consulted several professionals outside of her field. Matthew Gray, an acting professor at Northeastern University, taught her about gesture—the ways in which arm movements that originate from close to one's heart read as nonthreatening, and how shifting one's weight gently from side to side then coming back to center suggests emotion.

Heather interviewed a lot of comedians and learnt about self-awareness and persona. "One of the first things they taught me is that [Data] needs to be real and authentic," she said. Comedians tend to get the most laughs when they acknowledge truths about themselves, related to their race, religion, height or girth. The same holds true for a robot. "If a robot just walks out there telling random jokes and not acknowledging that he is a robot, it isn't going to create a rapport with the audience," she noted.

Data's character is a bit of a diva, or "an aspiring robot celebrity," as Heather put it. He is overly confident and overcompensates for his perceptual abilities and shortcomings. If his touch-sensors determine that he has walked into a wall, he is programmed to shake it off with a quick "I meant to do that."

Heather also has programmed Data to gauge audience response, both by hearing laughter and applause through the microphones in his ears and by seeing green and red cards held up by audience members through the cameras in his eyes. If the noise wanes or Data starts seeing red, he changes the direction of his set and tries out different material. "He's asking 'How am I doing?' " she said. "And 'What do I do next?' "

Heather fell for robotics while she was an undergraduate at MIT. After her stint with Aldebaran in Paris she went back to MIT to get a master's degree, then worked for the NASA Jet Propulsion Laboratory in Pasadena, California and Syyn Labs, a robotics art collective. She enrolled in her doctoral program later that year.

Heather recently conducted a series of user studies at Carnegie Mellon casting Data as a campus tour guide. The idea was to catalogue when and where people lost interest as indicated by their wandering eyes—something she hopes that robots will ultimately be able to pick up on too. She is now in the process of parsing that data.

She is also about to stage the first ever "**Cyborg Cabaret**"

As far as Data's comic career is concerned, Data is still in his infancy. He's been performing about once a month for the past year, keeping his set time mad out at eight minutes. Currently he has a database with more than 200 jokes, which Knight wrote with help from established comedians. They also helped her program Data's pretty incredible sense of timing. And his "sense of self." Most of Data's jokes are about being a robot.

Data's real killer app, though, is being able to read his audience—in some cases, even better than a human comic. Or at the very least, more precisely. By measuring applause and volume levels, Data can tell in milliseconds how funny the audience thought his joke was relative to his previous ones and then select his next joke based on that response. Let's say the live-audience response to a knock-knock joke about chickens is underwhelming. He'll note that the crowd was not pleased and cue up a joke that's longer and differently paced, or one that's slightly more risqué, to see if the crowd likes it better. "He has sensors about himself, so there's the reflective 'self-awareness,' " Knight explains. "He's always 'thinking,' How am I being perceived by other people?"

Conclusion

Heather Knight tells me that her intent is not to turn Data into the T-1000 of robot stand-ups, sent on a mission to obliterate human comics. She views Data more as an envoy for robomanity. "The goal is that one day in the future we can have a companion robot that doesn't piss us off all the time," she explains. "One that we like hanging out and spending time with." Basically, she wants us all to be friends. Because in the future, according to Knight and her fellow social roboticists, man and machine will not only work together but also trust each other. And comedy, she figures, is such a uniquely human form of endearment that if robots can begin to master it, it'll be a crucial step in deepening our connection to them.

Watch this space for more exciting developments to come!



By Iqbal Singh

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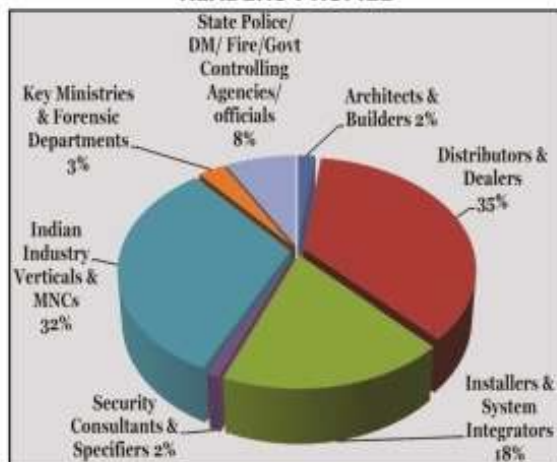
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ADVERTORIAL

The Hum Fauji Initiatives Money Talks



Bucket Strategies to Ensure Your Retirement Corpus Makes your Life Fulfilling

When one retires with a big corpus in hand, it is very easy to get complacent. However, the 'everything will be fine the way it has always been' attitude may not work for two reasons:

- (a) There is no monthly income anymore coming from anywhere, except from what one has already accumulated, unless you get a substantial pension from the Govt.
- (b) Emergencies will always come unannounced; inflation will always eat into the purchasing power of your money and the longer the horizon, the more pronounced will be the effect of such money depreciation; highest safety in investment will always get the lowest rates of return, and vice versa.

So, what is the way out so that one:

- a) doesn't take unnecessary risks with one's life-time savings,
- b) has the required amount of money every month to lead a comfortable life,
- c) can cater to unforeseen emergencies, and
- d) has the required insurance covers for the unforeseen.

That is where the 4-bucket strategy comes in. The buckets would be as follows:

Bucket-1 — Emergency Bucket

Prudent financial planning always demands this bucket be created first. This caters to the emergencies that may come up and needs a careful assessment of the amount required. General emergencies will not demand more than Rs 5 lakh for most people if health insurance is taken care of.

However, circumstances like older dependents, loved ones abroad (hence, sudden costly travel) and medical conditions not covered by health insurance could demand a bigger bucket. The best place to invest is a few small FDs of Rs 1-2 lakh each, sweep accounts linked to savings bank accounts or liquid funds. For most people, an emergency fund of Rs 5-10 lakh would suffice.



Bucket-2 — Monthly Income (Short-term) Bucket

This is the bucket that caters to monthly household expenses for the next five years of living. In addition, lifestyle travel plans (domestic and international), payment of premia for insurances (health, car, life, house, disability and critical insurance, etc), maintenance costs (house, car, appliances, etc), social obligations (festivals, events like family marriages) and miscellaneous regular requirements like replacement of white goods and house repairs would also be there.

While household expenses can easily be calculated on a monthly basis, other expenses will normally be on yearly basis and divided by 12 to arrive at the monthly requirement. The sum of the two expenses would be the total monthly requirement. Do not forget to add 5-10 percent as contingency to total monthly requirements so that some extra expenses in certain months do not add to worry lines.



Typically, this bucket would be about 20 percent of the total corpus and the best place to invest this would be a sweep account or liquid fund for the requirements of the next two years and Ultra Short-Term Fund for three years beyond that. If one so wishes, part of the monthly funds requirement can also come from Senior Citizen Savings Scheme and PM Vayana Vandana Yojana investments.

Bucket-3 — Medium-term Bucket

This bucket is an intermediate bucket for growing the money. It would hold the money required for the period 6-10 years from now. It receives money from Bucket-4 and transfers the money to Bucket-2 on a yearly basis. It takes slightly higher risks than Bucket-2.

BUCKET STRATEGY TO INVEST RETIREMENT CORPUS



This bucket would also hold about 20 percent of the total corpus and the best place to invest this would be longer term fixed deposits (FDs), hybrid mutual funds and conservative balanced advantage funds. A review would be required every year in this bucket wherein the next one year's funds requirement would be transferred to Bucket-2 and the same amount would be transferred into it from Bucket-4.

Bucket-4 — Long-term Bucket

This is the long-term investment bucket which caters for the requirements beyond 10 years from the date of retirement. It would hold the rest of the money (left after filling Buckets 1 to 3). A very careful risk assessment and preferably a discussion with a financial planner would be required to set up this bucket. This is the bucket which shields one's life-time savings from the drastic effects of inflation and feeds the previous two buckets. It could take as much as 40-60 percent equity exposure, depending on the retiree's comfort level (aka Risk Profile). On every yearly review, one year's requirement of funds goes from this bucket to Bucket-3, and the risk profile of the retiree may need to be reviewed every two years or so.



Finally, a few important points that need to be kept in perspective, while creating and managing the buckets:

1) The buckets have been created with the premise that adequate corpus has been built for the entire retirement period of 25-35 years. In case the amount is lesser, expenses will have to be carefully calculated and taken out from Bucket-2. Some modifications to allocations will be required to various buckets.

2) Risk profile of the retiree is an important ingredient in creating the buckets. An experienced financial planner would be able to align the buckets' holdings carefully. Nevertheless, the tendency to put everything in the 'safety' mode should be avoided since returns would then go down, taxation would be heavy, and the purchasing power of the corpus would deplete significantly.

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15 YEARS ANNIVERSARY celebration

What has been the legacy of Forces Network as per you in the past 15 years?

The legacy of Forces Network is that it has launched many Legacies for its members. So many have benefitted from the Forces Network transitioning into the right Careers. I see many members have upgraded and updated themselves and are now in senior position of great companies like Amazon, Wells Fargo etc. They have been guided, mentored and handheld during their transition.

For Entrepreneurs, the sheer number of advertisements in ForceNet eZine is a testimonial how it has helped them establish themselves. I am myself a great beneficiary of this

wonderful group. In 5 years, I have been able to Career Counsel 2100+ students and adults in 16 countries and address over 25000 students across India, all thanks to the impetus and support given by the members of this august group. I do not think it would have been possible for me to do this feat single handedly.

The amount of information exchanged, shared experience of members, willingness to help without favor, and the Love and respect across ages and countries for so many years is the true Legacy of Forces Network.

Col Sajan Moideen

It is a very positive and useful network for those within the service, those outside on the civvy street and those in between. It has been moderated very well by IQ sir who has ensured that it retains its core purpose - A Network that Works!

Capt (IN) Arun Kukreja



What has been the legacy of Forces Network as per you in the past 15 years?

CONNECTIVITY•CONFIDENCE•CAMARADERIE

At the outset, I want to start with gratitude and homage to one of the stalwarts of Forces Network, Late Col Sameer Anukul (Retd) who introduced me, his battalion officer, to this one of a kind platform for Armed Forces veterans the world over.

The first day I joined FN, I was in for a pleasant surprise. Reason being, I knew it instantly that the elusive plunge of starting my entrepreneurial journey was going to become a reality. The very existence of FN gave me the added CONFIDENCE that there exists this close-knit, rock-solid network of brother officers who have traversed a similar path - ideas, indecisiveness,

reassurance, steadfastness, self-belief and execution. Their ever forthcoming suggestions and support were never in question i.e. CAMARADERIE; by virtue of being on a common platform with them all - CONNECTIVITY through FORCES NETWORK.

All the above factors, with their common thread being FN, are the sole reason that within less than three months of having taken my PMR; a complete non-techie, hardcore sports enthusiast, ex PARA ground soldier like me has already got my IT Solutions company incorporated with its office up and running and the first two contracts assured !!! Here the icing on the cake is what IQ Sir always says - ABCT. That for me sums up the journey of FN as a platform : It has helped to transform lives of its fraternity members by giving them this ever prevalent feeling of Connectivity, Confidence and Camaraderie. Thanks and gratitude to all the FN members for your continued support which has helped immensely in giving shape to my dreams.

Col Amardeep Hooda

Forces Network had been the backbone of all Officers' who had just transitioned or planning for transition to the civil streets. The continuous guidance and mentoring provided by the officers' settled in the civvy street had been a continuous support for all those who required the advice and also for those who did not seek for the advice and had been fence sitter. The quick response for any help/connect sought was just amazing. I wish the Forces Network continue with the same zeal and enthusiasm for the future as well.

Maj Anindya Ray



What has been the legacy of Forces Network?

FN has been the pole star for this mariner who landed ashore after a long 22 years at Indian Navy. One realises in civvi street that networks matter - IIT alumni, DU alumni...you name it! For a fauji, it was Fox Squadron or SS Kapurthala? Well, these wont work as networks in the civvi sense... FN came to rescue for guys like me!! What threads this Network is the uniform! A fauji! That gave a new lease of hope and a feeling of safety net around. That was the breather! Now comes the feed! The food to eke out a living! FN drove that sense of adapting to outside world through adaptation to new mould ... be it confidence in learning, motivating through success stories, seminars/webinars to boost to sagging spirits...above all a meaningful direction for a dignified second innings!!! Thanks to FN, many breathe... feed and relish the post Services life in awe and no angst!



Cdr Krishna Vepakomma

Forces Network has always stood up to providing reliable solutions in any domain with a lightning speed.

Cdr Shambhu Shukla



The valuable contribution of enhanced thinking by veterans and other officers and capacity for learning by officers in transition to civil life. Secondly the joy and happiness spread due to the above contribution in the network is a legacy in itself.

Capt Swaminathan Iyer



What has been the legacy of Forces Network as per you in the past 15 years?

Forces network is just not a network. it has been a family for me. A family where you can depend on with full confidence on all types of support be it personal, professional or technical, be it for learning or for knowledge enhancement. It has been a family where all are considered equal irrespective of age, rank, serving or veteran & at the same time not sidelining the respect due to anyone. The webinars or the sessions organized have been par excellence specially ABCT where even non technicals have done wonders. The best part is that it is a no nonsense forum & totally dedicated to the aim with which it has been formed.



Col Mahesh Mathur

Bonhomie and helping each other at every stage for whatever reason. A treasure trove of knowledge and a guide and trainer to a better second career

Cdr Gowtham R



Networking and brotherhood

FI Lt Sanket Parikh



The connect, comraderie and willingness to help others in the group and outside based on a simple request

Col Ajay Gangoli



Brotherhood

Lt Cdr Ivin Sam Arputha Singh



What has been the legacy of Forces Network as per you in the past 15 years?

LEGACIES OF THE FORCES NETWORK ACCORDING TO ME

15 years ago on 04th December when Lt Col Iqbal Singh a retired officer from the GARHWAL RIFLES founded The Forces Network ably supported by few of his army friends working in the corporate a new era began for the comrades in profession of arms who are already out on the civvies street or were about to shed uniform and join the corporate world. It was a great idea but most great ideas remain dormant because people don't have the courage, resources and time to fructify into a reality. Such dreamy ideation could have simply gone



astray if it was not nurtured with due care and unremitting focus. Converting an idea into a reality is never an easy task. First legacy of the Forces Network according to me is 'pursuance of vision'. The group was set up not only to assist the fauzis in smooth transition into the world outside uniform but also to show them the ways to explore their untapped potentials , though it is hard to bring new ideas to the old leadership who were entrenched into fauzi environment. It also helped the corporate world to discover the potential of the armed forces retirees. Other important legacy of the Forces Network is that over the years it could convince its members that to survive outside and prosper one has to embrace creativity and new ideas and successfully the Forces Network reshaped attitude and outlook of its members. Members were able to build new ways of thinking and learning . A classical example is " Any body can be Tech'. An important intangible legacy is ' it is all in the mind and in your attitude'. Many in the group came forward to mentor and assist others from Project Management certification to information regarding tour, travels and guest rooms and hotels. Phenomenal range of activities! Everything was possible because of the right mindset and right attitude. Most important legacy as I see after fifteen years and for which I compliment founder of the Forces Network Iqbal for achieving the "Strategic Coherence" of this great organisation by creating value in the market where members are competing effectively. It has truly lifted up many of its members by encouraging them to believe in themselves, upgrade skills and enhance education. Many of our members have carved a niche in the organisations they served or are serving. Forces Network which is now a global organisation in many ways has built other legacies too; I have just highlighted a few. I am justifiably proud to be part of it since 2008: may it grow from strength to strength!

Col Guru Saday Batabyal (Retd), PhD, FRHistS(London)



Capt John Chandy with Mr. Kevin Sebastian S/O of Cmdr C Sebastian

FORCES NETWORK Member Meet at Dublin Ireland

Incase you do meet, don't forget to share the photos along with Names

Do you desire to be a Member of this awesome Group, which is not restricted by National boundaries?

Forces Network is a 'Closed Group'. It is open only to the Commissioned Officers of the Indian Army, Air Force and Navy.

One can join only after being referred or sponsored by an existing Member of the Group.

For more information and details, visit:
<https://www.forces-network.com/>

