

FORCENET

E-ZINE

Magazine for military veterans in the corporate
August 2024, Volume VI, Issue 8

DEMYSTIFYING CORPORATE ADMINISTRATION

INSIDE

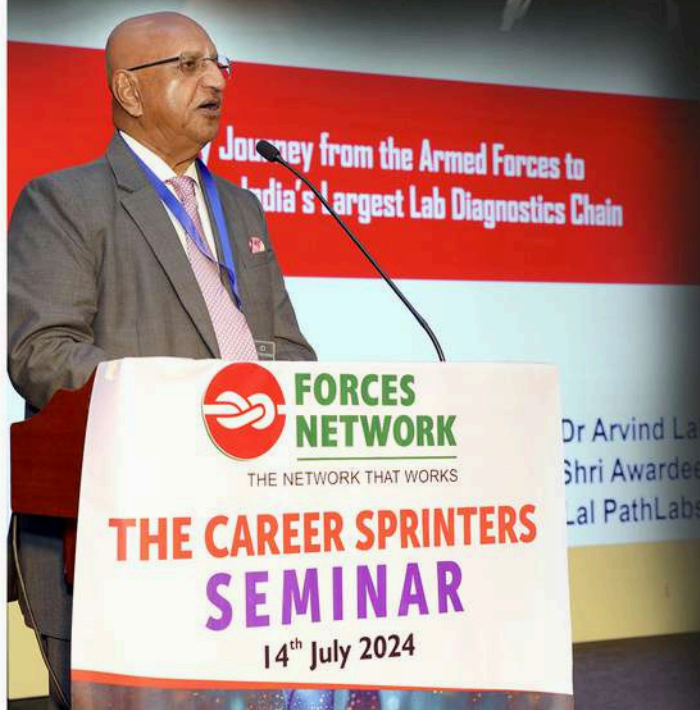
Special Coverage
The Career Sprinters
Seminar - 14 Jul

(Hony) Brig Dr Arvind Lal
Padma Shri
Executive Chairman,
Dr Lal PathLabs Ltd

SCAN ME



FORCENET



From the Editor

Dear Readers,

In continuation of our last few edition we come up with yet another edition of DEMYSTIFYING, this time Corporate Administration Vertical. The theme for this edition being **“Demystifying the Corporate Administration Vertical”**. As Army veterans transition to civilian life, they often find themselves facing a new battlefield—the corporate world. Veterans possess a wealth of transferable skills that can be harnessed to excel in corporate roles, particularly in administration. Many skills honed in the Army are highly relevant and valuable in corporate administration. Veterans bring a unique perspective and a strong foundation in leadership, discipline, strategic planning, and problem-solving—qualities that are in high demand in the corporate sector.

Leadership, one of the cornerstones of military training, is equally critical in corporate administration. Veterans are accustomed to leading diverse teams, making quick decisions under pressure, and taking responsibility for outcomes. These experiences prepare them well for roles in human resources, operations management, and other administrative functions where managing people and processes is key.

Discipline and work ethic, deeply ingrained in military life, translate seamlessly into the corporate environment. Veterans are trained to adhere to standards, meet deadlines, and maintain a high level of professionalism—attributes that are invaluable in any organization. Strategic planning is another area where veterans excel. The ability to assess situations, develop plans, and execute them effectively is a critical skill in corporate administration. Whether it involves optimizing operations, managing budgets, or developing long-term business strategies, the strategic mindset developed in the military is a tremendous asset. For veterans to successfully transition into corporate administration, understanding the nuances of the corporate environment is crucial. This may involve learning new terminologies, adapting to different organizational cultures, and acquiring specific knowledge relevant to the corporate sector.

Networking which is also the key objective of **Forces Network** is another essential element in this transition. Connecting with other veterans who have made the shift to corporate careers can provide guidance and support. Engaging with professional organizations, attending industry events, and seeking mentorship from experienced professionals can open doors to new opportunities and help veterans acclimate to the corporate world.

So happy Learning



Yours Administratively

Capt Rajesh Nair
Editor, ForceNet E-Zine

July 26, 2024

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We reached out to listen to stories of collective valour, military planning, and fearless execution from the officers who were actually there at 'Ground Zero' during the period May-July 1999.

Hear those great untold stories we discovered

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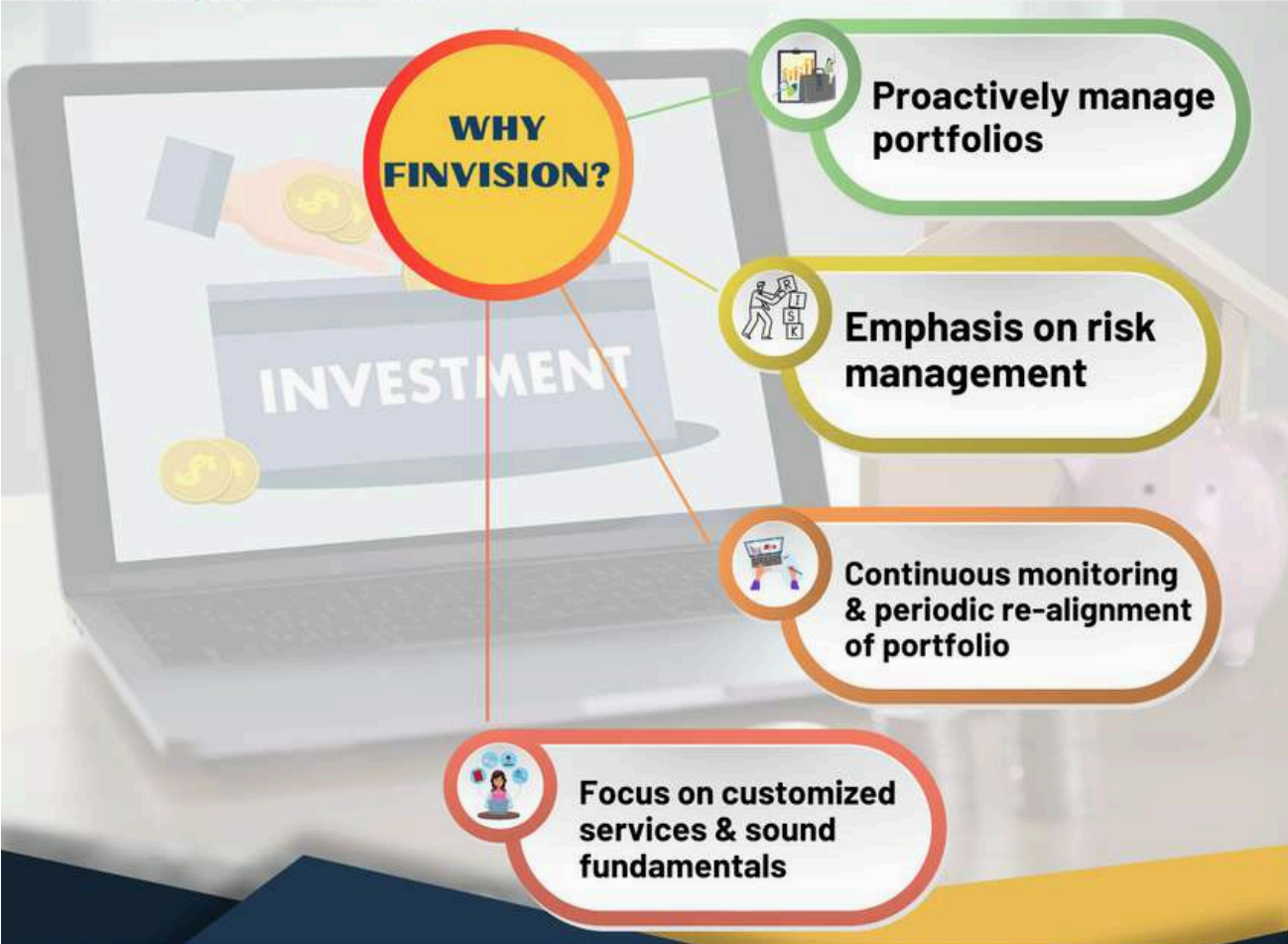


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A NOTE FOR THE READERS

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

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

Online Feedback / Review

We would be featuring Feedback received from users post clicking on the interactive active links of the e-magazine. These links can be used by just tapping or clicking on them. For ease of providing feedback, such links have been provided at the end of each articles.

Feedback on: Article Knowledge Bytes by Lt Col Sumesh J Anthony

An amazing read. Very crisp precise and to the point. Insightful and useful.

LT COL LAXMAN GANESH

Feedback on: Forcenetprenur

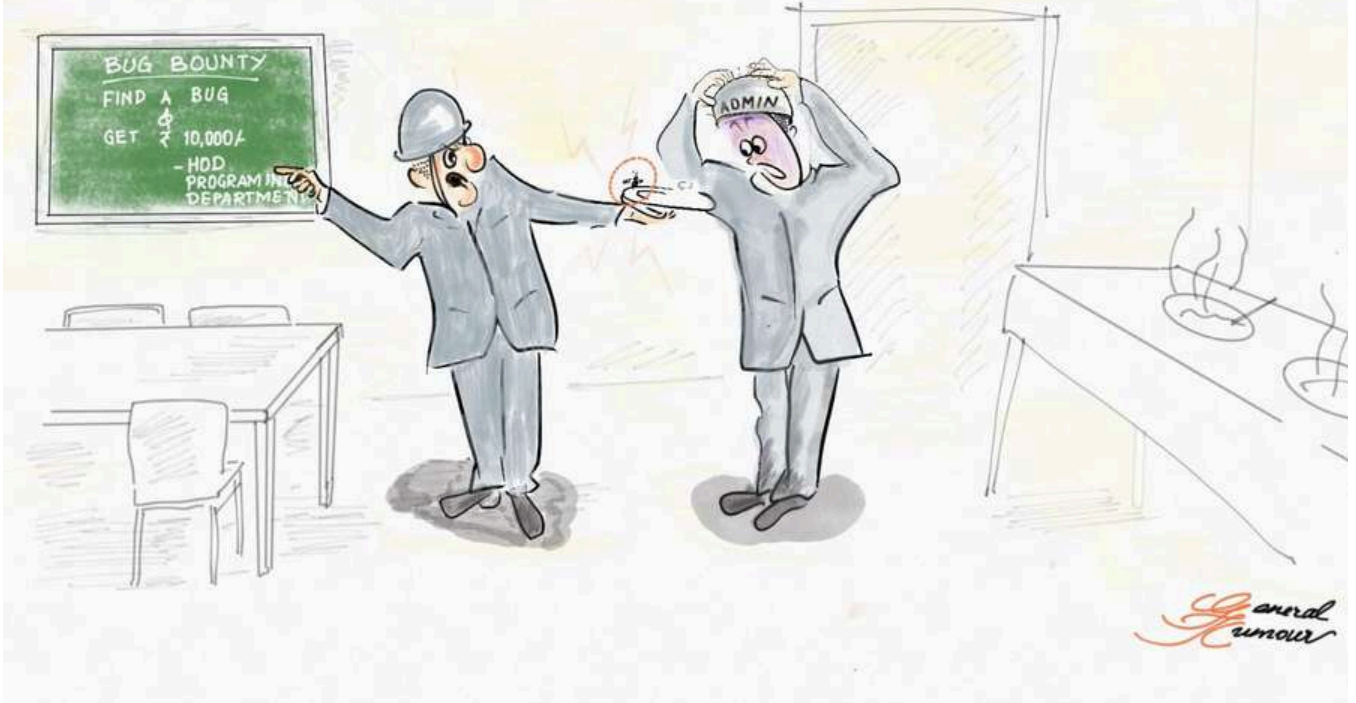
A nice articulated article showcasing the capabilities of vererans to establish and manage businesses successfully, showcasing their operational and managerial capabilities. It will certainly be motivating factor many others.

Additional Suggestions:

How can I contribute to the magazine, if I want to.

COL YUDHISTHIR SANGRAM

ADMINISTRATION IN WAR ...
... THE CORPORATE WAY





Demystifying Corporate Administration

Theme Articles

Theme Article

ADMINISTERING BUSINESS WORLD

BY KRISHNA RAJ NAMBIAR

Learn from everyone; Keep your eyes open, common sense differentiates success from failure.

There is no substitute for hard work; persistence pays. Get to the root of the problem to find solutions.

The workplace is your Temple, maintain sanctity.

-Shri GR Goenka, Founder Welspun Group.

In the vast ocean of the corporate world there are a large number of work profiles. While preparing a Naukri Profile many of you find rarely a field that one can claim to be your core competence zone; it's not fully true, many work profiles give opportunities for the men out of uniform to fit into. The Jobs come in many hues and sizes; some big and generic, some Niche and shining. But all the same at the end of the day, in a highly competitive job market, it's a conundrum as to who calls the shots and who is laid to rest.

In the ever increasing specialization verticals in corporate horizon there is an AI based centralisation as well as the new addition of GCC or global capability center in the MNCs.

Where the mind is without fear and the head is held high....

Where concentrated and repetitive functions are getting centralized say Expense Accounting, Procurement, ITES, Payroll generation, in such an environment the Corporate is driving the Job market down the ever narrowing lane. Supply chain personnel are finding out that their function is getting pooled in, into an ever enlarging reach of the 'SAP'. IT department is already centralized into a core that grows smaller in space and larger in electronic/digital capability- Moore's law has taken its toll way back.

Total Quality Management TQM and design functions are coming under the hammer; the key to leaner organization is reduction of Fixed Costs!

New Horizons

Centralisation appears to be the final nail on the coffin for most peripherals but for the **Admin**, who like the infantry man still stands with victory smiling at his feet.

Admin is the backbone of any manufacturing Set Up. With Security, Fire and Safety, Facilities, Canteen Services, Transport fleet, Corporate Social Responsibility, Township management and VIP / Visitor management, the Administration department in corporate is a lone ranger who handles a broad spectrum of activity. With a service background the adaptability plays a hand here.

While many business zones are becoming as devoid of people and as lonely as an 'MNC Data Center', much of the manufacturing business still need the manpower supported administrative setup. For those in uniform, administration may ring a bell but when it comes to corporate a few intricacies such as vendor management, visitor protocols, on an and off site emergencies and such other aspects plays a major role and take up a larger part of the time; this zone needs sharpening for the Soldier in Second life.

Security zone:

Every company banks on good security. The man in uniform thinks 'Corporate security' is like the back of his hand- he knows it all. When it comes to good security it's not just in the smartness of uniform or the drill but more honed in the specific norms of corporate security zones that come into play, SRA, Vendor management, Training follow up, Organisation culture training etc.

The orientation is advised to be of a business mind; not purely military in nature. During the JC course they handed you a 'could read' book; a Novel by Ernest Swinton, "Defence of Duffer's Drift". For those who recollect, that allowed the young Company commander **Lt Backsight Forethought** to visualize defences in the slopes of Waschout Hill in a series of six distinct dreams. With each dream the defences occupied is more practical and sensible than the previous one, till he finally dreams of the right approach to the defence of Duffers drift where he and his bunch of Tommies successfully hold out on the Duffers Drift against the Boers. The various entities have to be perfectly gelling, so is the story with each step in the corporate ladder.

Corporate Security has access control, traffic and logistics flow zones, prevention of crimes or violations in worker colonies, dog squad management, Turnstiles management, pass section controls and finally organized visitor management with HSE management. The vendor management is an equally tricky zone when customer related compliances plays a hand in enforcing the Wage sheet norms and BTR (Bank Transfer receipts) verification. The tighter the compliance requirements the criticality of getting an honest vendor rises. MNC have a very strict customer audits such as "SMETA 4 pillar audits" which are exacting on the working standards international protocols. Wage sheets, BTR files are some of the depths to which your business customers in a B to B segment will look into your management of security system.

Another interesting aspect of security would be the CTPAT compliances (Customs Trade practises against Terrorism). The counter terrorism angle includes a “seven point check” on all containers entering your premises. A third party C-TPAT audit will ensure the security of your company’s supply chain and verify your compliances. Those businesses having clientele in the US / Europe require to follow the stringent norms. Let’s move to the next Zone – Fire and Safety. A stint as ammunition Dump Officer may help, but Unit fire fighting is a far cry from Corporate Fire and Safety.

Fire and safety:

Being a mandatory zone, all corporate houses follow the union Factory Act 1948, while states follow state factory rules 1950 towards safety. It is an involving zone of work for someone transitioning from military to corporate provided you have paid attention while in uniform when you went to your ammunition dump near your garrison and the UN explosive categories was just one part of it.

In a manufacturing Plant, getting a Fire NOC from the District Fire Officer, DFO is a major leap for the factory establishment. Fire fighting with industrial colour involves adequate Fire Exits, a layout of pipelines and pumps and compliance norms. At the pump house there would be a DG pump and electrical pump and a Jockey pump priming the entire system north of 5.5 PSI across the system. All along the layout there would be the hydrant lines with pressurised water. Beyond fire fighting, your fire team has the additional task to train 10% of the workforce on scenario based fire fighting. Evaluation of exit routes, mock drills and assembly points for systematic handling of emergencies are to be regularly practiced and recorded.

Fire detection systems have ‘Call out panels’ that will light up on detection of smoke anywhere in building- that require constant attention from the 24x 7 guard and AMC. These contracts of AMC if not catered for and forecast timely before finalization of budget can cause severe embarrassment as business plans cannot be taken lightly. Plenty of tuning up required for coming to the corporate in fire safety.

Township management:

Far from the madding crowd we find manufacturing units of various MNCs. The industrial might of the nation is dotted around the country side. Many times the logistic and raw material availability dictate the plant locations. To attract and retain workforce, there are large residential complexes and schools that sustain alongside major factory locations. There are worker hostel staff living colonies, gated colonies for senior staff and shopping complexes. Someone has got to manage and administer the population.

Like a municipality, township management goes a step further to organize the shopping complexes. The vital aspect is to understand that while one may want the moon and called the vendors of top retail, the footfall and collective disposal incomes would determine the quality of the vendors for setting up shops. It is still vital to have

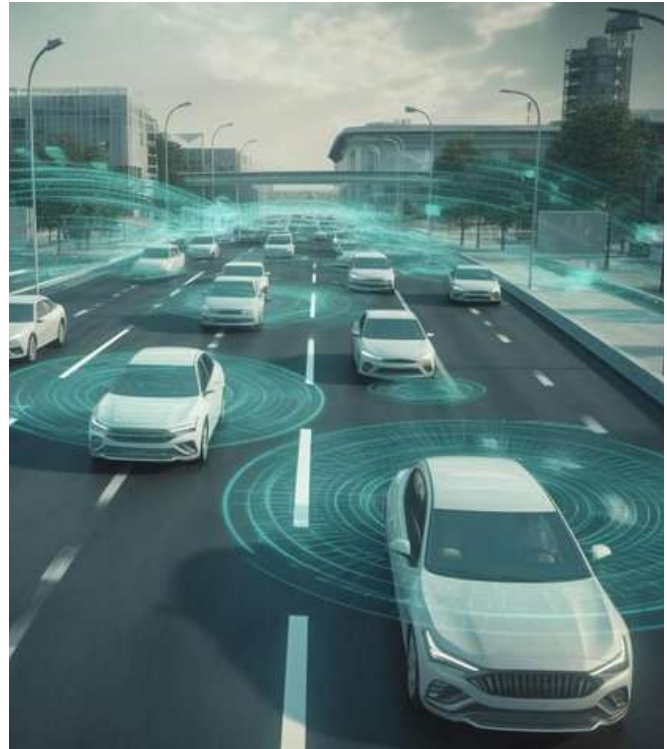
an agreement in place to avoid any nefarious activity in shops. Hygiene sanitation of the township is of 'foresight' scope as the workers normally do not follow good norms.

Coordination of your team with the municipality is a handy planning parameter. Area management includes Pest control; Fogging for anti-malaria drive and spray of diluted carbolic acid to ward off snakes etc is routine . At the end of the day one is running a mini corporation to say the least.

Transport fleet:

Those in uniform are fairly familiar with transport management and many have been MTO in their youngsters days .Given the primacy of transports in fauj, the fleet is familiar but we may not have dipped our hands into is the cost workings and preparation of vendor agreements of transport vendors.

Monitory comparisons come to the fore, Buses travelling from various parts of residential town to distant plant locations conveying staff and workers in three shifts plus general shift would operate on ' Km slab' basis for rentals. When faced with a bad service provider, one may put his foot down and reject an existing vendor, but be sure to have another bird in hand. No one will accept a days break in commutation of the workforce. If the staff/workers don't reach the factory - you cannot hope to hold favour of the Board of Directors, however honest and sincere you may be.



Simple issues matter - Financing should be such that the slabs are correctly rated besides the monthly billing process to be using the correct slab for invoicing. Yet again compliances come into play, One also has to keep in mind that you may have contracted a local transport agency who got L1 and got selected. He may later be lacking in his compliance- If he has not filled and uploaded his GST in time. The Government agencies may black list your transporter and in turn your company may fail the mnc protocol audit that we spoke of earlier In this article .While one may think of this as a compliance team oversight, still you as 'admin 'need to be on your toes.

Foresight, experience and collaborative work is a corner stone of Corporate management.

Horticulture

Companies with large plants factories and Estates spend well beyond Rs 10 lakhs on monthly maintenance of Garden and shrubbery. Perennially flowering shrubs or hedge variety find more favor in the industrial zone.

Poly houses / green houses for propagation saves cost of plant purchases. Fungicides such as SAFF and plant nutrients like DAP(Di ammonia phosphate) need to be on your list of follow ups. Ficus family of plants and plumeria are vastly popular. Did you know that Peepul tree is Ficus Relegiosa and Rubber tree is Ficus Elastica? Champa is plumeria Alba while Frangi Pani is the variant developed by an Italian friar while in the Central Americas? The field of horticulture is blooming .For some Industrialists visionary ideals like “the factory should be set in a Garden” sustains ESG enthalls all who set foot in the plant estates. Every day is a new learning. The corporate world is a vast ocean, to navigate this unfathomed space an open mind come handy...

Many more stories abound in the ocean of Corporate, but certainly the learning never ends.

Xxxxx



Brig Krishna Raj Nambiar commissioned in 1987 into the Artillery, as Gunner and then an Aviator he had extensive operational tenures in the Arunachal, Nagaland and Ladakh including Siachen Glacier. He flew for 1500 hours of operational flying. After qualifying DSSC, he commanded his Unit in CT Ops Kashmir and subsequently commanded two operational Brigades. While in service he took up LLB, UGC NET and HR qualifications. He participates in seminars and, writes for the Hyderabad Newspapers on contemporary Geopolitical issues. He is presently undertaking PhD research in the field related to Geopolitics. In the Corporate sector for past seven years, he has been in Real estate, NGOs, and Shipping zones. At present he is in the Textile/flooring industry as a Vice president.

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

Theme Article

I am the Magician

BY RAJESH NAIR

"The reasonable man adopts himself to the world; the unreasonable one persists in trying to adapt the world to himself" --

George Bernard Shaw,

Corporate Administration is often perceived as a labyrinthine world, shrouded in complexity and jargon. However, a deeper understanding reveals that it is a structured and an essential component of any successful organization. This article aims to demystify corporate administration, breaking down its functions, roles, and importance.

Corporate Administration are the physical and infrastructural backbone of an organization, encompassing everything from office spaces to utilities and support services. The roles of this function changes as per Industry (manufacturing, IT, banking etc.) and Geography. Often overshadowed by more glamorous aspects of business operations, corporate administration are crucial for ensuring a productive, efficient, and safe working environment.

What is Corporate Administration?

Administration is the organization and direction of human and material resources to achieve desired results. It is to do with getting things done, with accomplishment of defined objectives. Corporate administration refers to the managing of physical assets and infrastructure used by a company to conduct its operations. This includes buildings, office spaces, utilities, equipment, and services that support daily activities. The scope of this team can vary widely, from a single office to a vast network of buildings and support systems spread across large geography. The Corporate Administration team is known by many names as per Industry, Culture or geography. Some of the common names are Corporate Admin, Facilities team, Facilities Management group, Corporate Services, Real Estate team, Support Service group, Infra Group, Workplace Group etc.

Key Vertical of Administration team are:

- Facility Management
- Travel & Hospitality
- Technical Facility Management
- Real Estate
- Safety & Security
- CSR
- HR Support
- IT Support

We will understand each of these verticals and sub verticals within the same.

- **Facility Management:**

Regular upkeep, hygiene and repair of facilities are vital to prevent disruptions. This includes

- **Housekeeping:** It includes keeping work areas neat and orderly, maintaining floors free of slip and trip hazards, and removing of waste materials (e.g., paper, cardboard) and other fire hazards from work areas. Housekeeping is a team of individuals tasked with cleaning the facility. The team is led by the housekeeping supervisors. Housekeeping supervisors ensure cleanliness standards are maintained through constant inspections. Housekeeping conducts various tasks, such as cleaning bathrooms, washroom, work table, pantry area, cafeteria, carpets etc. They make use of different types of chemicals and apparatus to aid them in keeping the hygiene standard maintained. The chemicals used differs from Industry to Industry.



- **Office Spaces:** The design, layout, and maintenance of workspaces are crucial for employee productivity and comfort. This includes open-plan offices, private offices, meeting rooms, and community areas.

- **Minor Repair and Maintenance:** The handyman or multi skill technician as their are known conduct repairs and restoration work for when an asset breaks, gets damaged, or stops working. Maintenance refers to routine activities and/or corrective or preventive repair done on assets to prevent damage and prolong the life expectancy. Desk and chair adjustments, Door repairs, reconfiguration of furniture, Electrical works, plumbing repair, lock repair etc.



- **Courier and Stationary:** Papers are required in the offices for printing purposes, for taking notes, to prepare documents and many other

important functions. Papers are required to send proposals as well as invoices. So, you must offer office stationery items like A4 sized papers, paper notebooks and notepads, photo paper, pen stapler and so on. Official documents which needs to be sent to different offices needs to be courier and tracked.

- **Communication support:** This encompasses everything from computers, printers, and telecommunication systems to furniture and office supplies. Efficient management of these resources is essential for smooth operations. Mobile communication including purchase of handset and Sim cards with corporate deal needs to be done for employees in an organisation. In some cases the Internet Leased lines is also taken care by this team.

- **Horticulture:** The Horticulture team is involved in tasks such as planning planting schedules, optimizing irrigation and fertilization practices, monitoring pests and diseases, and implementing appropriate control measures for indoor and out door plants. The function is an important part of Administration in a campus setup.

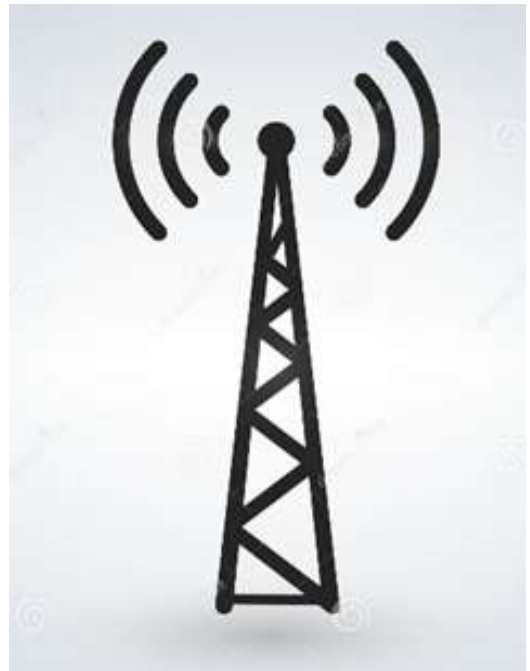
- **Employee Transport:** Transport services are a means of providing employees with stress-free rides to designated address. Its an important department for ITES and IT companies. Where employees are provided transport by the company in a 24x module. There are different module of employee transportation in the industry. Transportation takes a crucial part in the manipulation of logistic and would be a different department under logistic company.

- **Medical support:** Health support by providing employees with resident doctor or nurse is very important part in a manufacturing setup. Bigger companies may have their own Medical hospital/clinic within the premise. For smaller companies it's a tie up done with the nearest hospital/clinic for their employees.

- **Travel & Hospitality:**

- Hospitality is a broad term that includes several fields dealing with delivering services to employees such as accommodation, food or travel (ground, air or sea). It also contains event planning, lodging, transportation, theme parks, cruise line as well as additional fields inside the tourism industry. Quality hospitality means providing excellent customer service, anticipating guests' needs, and ensuring comfort and satisfaction. The hospitality department is also responsible for managing food courts in some offices.

- Employees in this department are from Tourism / Hospitality / hotel / catering background. Depending on the size of the organisation this vertical could be further split into the following sub division - Café & pantry; Travel; Guest house management; Event team



- **Technical Facility Management**

- Regular upkeep and repair of facilities are vital to prevent disruptions. This includes janitorial services, HVAC maintenance, plumbing, electrical repairs, and general building maintenance. This team ensure all major technical facilities and equipment are in good working condition through regular inspections, maintenance, and repairs. This helps prevent disruptions and extends the lifespan of assets. It includes essential services such as
 - Genset (DG)
 - UPS
 - Electricity including Transformers
 - Heating, ventilation and Air conditioning (HVAC), AHU & Chillers
 - STP and Organic waster convertors
 - Water, RO, Hydro pump, water line maintenance etc.
 - The team consists of ITI, Diploma and engineering background employees. Depending on company size the department may be outsourced or inhouse.

- **Real Estate:**

- Corporate real estate professionals drive location strategy, occupancy planning, portfolio management, space optimization, and workplace innovation to support business goals. It can also be described as the department that is concerned with the planning, acquisition, design, construction/fit-up, management, and administration of real property on behalf of a company.

- **Safety & Security:**

- Implementing and maintaining health and safety standards to ensure a safe working environment. This includes fire safety measures, emergency preparedness, and compliance with occupational health regulations. Environmental health and safety (EHS) is a term that refers to the various ways businesses can protect their employees, customers, and the environment from potential harm. EHS includes everything from ensuring compliance with OSHA regulations to managing employee wellness programs, vendor safety action and Work permits. Safety team / EHS team ensures the safety of employees and assets.
- Corporate security identifies, monitors, and deters internal and external threats to an organization's personnel, property and assets, and manages physical crises when they occur. It also assesses risks to the organization, communicates them to management and manages them appropriately. Security systems include surveillance cameras, access control systems, alarm systems etc.

- **CSR:**

- Corporate Social Responsibility (CSR) is commonly defined as a business model in which companies integrate social and environmental concerns in their business operations and interactions with their stakeholders instead of only considering economic profits. CSR is generally categorized in four ways: environmental responsibility, ethical/human rights responsibility, philanthropic responsibility and economic responsibility. Corporate social responsibility is now a mandatory law as per GOI.

- **HR Support:**
- **HR support** is primary under admin where HR & Admin is one team. (Payroll, Employee on boarding, Statutory compliance (PF, ESIC, gratuity etc)
- **Workwear management** is in plants, incase admin is independent it would come under FM team. include stitching of uniform, PPE, head and hand gloves, shoes etc
- They need to have it sanitised and washed on a daily basis and ensure the materials are not swapped. profile is mostly found in chemical industries. The laundry department is part of this vertical.

- **IT Support:**
- IT support team takes care of IT peripherals, Audio Video device, printers and Internet leased lines. Issuing of IT Peripherals (Mouse, keyboard, monitor etc), maintenance and trouble shooting is done by this team.

- **Other Works**
- The team also undertakes other works over and above the mentioned verticals including
- **Sustainability Initiatives:** Increasingly, companies are focusing on sustainable practices within their facilities. This includes energy-efficient lighting, waste management systems, recycling programs, and green building certifications. Implementing sustainable practices to reduce the environmental impact of corporate facilities. This includes energy conservation, waste reduction, and promoting eco-friendly initiatives.
- **Budget Management:** Managing the financial aspects of facilities, including budgeting for maintenance, utilities, equipment purchases, and renovations. Effective budget management helps control costs and optimize resource allocation.
- **Vendor Management:** Coordinating with external service providers for maintenance, security, cleaning, and other support services. This involves selecting vendors, negotiating contracts, and overseeing service quality. The team also ensures the clearance of all invoices correctly and ensuring the payment done on timely basis.
- **Planning:** Its an important work in Administration. Planning can be further classified as :-
 - **Long term**- Strategic planning is usual done by Sr. management of the department. This includes roadmap for infrastructure and employee planning
 - **Short term**- These are plans made for immediate operational execution. This can be made my any level and doesn't have any correspondence effects in the company's larger futuristic planning. However the same is required for ensuring a smooth day to day operations

Skills and Qualities of Administration manager transferrable from Military.

- **Leadership and Team Management:** Military personnel are trained to lead and manage teams, a crucial skill in corporate administration.
- **Discipline and Work Ethic:** The rigorous discipline instilled in the military translates well to the structured environment of corporate administration.
- **Strategic Planning:** Military operations require strategic planning, a skill that is highly valued in corporate administration for developing business strategies and plans.
- **Problem-Solving:** Military personnel are adept at making quick decisions and solving problems under pressure, a valuable asset in corporate settings.
- **Project Management:** Experience in planning, executing, and overseeing missions in the military can be applied to managing corporate projects.
- **Communication:** Strong communication skills to coordinate with internal departments, vendors, and contractors. Ability to explain technical issues in a clear and understandable manner.
- **Adaptability:** Being flexible and able to respond to emergencies or unexpected situations promptly. Willingness to continuously learn and adapt to new technologies and practices.

Other Skills to be learnt:

- **Technical Knowledge:** Understanding of building systems (HVAC, electrical, plumbing) and maintenance practices. Knowledge of safety, statutory and compliance regulations. Understanding the finer expects of each of the above sub vertical.
- **Adapting to the Civil world and Collaboration:** Collaborate with team to create a comfortable and safe work environment. Learning the corporate way of working.
- **Certification and soft skills:** Certification courses aligned to administration and getting the right temperament in soft skill would help in ensuring a comfortable working environment.
- **Networking:** Veterans are normally shy to network and the field of Administration requires extensive networking and sharing of knowledge.

Conclusion: The above verticals may change depending on the company culture, industries (manufacturing, hotel, hospital, IT, retail etc) and geography (Local, PAN India, South Asia, Global etc). Admin managers have come a long way from the old hygiene team to becoming a business partner. They need to have global thoughts, high customer centricity and a lot of empathy. The use of technology, Artificial intelligence (AI) and Internet of Things (IOT) is being considered extensively in modern administration. Most of their traits are the OLQ of the forces, which just needs to be sharpened. The skills and experiences gained in the military are valuable assets in the corporate world. With the right education, preparation, and networking, military personnel can successfully transition to and excel in corporate administration roles. Remember, many companies actively seek veterans for their leadership, discipline, and strategic thinking abilities.

The Administration team plays a crucial role in ensuring that an organization's physical environment supports its operations and goals. By maintaining the infrastructure, ensuring safety and compliance, managing space efficiently, and supporting sustainability efforts, the Admin team contributes significantly to the overall success of the organization. Understanding and appreciating their role can help create a more harmonious and productive workplace. Administration team is the Military of Corporate, if no one can do it Admin will get it done. And hence they say.

“The Administration Manager is a Magician”



***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 in the IT, ITES, Manufacturing and Service Sectors. He is currently working with a global Oil and Gas company as India Lead for Administration and is based out of Pune.*

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

Theme Article

Demystifying Corporate Administration for Military Personnel

BY ANISH JAIRATH

Transitioning from military service to civilian life represents a significant professional and personal shift for veterans. Among the myriad challenges they face, understanding corporate administration is a pivotal factor in successfully navigating the corporate landscape. This article aims to demystify corporate administration for transitioning military personnel, providing insights and strategies to facilitate a smoother transition.

Corporate administration encompasses the structures, policies, and governance mechanisms defining businesses' operations. Unlike the hierarchical command structure of the military, corporate environments operate with varying organizational structures—such as hierarchical, matrix, or flat structures—each influencing decision-making processes and reporting lines. Understanding these nuances is crucial for veterans seeking to integrate seamlessly into corporate settings.

Transitioning military personnel often encounter challenges stemming from cultural and procedural differences between military and corporate environments. These include adapting to civilian communication styles, navigating new reporting structures, and comprehending corporate governance frameworks. Addressing these challenges requires a nuanced understanding of corporate administration principles.

Cultural and Communication Differences:

Corporate culture encompasses shared values, norms, and behaviours within an organization. Veterans transitioning from the structured military environment may encounter cultural differences in corporate settings, affecting communication styles, decision-making processes, and workplace dynamics. Adapting to corporate culture involves understanding unwritten rules, embracing diversity, and fostering effective communication to build rapport and credibility.

Corporate governance defines the rules and practices by which businesses are directed and controlled. Unlike military command, which emphasizes hierarchy and obedience, corporate governance emphasizes transparency, accountability, and ethical decision-making. Veterans transitioning into corporate roles benefit from grasping these principles and recognizing the roles of boards of directors, executives, and shareholders in shaping corporate strategy and oversight.

Transitioning from military service to corporate administration presents veterans with both challenges and opportunities. Leveraging their distinctive skill set and experiences can empower veterans to thrive in diverse corporate environments. This article explores strategies for military veterans to succeed in corporate administration, emphasizing the value of their leadership, adaptability, and problem-solving capabilities.

Military veterans possess invaluable leadership, teamwork, and decision-making skills honed through their service. To succeed in corporate administration, veterans should effectively translate these skills into corporate language and context. Highlighting experiences managing teams, executing complex missions, and overcoming challenges demonstrate their ability to thrive in dynamic corporate settings.

Military veterans bring a wealth of skills, experiences, and qualities to corporate administration roles. By leveraging their leadership abilities, adaptability, problem-solving skills, and commitment to excellence, veterans can thrive in diverse corporate environments. With dedication to continuous learning, ethical conduct, and embracing technological advancements, veterans are well-equipped to achieve success and make significant contributions to organizational goals.



Team Building Meetings

Navigating Organizational Structures

Corporate organizational structures dictate how authority, responsibilities, and communication flow within an organization. Military veterans, accustomed to clear chains of command, may find themselves adjusting to more fluid structures in corporations. Understanding these structures—whether hierarchical, matrix, or hybrid—can empower veterans to identify decision-makers, understand reporting lines, and effectively collaborate across departments.

Corporate policies and procedures establish guidelines for employee conduct, operational practices, and compliance requirements. Military personnel accustomed to standardized operating procedures may find corporate policies—such as those governing HR practices, workplace behaviour, and safety protocols—initially unfamiliar. Familiarizing oneself with these policies facilitates integration and ensures alignment with corporate expectations.

Numerous organizations and initiatives provide support to veterans transitioning to civilian careers. These include career counselling services, mentorship programs, networking opportunities, and resources tailored to understanding corporate administration. Engaging with these resources can provide invaluable guidance, enhance job readiness, and foster connections within the corporate community.

Military service equips veterans with a wealth of transferable skills—including leadership, teamwork, resilience, and problem-solving—that are highly valued in corporate settings. Leveraging these skills effectively requires veterans to translate their experiences into corporate language, emphasizing their ability to manage projects, lead teams, and achieve mission-critical objectives under pressure.

In an era defined by rapid technological advancements, the landscape of corporate administration has undergone profound transformations. Technology has revolutionized how businesses operate, manage resources, and interact with stakeholders. This article explores the multifaceted impact of technology in corporate administration, highlighting its implications for organizational efficiency, decision-making processes, and overall strategic management.

Technology plays a pivotal role in streamlining administrative processes within corporations. Automation tools, such as enterprise resource planning (ERP) systems and workflow management software, optimize routine tasks like payroll processing, inventory management, and data entry. By reducing manual effort and human error, technology enhances operational efficiency, allowing administrative staff to focus on strategic initiatives and value-added activities.



Technology has made it easier for businesses to administer their organizations

Technology catalyzes innovation within corporate administration, driving continuous improvement and adaptation to evolving market dynamics. Emerging technologies, such as artificial intelligence (AI), machine learning, and blockchain, enable administrators to explore new business models, enhance customer experiences, and capitalize on emerging opportunities. By fostering a culture of innovation, technology empowers corporations to stay ahead of competitors and embrace digital transformation.

Empowering Remote Work and Flexible Work Arrangements:

The advent of remote work technologies has transformed traditional notions of corporate administration. Cloud computing services, virtual private networks (VPNs), and mobile productivity apps empower employees to work from anywhere, promoting flexibility and work-life balance. Corporate administrators can oversee distributed teams and manage operations seamlessly, fostering a more agile and resilient organizational structure.

Corporate administration relies heavily on effective communication and collaboration across departments and geographical locations. Advances in communication technologies—such as video conferencing, instant messaging platforms, and collaborative project management tools—facilitate real-time interactions and seamless information exchange. These technologies foster a more connected workforce, enhancing productivity and decision-making agility within organizations

Technology aids corporate administrators in navigating complex regulatory environments and managing organizational risks effectively. Compliance management software automates compliance monitoring, regulatory reporting, and audit trails, ensuring adherence to legal requirements and industry standards. Additionally, risk assessment tools utilize predictive analytics to identify potential threats and vulnerabilities, enabling proactive risk mitigation strategies.

As corporations manage increasingly sensitive data, cybersecurity remains a paramount concern for corporate administration. Technologies such as encryption protocols, multi-factor authentication, and cybersecurity frameworks bolster data security measures, safeguarding confidential information from cyber threats and unauthorized access. Robust data privacy practices ensure compliance with data protection regulations and bolster stakeholder trust.

In the digital age, data has emerged as a critical asset for corporate administration. Advanced analytics and business intelligence tools enable administrators to gather, analyze, and visualize large volumes of data in real-time. By harnessing actionable insights from data analytics, corporate leaders can make informed decisions regarding resource allocation, market trends, and operational strategies. This data-driven approach enhances competitiveness and strategic planning capabilities.

The integration of technology into corporate administration represents a paradigm shift in how businesses operate and thrive in the modern economy. By enhancing operational efficiency, improving communication, facilitating data-driven decision-making, and ensuring compliance and security, technology empowers corporate administrators to navigate complexities and drive sustainable growth. Embracing technological advancements enables organizations to innovate, adapt, and excel in a dynamic global marketplace, ultimately shaping the future of corporate administration.

The transition from military service to corporate administration is a significant journey that requires veterans to navigate through diverse challenges and leverage their unique strengths. Understanding corporate administration involves grasping organizational structures, governance frameworks, and cultural dynamics distinct from military hierarchies. This understanding is pivotal in facilitating a seamless integration into corporate environments.

Moreover, the impact of technology on corporate administration cannot be overstated. Technological advancements have revolutionized operational efficiencies, decision-making processes, and communication within organizations. Automation tools streamline administrative tasks, while data analytics and AI empower administrators to make informed decisions and drive innovation. Additionally, technologies supporting remote work and cybersecurity ensure organizations remain agile, resilient, and compliant in a rapidly evolving digital landscape.



It has become easier for veterans to transition into corporate settings nowadays with all the available services.

Successful integration into corporate roles for veterans hinges on effectively translating military skills—such as leadership, teamwork, and adaptability—into corporate contexts. Embracing continuous learning, ethical leadership, and leveraging veteran-specific support resources further enhances their readiness and capabilities. By embracing these strategies and harnessing the transformative power of technology, veterans can not only succeed but thrive in diverse corporate environments, contributing their valuable perspectives and skills to organizational success in the global marketplace.



Anish Jairath is currently pursuing his undergraduate degree in Journalism at the University of Regina, aiming to leverage his strong research and writing skills to excel across various media platforms, including print, television, and online social media. Anish's goal is to seamlessly integrate his capabilities to create compelling content that engages audiences across different mediums. He is committed to staying updated with the latest trends and technologies in journalism and media, as he understands the importance of adaptability in this ever-evolving industry. By developing skills in digital storytelling, data journalism, and multimedia production.

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Theme Article

‘Adm fit - Morale high’

BY SIDDHARTHA ROY

We have all heard of this adage in our service tenures. Walking into any unit one always finds everything in order - everything is available at the right place at the right time.

In our time in the services frankly speaking none of us ever wondered how smoothly our daily routines were set. That's the beauty of Administration - being there without being noticed at all.

So let's find out more about what constitutes Administration in a corporate environment, its various subfunctions and the high level skills required.

In a typical manufacturing setup the HR & Personnel department was usually responsible for running the administrative setup of the organization. This gradually evolved to an Independent Administration Department that reported into the HR function, the Finance Function or even directly to the office of the Chief operating officer (COO) or the Chief Executive Officer (CEO)

The nomenclature has also varied from General Administration to Facility Management to even Corporate Real Estate Management depending upon the industry and span of the role.

Broadly speaking the administrative function looks after the life cycle of the physical assets of an organisation. Let's look at a few sub-functions

- **Real Estate Management:**

This entails planning, sourcing, negotiating and contracting for real estate space - it could be an office, a warehouse a commercial building or a massive manufacturing plant.

- **Fit-out management:**

This involves working with architects and interior designers to create the best possible design for the requirement as defined by the business. Then the execution of the fit - out project is undertaken using the vendor selected for the task. There are multiple stakeholders that have to be involved such as the sub- vendors , own finance team and IT team so that the projected milestones are met as per agreed timelines.

- **Facility Management**

Once the premises are ready, it needs to be operationalised – essentially to make it habitable for the employees who will be using the various facilities on offer. This includes

- **Physical security**

The employment of physical guards to safeguard the premises. This nowadays also includes using tools such as Close circuit television cameras (CCTV), Access control systems, Fire Alarm systems amongst others. Some organisations have a dedicated Security department independent of the Facility management function.

- **Housekeeping**

This is the most basic roles being performed but has far reaching effects from an employee experience perspective. The cleaning of shop floors, offices, washrooms and common areas form a major part of role.

- **Cafeteria and Pantry services**

As the name suggests it involves providing meals, snacks and beverages.

- **Engineering/ technical services**

Literally keeping the lights on in the organization – this team looks after power supply at the various levels and maintenance of critical equipment associated with the same. These include Electrical Panels, generator sets and uninterrupter power supply units amongst others. A high level of automation are present in most organizations and so this team looks after their upkeep as well.

- **Employee Transport/Logistics**

Most organizations provide employee transportation services as an benefit. This role involves planning, routing and management of transport fleet for employees from home to office and back. The most efficient form of transportation needs to be provided as usually there are numerous shift timings on which employees operate.

- **Soft Services**

These are generic services not covered above – like managing front desk, telecommunication, internal correspondence and support to any other activity which is happening within the premises.

Skillset Required:

- **Labour:** It is obvious that that the administration function is labour intensive. As such there are numerous legal and labour compliances related to staff that needs to be handled along with aspects related to health, safety and environment.
- **Cost:** Cost is a critical factor as all administrative costs form part of the overheads for an organization.
- **Finance:** Financial management is an important outcome of this role – the ability to create and operate the budget for the function is central to this role.

- **MIS:** Reporting the health of the administrative function is done through Monthly Information System (MIS) report that talk about the various parameters for instance – total operational cost per square feet, cost of transportation per employee, electricity consumption per seat and so on.

This role is essentially the jack of all trades and the master of some. People management, Stakeholder management, vendor management, project management and communication skills form the core of the leadership of this function.

Certifications from institutes like IFMA (International Facility Management Association) and RICS (Royal Institute of chartered surveyors) do help in broadening the horizon in this field.

With the growth of the Indian Economy there are more and more industrial complexes coming up all over India. The requirement of seasoned Administration professionals to manage these upcoming facilities is ever growing. Thus **'Adm fit – Morale High'** continues to grow into enhanced employee experience in the corporate world.



Capt Siddhartha Roy is an Ex Bengal Sappers officer and has served subsequently in a RR Battalion. He has close to two decades of experience in Physical Security, Facility Management, Travel & Logistics, Corporate Real Estate, and Fit out Project Management. He currently heads the Corporate Real Estate Management portfolio of a global InsureTech company in India. Sid is an ardent follower of green energy initiatives, environment & animal protection and strategic defense studies. Based in Pune, he believes that perpetual optimism is a force multiplier !

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

Theme Article

The Travel Business in Administration

BY BIJENDRA SINGH KADYAN

India is a land of diverse culture, history, and beauty, and it is no surprise that the travel industry in India is one of the fastest-growing sectors of the economy. The India business travel market reached a value of US\$ 31.7 billion in 2021. Looking forward, IMARC Group expects the market to reach US\$ 55.2 billion by 2027, exhibiting a CAGR of 8.1% during 2022-2027. Business travel, or corporate travel, represents travel journeys conducted exclusively for work purposes or business expansion. Presently, most organizations are setting up their own in-house travel departments or employing external service providers to anticipate changes in the business landscape. Business travel includes several components, including sourcing and procurement, planning and booking, account management, and measuring and reporting.

The expanding businesses and growing economies across the country are primarily driving the market. The escalating demand for international travel and increasing passenger revenue kilometers (RPKs) are leading to the rise in travel routes across India, further propelling market growth. Additionally, the increasing number of low-cost carriers (LCCs) gaining prominence is another significant growth-inducing factor. India is becoming a business and industrial hub for corporations worldwide, further augmenting market growth. Furthermore, the emerging trend of Leisure travel, which combines business with leisure activities to relieve stress and improve work efficiency, is projected to fuel the India business travel market over the forecast period.



Another example involves implementing advanced booking systems that allow employees to book and modify their travel plans with ease, ensuring flexibility and cost-effectiveness. By using predictive analytics, companies can forecast travel demand and adjust their resources accordingly, which minimizes disruptions and maximizes productivity.

At its core, effective corporate administration in the travel sector involves blending technology with customer-centric strategies to streamline operations and enhance the overall travel experience. By focusing on these aspects, businesses can ensure that corporate travel not only supports their goals but also promotes a positive image of India to the global community.



Bijendra Singh Kadyan, currently based in Greater Noida. As a Co-founder of Kuruma Travels and an accomplished leader in the car and bus rental industry, He has a proven track record of driving growth, increasing revenue, and delivering exceptional customer experiences. With over 15 years of experience in the industry, he has developed expertise in areas such as fleet management, pricing strategy, and customer service. He can be reached at bijendra@kurumatravels.com for any insights in the travel industry.

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

Survey: Members Speak

As you know ForceNet E-Zine is the monthly e-magazine of the Forces Network- the network of military veterans in the corporate. We produce a specialized theme each month; for this issue, we chose, Demystifying Physical Security Vertical.

We sourced our content from veterans who are thriving in the field of Physical Security themselves.

The next few pages are dedicated to a few randomly picked veterans in their own words.

Here are the questions we asked them:

1. How is the administration in the military different from the corporate set up. What was your understanding of the same while you were in the military?
2. Most military personnel trying to transition to a civilian career view administration with a negative stereotype and a low paying job. It is not viewed as something aspirational. What in your opinion are the reasons for the same?
3. What are the various subdomains in the corporate administration vertical which you could recommend to transitioning military personnel as a good fit based on your exposure in the sector?
4. What would be your advice to military personnel aspiring for a career in administration with regards to acquiring qualifications, certifications, skills, etc?
5. Does the salary in the Administration vertical also vary from industry to industry? Which typically are the high paying industries?
6. Is the technology quotient required to succeed in a corporate administration domain also getting raised? What in your opinion are the bare minimum tech skills that an aspiring administration professional must have?
7. What are the three things you like about being in the Administration function?
8. What are the three things you do NOT like about being in the Administration function?



Cmdr Roy Francis

Submarines

DOR: 2014

Head of Administration, Tata
Consultancy Services Ltd

Time in Corporate: 9

**Administration:
Corporate versus Military**

Being customer centric is
important in civil world.

**Negative
Stereotypes?**
No, specific
qualifications are
required to re-
skill

**Recommended sub-
domains?**
Transport, Hospitality,
Event Management
FM, CRE.

Any Advice?

A degree in sustainability.

Salary Variation?
IT sector is the best
paying

Importance of Technology?
MS Office, language and leadership
skills

Things you like?
Getting things done, Lesser
pressure.

Things you don't like?
Lower in the pecking order.



Brig Anand Thakur

Head Administration, Grasim Industries Ltd
(Recently Retired wef 01 Mar 2024)

Engineers

DOC: 2020

Time in Corporate:
3 years

Administration: Corporate versus Military

In the Military Administration is one of the many responsibilities and its provisioning is not much linked to the Cost. Whereas in the Corporates your hiring for an Admin Role comes with a set of defined responsibilities expected to be discharged with a keen eye on the Cost of Service

Importance of Technology?

Yes. Technologically speaking, the Security Domain, Mechanisation in the Facility Management and effective use of Digital Assets with a hands on mastery over MS Office especially the Excel are a must these days.

**Recommended sub-domains?
Disaster Management, Security Management, Facility Management, Management of Support Functions etc**

Negative Stereotypes?

At first glance, an Admin Role may sound mundane, too stereotyped, not much of a challenge or something everyone can do. But this is exactly where one is missing out on the opportunity. Admin always has an overwhelming presence in every function that supports 'Production' and in the latter too its importance is significant. Admin's presence may not be felt so much, its provisioning may be taken for granted but its absence is always noticed. So, an Admin Manager has tremendous scope to 'contribute' provided he/ she is keen to keep the initiative with him/ her. Our high 'Tolerance for Ambiguity' gives military personnel a head start in this role where vague and unclear instructions/ expectations are very common.

Any Advice?

Remember that you are paid for the Job Description (JD) that was shown and discussed during the hiring. This is akin to your 'Revenue' like contribution to the Company. But you will be Promoted/ given a raise for your 'Capital' Contributions like ushering Innovative Processes, SOPs, Products or Behavioural Norms.

Salary Variations?

Yes. In the manufacturing industries, you are respected better, get paid well and are always looked up to for any advice.

3 things you like?

Mental ease of functioning in the role
Respect from the Management for your Clarity of Mind through the thick of Ambiguity
Your natural versatility in the ability to contribute to any planning process

3 things you don't like?

Public Recognition of your contribution is not very easy to come by
Threat looms high in being made a scapegoat for a mishap
Tendency to be taken for granted



Lt Col Rajan Malhotra

MEDICAL ADVISOR TO TRUST, MAHARAJA
AGRASEN HOSPITAL

AMC

DOR: 2013

Time in Corporate: 10

ADMINISTRATION: CORPORATE VERSUS MILITARY?

Your order are not followed
always as in Defence, you have
to keep a check

**Negative Stereotypes?
Administration is better
than security officer**

**Salary Variations?
Job related to
operations and
finance always pay
higher salary**

Any Advice?

The most important part is the preparation of a resume, no one knows what does adjutant/2ic or company commander does in the army, you have to mention an equivalent designation to civil setup secondly no one needs your firing skills or running capabilities like best, un mission etc you have to mention only works/qualification required for civil administration

Importance Of Technology?

Should be aware of routine computer use, with excel is possible.

Recommended sub-domains?

- 1 Facility Administrator**
- 2 HR**
- 3 Finance**

3 Things you
like?

- 1-Forget you are in
defence**
- 2. Maintain your
defence habits**
- 3.You cannot take
every work will done
as you expect-keep
check**

3 Things you
don't like?

- 1-You are everything but
you do not earn yourself**
- 2- Your job is 24 X 7**
- 3-You are responsible for
everything but your
decisions are not always
as per your wish**



EME

DOR: 2011

Time in Corporate: 12 years

Negative Stereotypes?

That is not entirely true as the remuneration depends on the value that you bring to the table. Instead of following the established job profile the officer should endeavor to increase his presence and usefulness in the organisation. Then more responsibilities follow along with remuneration and perks.

Importance of Technology?

Technology quotient is a very big advantage as nowadays every thing in Facility management and other Admin aspects can be automated and remote controlled through building and office management systems. Officers holding B Tech degrees in any stream, have a very distinct edge because of their understanding of repair and maintenance aspects of all systems.

Col Anurodh Mishra

Head Administration, TATA Consulting Engineers Limited

Administration: Corporate versus Military?

Administration in the Military is very generic and handled by all at various levels. In a corporate set up the role is very clearly defined. Multiple corporations have all or some of the responsibilities in corporate administration

Recommended sub-domains?

In my view, a well experienced officer can do all of the responsibilities listed earlier. None of them is a rocket science. In large Corporates many of these are separate functions like Security, International mobility, Facility management, estate management etc

Salary variations?

Typically Multinationals are better paymasters. Also, admin on a blue-collar setup gets more than a white-collar office

Any Advice?

Firefighting, Compliance, labour laws, Six Sigma certification, Facility management training, SAP exposure help.

3 things you like?

1. Job is simple and satisfying
2. It is an operational function with new challenges everyday.
3. Remuneration is reasonable

3 things you don't like?

Business looks at it as a money spender as it is a cost center whereas Business brings profit. It is the lowest ranked in Support functions in terms of importance. Constant friction with other function for turf control



Capt Rounak Karmarkar

Sr, Manager Facility & Real Estate ,
Silicon Valley Bank

Artillery
DOR: 2012

Time in Corporate: 12 years

Administration: Corporation versus Military

There are various industries, they have varied needs, varied culture environment but once we are proficient in handling this function one can accomplish a lot. The function seems similar to what we do as a QM, but there are differences too, few like, financial planning & budgeting, compliances & contract, space planning, hybrid & agile environment etc. Although we have handle people but the workforce in civil may be different, adjusting to the new environment & different jargons, terms and other learning will be of a great challenge.

Recommended sub-domain?

Important subdomains : Leasing, Sale & Purchase of Land/ Property, Space planning, Models of Workspace, Designing Infra, contracts, compliances, Financial Planning a& Budgeting, Travel management, Event Management, Transport Management, Cafeteria Management, stationery Courier, Building Management & Maintenance, HVAC, Vendor management, Various application for the different services.

Negative Stereotypes?

The pay would depend on the current industries which are high paying, it could also vary from also on the company whether startup, MNC's etc. It also depends on our choices. I personally feel this function pays you better from average to high paying.

Any advice? MRICS course

Salary Variation? Currently Tech, Banking,OIL & Gas, Excell & Manufacturing Semiconductors etc

Importance of Technology? Bare minimum skills are required in Excel & Ppt., but yes there will be extensive use if tech in the services provided by corporate administration. Good communication skill required in handling employees, peers & management.

3 things you like?

You always know the pulse of the organization and you play a key role in the decision-making of management, as that decision will have implications on employees and how as a function we are handling it.

3 things you don't like?

The balancing part between management expectation & Employee expectation



Capt Ashwin Pradhan

Artillery

DOR: 2008

AP Moller Maersk, Global Business
Resilience Manager

Years in Corporate: 16

Administration: Corporate versus Military?

In Army we had broad view of administration. However we can surely draw parallels between both organisations in terms of event management, facilities, security, travel. However in corporate we have to be ensure that operations are cost efficient and resources are optimally utilised. There are technical aspects related to energy and cooling systems used in the facility as well as IT infrastructure, fire suppression systems, legal and regulatory requirement which requires technical expertise.

Negative Stereotypes?

It's a low visibility support service which though essential is considered as cost centre and not profit centre. Also a perception of entitlement amongst the employees who consider administration employees as low achieving who could not achieve better career prospects and hence landed in administration. Hence could be ordered around as they perceive their roles to be more superior than an administrative role.

Recommended sub-domains?

Risk. Security, facilities safety, information security

Any advice?

Do research on the domain. There are certifications for administration. Would highly recommend to get certified.

Salary variations?

Depends. Facilities, Banking and Global MNC's

Importance of Technology?

Yes. Information security, IT infrastructure, Electrical systems, HVAC systems, security systems, Building Management Systems. Fire and Business Resilience

3 things you like?

Team Management
People Management
Vendor Management

3 things you don't like?

Budgets
Liasion with Local authorities
Entitlement attitude of employees



Capt Naveen Kumar

GM Admin, Crompton Greaves
Consumer Electricals Limited

ASC

DOR: 2010

Time in Corporate: 5 years

Administration: Private versus Military

Command ecosystem vs collaborative ecosystem

Any Advice?

1. Qualification - MBA in HR will help but not mandatory.
2. Certifications - Auditing, Analytics
3. Skills - 1. Good listener 2. Decision Maker 3. Solution provider.
4. Mixes with all without any hierarchy.
5. Learner
6. Team player

Negative Stereotypes?

If you are passionate about your work then you will carve out a special place in your organization or whichever you join. Believe yourself Administration is a great domain and it requires a lot of patience, the right move and the rest is history you leave

Recommended Sub-Domains?

1. Corporate Real Estate Management
2. Project Management
3. CSR Management
4. Audit

Salary Variation?

Yes, it depends on the need of the industry

Importance of Technology? Yes, power BI and MS office really helps in putting across the views in a sharper and fine way leading to desired outcomes

3 things you like?

1. Huge data, analysis can help in optimization of resources.
2. Create employee experience right from entry to office to flights
3. Only department which can cater to all employees needs

3 things you don't like?

1. Perception that it is a cost to company.
2. Nature of work is routine.
3. To agree to every request



Capt Poornapragna G A

Corps of Signals

DOR: 1992

Consultant

TIME IN CORPORATE: 30

Administration: Corporate versus Military

In the Military especially in the Army, there is no concept of an Administration department even though we have organisations like ASC or AOC which cater to the supply chain part of Administration. Every officer is by role is an administration officer apart from his core combat duties. While in corporate, there is a dedicated Administration department.

Recommended sub-domains?

Transitioning military personnel can definitely fit into a General administration role which needs leadership, discipline, focus, ability to get work done, crisis management. These are the qualities all military personnel have. While we may not be good in technical aspects like electrical engineering or civil project management, one can learn them.

Salary variations?

Yes. The best salaries and working conditions are provided in IT industry.

3 things you like?

- 1) Key business function
- 2) Fulfillment
- 3) Variety of roles

Any Advice?

Firstly, anyone entering into this role should have a passion for delivering and service minded. Admin requires huge focus, perseverance, leadership, commitment of time and lots of common sense. Secondly, it will be good for transitioning military personnel to do certifications offered by the International Facility Management Association. Start with FMP. This gives a good understanding of this function and prepares you well.

Importance of Technology?

Yes. The function has evolved over the years. While basic skills like MS Word and MS Excel are a must, an understanding of engineering aspects of facility management will be helpful. While it is easy for military personnel from technical arms to understand the technical aspects easily, even the non-technical cadre by doing certification as mentioned above will get basic understanding which will be of great help. Certification will also help in understanding the basic finance and budgeting process which are crucial.

Negative Stereotypes?

Earlier people used to think for the simple reason that Admin and Security were two roles where a Fauji could easily fit in. Today, the Administration and Facilities department is a critical function which is the backbone of an organization with huge budget outlays.

3 things you don't like?

- 1) Everyone in the org can give advice to an admin manager!
- 2) Budgetary cuts
- 3) Many options to get corrupt!

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Forces Network The Career Sprinters Seminar – A Roaring Success

Team Forces Network

Introduction

In line with our stated objectives of helping the transitioning military personnel in a smooth transition to the corporate as well as building a professional Network of the military veterans in the corporate the Forces Network decided to organize a daylong seminar at New Delhi on 14 July 2024 (Sunday). As always keeping our obsession with quality we chose a five star venue at the Aerocity, New Delhi.

The Thought Behind: We curated the seminar on the theme of accelerating your career progression. There are some whose careers are stagnant, while for some they are career stragglers. But there are a select few who are career sprinters – they are on a high octane growth path in the industry.



The Seminar Backdrop/ Flyer

We have invited a galaxy of industry leaders (the career sprinters) as speakers from across the various industries and verticals to share their insights and learnings. Each speaker was carefully chosen. The aim was to help our seminar participants learn from these career sprinters – what is it that they have done differently to stay ahead of others. Our seminar participants included a mix of military officers who are planning to transition soon to the corporate world as well as veterans who are already working in the corporate and maybe looking to upgrade their careers or switch industries.

Our speakers were adequately briefed about the seminar background and the scope of their talk. We also ensured that we covered a wide swathe of industries through our speakers. We were also alive to the option that we encourage our members to also take up entrepreneurship. Accordingly we invited Hony Brig Dr Arvind Lal, Founder and of Dr Lal Pathlabs – a company with a market cap of ~ Rupees twenty five thousand crores. We were looking at learning from our speakers the following:

- Impact of latest technologies and how will it impact careers and jobs.
- What are the latest trends in the various industry sectors?

The below Flyer contains the details of the other Speakers at the Seminar.



Our Speakers

FORCES NETWORK
THE NETWORK THAT WORKS

Abhilasha Katariva Shankar, Partner, Deloitte

Ankit Agarwal, MD, Michael Page India

Sathesh Rajendran, Head, Knight Frank India

Capt Rajesh Sharma, Executive VP, HDFC Bank

Jaydeep Singh, GM India, Kaspersky

Shrikant Patil, Founder, DigiAbley, Singapore's fastest growing Fintech

Hony Brig Dr Arvind Lal, Padam Shri, Executive Chairman, Dr Lal Pathlabs

The Elite Speakers at our The Career Sprinters Seminar

The Seminar Flow

The seminar flow was designed to not only provide nuggets of wisdom from the speakers but also for peer level knowledge sharing. In addition we planned time for networking in the refreshments and lunch breaks. We also planned for a mentoring session for 1 hour after the culmination of the seminar at 5 pm.

Registration

All the delegates began their seminar by first registering at the Registration desk. Here they also got their name tags – which is a cool tool for efficient networking. Those delegates who came in early got an additional 30 minutes of networking time.



The incoming seminar delegates registering at the Registration Desk

Setting the Ball Rolling

To kick start the proceedings of the day Iqbal Singh who is also the Founder of the Forces Network gave an introductory talk on the origins, philosophy, activities and the achievements of the Forces Network over the past 16 years plus. This was the 20th seminar of the Forces Network and we have done 10 **Military to Corporate (M2C)** Transition Workshops as well. However, the most popular and impactful training program of the Forces Network remains the **ABCT Program- Any Body Can Tech**. This program has changed the careers and lives of its participants. Many of its students who had complete non-tech backgrounds have been able to build careers in the technology world. Hear the inspiring story of such student [Lt Col Jojo Jacob](#).



Iqbal Singh delivering the Opening Address to kick start the seminar

The Impact of Generative AI On Cyber Security

The second speaker was the GM India region for **Kaspersky – Jaydeep Singh**. He delivered a truly fascinating talk. The session was extremely engaging and there were a lot of audience questions. The main focus of his talk was on the below aspects:

- To cover the new threats and opportunities that would arise. Also new career roles that would be created.
- Skills upgradation needed



Iqbal Singh delivering the Opening Address to kick start the seminar



A mesmerizing fireside chat with Abhilasha, Partner Deloitte

Transition to Corporate as a Change Management

We had a Partner from **Deloitte Abhilasha Kataria Shankar** who leads their change management practice as a speaker. The question that was lurking in my mind was that can the M2C Transition be taken up as a change management project. And for this we decided to pick the brains of Abhilasha. What followed was an extremely interesting and insightful fireside chat. To all those who paid attention there were pearls of wisdom in that chat from Abhilasha.

Making Your Profile Stand out in a Competitive world

It is indeed an extremely competitive world out there as regards the job market. Who could have answered this topic better than the MD of **Michael Page India Ankit Agarwala**. Ankit shared some extremely valuable but rarely shared insights about how the executive search and job-hunting firms typically work while selecting a suitable candidates. Most of the transitioning officers found this session to be an eye-opener.



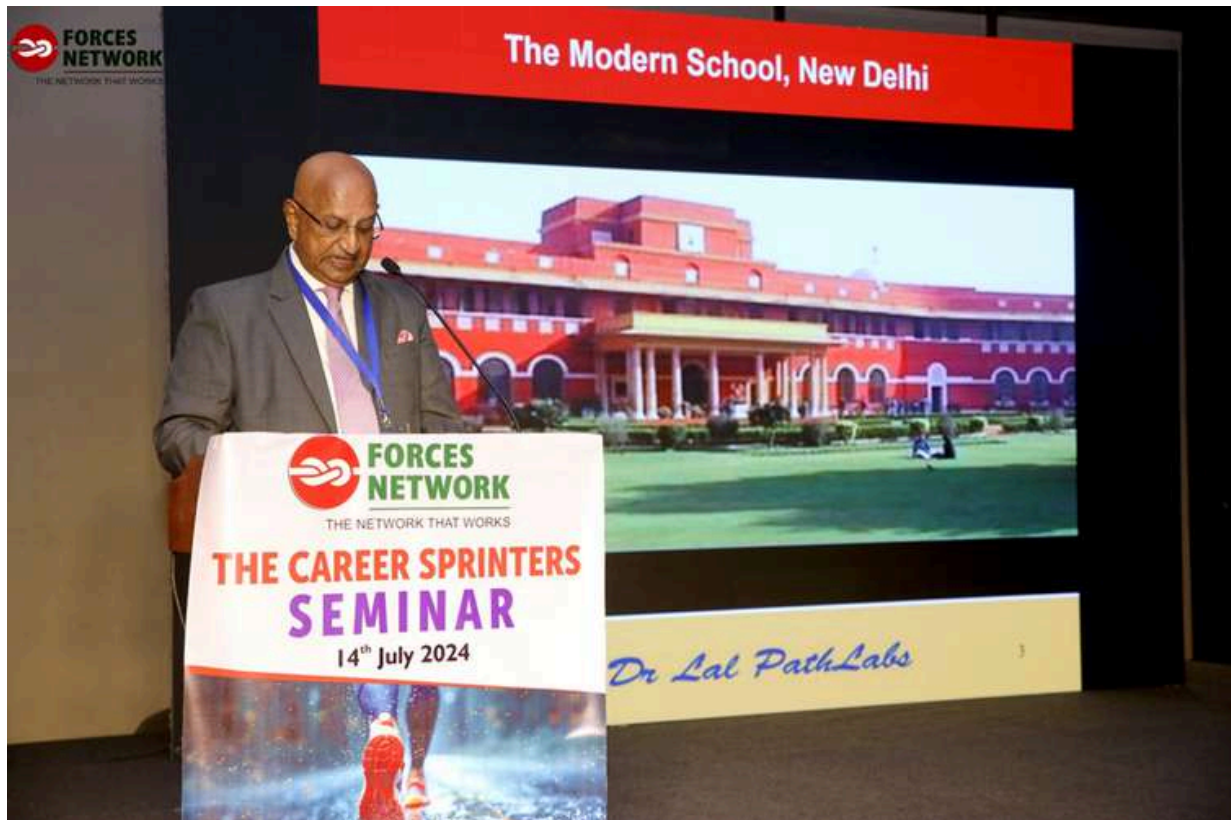
MD of Michale Page, India Ankit Agarwala gave illustrated examples of what kinds of CVs succeed in the market

The Real Estate Consultancy Sector Opportunities

While most of us associate the real estate sector with the residential housing and the small time local real estate broker there is an extremely big opportunity in the real estate consultancy sector. Most of us are oblivious of it and there are extremely good MNCs working in the sector and veterans are a good fit in the industry as evidenced by the fact that many veterans hold leadership roles in this sector in India. We had the privilege of having Sathish Rajendren, Head, Knight Frank India deliver this topic to us. It was a brilliant presentation and an even better talk by Sathish. Most participants found this talk to be extremely informative and useful



Sathish Rajendren, Head, Knight Frank India delivering his Talk



Dr Arvind Lal delivered an extremely engrossing talk urging veterans to take up entrepreneurship instead of being job seekers

Welcome to the World of Entrepreneurship

In the last talk in the pre-lunch session we had Hon'ble Brig Dr Arvind Lal who is a Padma Shri awardee and the Executive Chairman & Founder Dr Lal Pathlabs delivered a talk on how he grew his company to unicorn status. Today his company commands a market capitalization of nearly Rs 25,000 crores. Dr Lal is of course a billionaire. At the Forces Network we do not want our members to be mere job seekers but also job creators. Dr Lal laid a forceful case for the fact that veterans must ideally pick up opportunities in their civilian avatars and as per him today opportunities abound in India.

How to make it big in the world of security, admin and Facilities Management

The next speaker was an old member of the Forces Network. However, Capt Rajesh Sharma delivered his talk in an extremely unconventional manner. When his name was announced as a Speaker he was not seen as he was sitting in the last row of the room. He not only managed to regale the audience but also informed and enlightened them about the opportunities in the Security, Administration and Facilities Management space. He asked quiz questions to the participants and even dished out prizes for the correct answers.



A superbly entertaining and informative talk was delivered by Capt Rajesh Sharma, Executive VP, HDFC Bank

A New Age Sector: Fintech, Where Opportunities Abound

Since we also want our community members to not just look at the old and traditional sectors but also the merging and new age sectors with a promising future we invited a Fintech startup founder from Singapore. Shrikant Patil is the CEO & Founder of DigiAlly the fastest growing fintech in Singapore with operations in Philippines, Singapore and India. Shrikant introduced the audience to the exciting world of fintech - he stripped the talk of jargon and explained the nuances of the industry in a very simple and elegant manner. Each one of us walked out of the room with a better understanding of the Fintech sector as also the opportunities available in the sector.



Capt Uday (L) presenting the Forces Network memento to Shrikant Patil, CEO of DigiAlly



Mentoring Sessions in progress

Mentoring Sessions

The last session of the seminar was optional and involved selected mentors from various industries seated as mentors on a round table and mentees could sit across the table from them and ask them any queries that they wished. It was an extremely powerful session. Several of our speakers very kindly consented to stay back for the mentoring session. Imagine you want to know about the real estate consultancy sector and you have the Knight Frank India Head sitting across the table for you.

It happens only in the Forces Network!





A Picture is worth a Thousand Words they say. The Smiles on the faces of the seminar participants tells you about how well the seminar went through

Group Photograph

With a view to commemorating the seminar and locking the moment to cherish for posterity we had our traditional Seminar Group picture to conclude the seminar.

The Social Media Buzz

While the seminar ended physically the social media buzz about it continues even after more than a week after the seminar got over.

Shrikant Patil posted this [wonderful post](#) on the LinkedIn calling the seminar experience as mesmerizing.

Sathish Rajendren, Head Knight Frank India had some very kind words for the seminar. Please [read his post](#) expressing gratitude for the opportunity to speak.

Abhilasha Kataria Shankar from Deloitte also shared [encomiums for the seminar](#).

Emoha Eldercare CEO Saumyajit Roy who was a partner in our seminar [posted this](#) .

Cdr Vineet Arora who won the fastest finger award for being the first to register for the seminar online won a Forces Network cap. He too shared that there are many ways to serve a community – [read more](#).

Capt Manjula Katoch who did an excellent job as the seminar MC had [this to say](#).

In addition there are many more buzzing posts on the seminar. Thanks to all those who posted.

Conclusion

From the perspective of the seminar organizing team, we must admit that it was an exhaustive endeavour. We worked ceaselessly in addition to our day jobs planning, organizing and preparing for it. To be honest, we were so exhausted that we told ourselves that we will not do any more seminars after this. However, this huge outpouring of love and affection from the seminar participants, the kind appreciation from our esteemed speakers and the unending buzz on social media rekindles our energy and resolve. We promise to keep curating even better and higher quality events in the days to come – however we seek your support in terms of active participation in these events as attendees.

Finally we are grateful for the trust reposed in us by our community and we stay committed to serving to even better.

Three cheers for Forces Network – the Network that works!

Team Forces Network:

Lt Col Iqbal Singh

Capt Uday Shriwas

Capt Manjula Katoch

Mrs Ramanpreet Singh

NECO
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VILLE** 
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Welcome to Officers Ville, an enviable project developed to ensure a fulfilling life close to NIBM, Pune. This sprawling Villa project promises its residents large homes, green surrounding and a life that is worthy of the Defence Officers' way of living.

Wg Cdr Thiru Maran (Retd)

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The project has been registered via Maharashtra registration numbers
NECO Officers Villa 1 - P2210005752, NECO Officers Villa 2 - P2210005846
and is available on the website <https://mahajyva.maharashtra.gov.in>
under registered projects.

Star of Forces Network

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

IN INTERACTION WITH IQBAL SINGH

Brig Krishna Raj (Retd) was commissioned in 1987 into the Artillery regiment and then opted for Aviation. As a heptr pilot he had extensive operational tenures in the Arunachal, Nagaland and Ladakh including Siachen Glacier. He flew for 1500 hours of operational flying. After qualifying DSSC, he went as G1 Ops in a mountain Division. Later he commanded his Unit in CT Ops Kashmir, was awarded Unit Citation and he also had a stint as Army War College Instructor. On promotion to Brigadier he subsequently commanded two operational Brigades. While in service he took up LLB, M Phil, UGC NET and HR qualifications. He is presently undertaking PhD research in the field related to Geopolitics. In the Corporate sector for past seven years, he has been in Real estate, NGOs, Shipping and lastly in Textiles and Flooring zones. At present he is in the Textile/ flooring industry as a Vice president.



IQ: Please tell us something about your background prior to joining the NDA and your subsequent Army Career. You have an illustrious career in the Army; please share some of your career highlights.

Krishna: I am from the services background; my father was an ammunition technical officer and later an EDP specialist in the AOC. He served for 35 years before hanging up his boots. Now he resides in a lovely cottage in the lush green surrounds in hinterland Kerala. After retirement he too had a small exposure to the corporate.

As children we grew up in an army cantonment across the country and as I grew up in the Akhnoor/ Jammu and Delhi areas I was taken in by the disciplined life and set piece army Tarteeb. With a burning desire to join the NDA, the exams and S.S.B was cleared in due course, my dream was soon fulfilled, I joined the NDA at the age of sixteen thereabouts.



Parent's residence in Kerala.

FLY ARMY. Some trends in Academy are infectious and one of them was Labels on the satchel. While in the NDA display of Air OP wing on my NDA satchel with "FLY ARMY" proudly flashed by the fifth Term, set the tone for the next five years. I was aware of the Air OP option and I opted to and joined the Regiment of Artillery. I joined a fine regiment and



III Termer in NDA in 1985, Later Bde Cdr 2013.

within the first year I completed my YO's Course. Having been groomed well in the Parent Unit, a Field Regiment, I was awarded the 'Silver Gun', standing first in the Order of Merit among the Artillery young officers. After the basic professional stint in the Regiment, the OP officer opted for aviation, cleared by CO with lot of hiccups, I reached the AFA at Dundigal and sported the coveted Blue Flying Overalls. In the Air force academy flying fixed wings was very thrilling with all aerobatics- time passed swiftly. In 1992, moving to Helicopters for specialized training in we, the Army Fledglings earned our wings as army aviation pilots in Nov 1992.

From Green dense Valley to whiteout conditions, in Uniform, the adventure quotient is always high. I flew for more than ten years and 1500 hours which was mostly operational in Assam Arunachal and Nagaland, followed by a Leh - Siachen stint. It's an eerie feeling to fly in a white out condition, its like being inside a Ping Pong Ball. Relying purely on the Artificial horizon indicator flying in Glacier is a truly life changing experience. Also in the year June 1999 I had the good fortune to be a part of OP VIJAY at Kargil/Drass where Javed Akhtar, Vinod Khanna and Salman sat with us in our Drass Helipad Bunker on our Bunks and we had a healthy banter like course-mates...those were heady days.



Capt. Krishna raj at Base Camp 1998. 1500 hours of Operational flying.



The regimental team with Col RK Rajput. Maj Krishnaraj Stdg Far right. In Punjab during OP Parakram 2001

In the year 2k, after completing DSSC at wellington, I returned to the Unit and was deployed for OP Parakram in Dera Baba Nanak 2001. The Battery Commander role in a sensitive enclave was a challenging role at the border.

In 2004 I was appointed to the role of G1 operations in a mountain division in the Eastern Sector which was an extremely salubrious climate and professionally great opportunity to come face to face with large scale planning. A stint on the Chinese border is a different kettle of fish, the Border meetings, the Ceremony, the India China Volleyball match at the LAC was all fantastic stuff.

In due course I got approved for Col and had the good fortune of commanding my own unit to which I got commissioned as a 2nd lieutenant. Three years down the line, due to the valiant efforts of the troops in CT, my Unit was awarded the Unit Citation in NC - I received the award along with my SM from Lt Gen H S Panag. After Command, I was posted as DS Senior Command Wing at Army War College, this was a watershed in my career and had portends for future. It which was a great exposure as we had student officers from friendly foreign countries, budding Lieutenant Colonels who were tipped to assume command. Taking them through the discussions and moderating the discussions through operations, tactics, administration and legal subjects gave a window of insight to the world beyond the Uniform.

While at MHOW, I was the contact with Indian Institute of Management Indore as the Basic DS for SC wing IIM capsules, where we held DM decision making capsules. This exposure was a catalyst and I decided to prepare for my civil life. Right there I took up a PG Diploma in Human resource management from Devi Ahilya University at Indore; that was my first step towards empowerment, creating a window to gaze into the civvy-street. As the editor of the SC wing weekly, following up close, I also did an M. Phil in Geo-politics from Punjab University in 2012; two civil qualification were under my belt quite early. After senior command wing tenure, one was posted to NC as Col Aviation, back to flying after 12 years. As a Col Aviation the tenure was eventful and rich in military reach. While I was clearing my CHPL, for commercial flying, I got approved for a Brigadier, for now taking the corporate route became a far pavilion again.

But in a way every five years in army I took on something afresh, and commandership was not going to straight jacket me...

Brigadier-ship propelled me to the higher decision making role, but then the focus remained; it was a race against time. I pursued LLB General Law in 2014 on the side lines. To avail a chance in education field, I also tried my hand at UGC NET exam in 2017 and I cleared that too. The challenge of going out into corporate zone was always nudging me and in 2017, I took up the challenge after successfully commanding two brigades. I finally put up my papers in July 2017 and took Early Release from the Army, moved out into the civil life.



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

Krishna: After seven years in the corporate, presently I am holding the position of Vice-President Central services, at a Multi-national Corporation. All other than Production and Engineering Support falls in this Zone. In corporate, Vice President is a senior level position which has got vast amount of responsibilities. In the corporate, professionals take around 25 years of committed effort to reach a VP level.

Now, administration may look simple on the surface, but what we handle is much more. I have the entire security of a large area, nearly 1000 acres of land, along with nine departments. Administration, township management, fire and safety of the entire place, transport and circuit management, horticulture and all kinds of central services and facilities. All major events and VIP visits including Chief Minister level inaugurations or ground breaking ceremony are handled by the department. The key is to obtain feedback and check on ground. Key punch points - Collaboration, Customer centricity, Technological upgrade, Inclusive growth and accountability are the five corner stones. I have nearly 150 staff / workers few general managers with me for holding different zones and a MIS officer for centrally managing the budget and feedbacks.

The run up to this senior level was a Mixed bag. Seven years back, when I left the services, I did undergo a bit of indecision as to what to pick up, whether to follow education line or the real estate line or any other line. There were four offers on my plate; it seemed rosy.

So as luck would have it, I did have certain ups and downs in the first few months, took up a voluntary stint in a real estate firm near my home town, but soon I realized that the options are better in more industrial areas. I was also called by a group of Colleges as Campus Director, but the employer dilly dallied on the salary, then interestingly, I was offered a part business option by someone known to me.

This was good, I had to put in about 10% of the Capital (50% of my retirement benefit) and get 20% of Profit after 4 years.. It seemed inviting as I was to be a 20% partner in four years, and an employee till then. It was a vegetable oil plant set up. When I realized the fine print it dawned to me that with another acquaintance, I was to work the set up in a remote area, do the business math and decide on sale or withhold tons of vegetable oil etc.

The venture was offered in good faith from a friend, but unsuited for a Fauji if one doesn't have deep pockets. In hindsight it was God's grace that one got out of it. Beware ! Howsoever lucrative, deep businesses are not the zone for transiting faujis. In case if the firm didn't take off my 50% corpus would also be in jeopardy. The two trusts cleared the fog of Job markets.

Now, I was losing time.

Within four months I settled down and took up the first appointment as a senior most employee in an NGO, which was also running a golf course alongside, along with other sports facilities and encouragement for the children of the city. The Golf Club was an eye opener an exposure to the kind of financial muscle that runs the civics and the Society. The top politicians, Police and Administrative services, all seemed to be there. The Golfing start was well begun. While I made many friends in the civil zone, the larger options also came clearer. The joining fees of a Golf Club in the Civvy Street will sweep you off your feet. There is a different world out there.

At the NGO one got to know how to get a society put together, the Societies Registration act 1860 and rules came in as a deep understanding to the civil world. Today people are reaching out to me on how to start a Golf Club as a contributory organization, what support can the society so registered seek from the Govt admin etc. On the sidelines I also saw how even a Social leader the director or the president of the society would handle the junior most employee in the Club with decency and due regard. People beneath you may be financially a bit unfortunate but each one has something of value to teach another human being. If there is mutual respect there will be greater contribution from the subordinates that builds synergy.

To get them all together to work as a team was my first learning. I never saw any senior, however senior and high place in the society he may be, talk in a demeaning fashion to a junior employee. And to a man in uniform that comes by a measure of experience.

Being military minded and bullshit oriented often found the juniors simply leaving the space on some pretext or the other. The first lesson was to first hold your demeanor, keep your poise, how so ever bad the situation may be, learn to respond methodically, safely in a measured manner and not to fly off the handle. At the same time to go into details to unearth what is wrong behind the scenes is equally required when you are in charge of things.

Slowly I was getting better at corporate...

After fulfilling the role for two years as GM and much the wiser, as an opportunity or two came knocking at my door, the Port in South of Pondicherry was beckoning me with a VP Admin role. The options came to me out of the blue as somebody was looking for a senior colonel and not averse to having a Brigadier on their role as the head of the port for other than stevedoring ops. By now I was crossing 52, and an experienced corporate staffer.

Now I took up was a position of vice president administration at a port in South India near Pondicherry. This scope of work was much larger than the previous assignment. So it was partly a bit of providence also a vindication of my work experience that I was able to back this role. The profile - "Husbanding the Port Operations" was the mandate; it's a wide canvas on the vast Sea side zone.

I was selected as the vice president in the port facility and I served there through a good long stint. In due course of that time the PORT faced two cyclones in 2020-21 which had hit the Tamil Nadu Andhra coast which all of us must have heard. The two cyclones including the formidable cyclone NIVAR were devastating. During the cyclone I was very much present in the port controlling the recovery teams and ensuring minimum loss of property and life in the forefront as to say. The board member spoke to me during the cyclone peak, I had set up a war room un the Port- they were convinced!

This Cyclone response and relief went down very well with the board of directors and I was publicly honored by the board of directors in a written statement issued in the next board meeting. This virtue of the service officer where we learned to do our duty in face of all odds helped me tremendously while I was in the port and when the going gets tough you can prove yourself no end; at the edge of the sea.



Admin head at Inspection of the channel Buoys : 80 K tons Panamax Ship at Karaikal Port 2020

Now I was a seasoned corporate honcho...After two years at the port, I got a call for a VP level opportunity with an MNC. An opportunity with an MNC was good and decided to move to Hyderabad, further more my daughter's education was also a lead, she was planning to do her MBBS. In fact, this call had come a year earlier also but that time I had just got the port out of the COVID threat and sustained the port without a single COVID death by good HSE measures.



Farewell at the Port - Sep 2021.

When this call came again and I took the opportunity to come back to Hyderabad and I joined the MNC in Hyderabad, which is into textiles. After the Real estate, NGO and shipping zone, Textiles was a wonderful change, spinning a yarn could be interesting. During my selection interview or interaction as they call it nowadays they also took care to speak to my previous employer and my boss who was the honorary secretary and president of the NGO and Golf Club who had something very !good to speak about me and they were reassured. They also wanted to speak with my Military Boss who was now a Retd Army Commander, he gave me a Thumbs Up!! The HR was satisfied...

Textile as we all would know or many of us may not know that it is the manpower intensive third largest manufacturing industry in India. There is great number of textile engineers specifically doing this vertical which I in my studies zone I was not so aware in the disciplines of engineering B.Tech courses. So I am here now. The role that I have fulfilled, I have already brought out about. It is a large role, senior appointment with a few general managers under me so to say. I have more than 170 employees and large area of responsibility including sensitive ones, central services ones, fire safety ones as well as liaison with local police authorities and the administration. So it is like running a small Township as the head administrator answerable to the director who is the head of the complete MNC outlet in the city.

IQ: You left army at age of 50; what prompted that decision?

Krishna: Perhaps the “Out of Area Contingency” nature of my Army days – wider variety of experiences with no safety net, prompted me to throw my hat across the fence. I left the army at the age of 50, but it was not a one off decision taken on the spur of the moment in a fit of impulse or whatever. It was a major decision which had been in my mind for the past six to seven years. Seven years before the leap, while in Indore (Mhow) Army War College, S.C Wing, I was in touch with IIM as the professor instructor connect for Leadership and DM (decision making) capsules. So there were professors on the other side; I was the instructor on the War College side. We used to take our senior command students and officers right across to IIM Indore. That exposed me to corporate zone and set me thinking.

We used to get few IIM Indore professors down here to take classes on decision making skills, on perception management and such, the likes, and I found the approach of the civil world very logical and streamlined. That set me thinking - if it's common sense that has got to take you through life, it would be 'common sense' that would differentiate between success and failure at the same time. So why not give it a try? While you have done reasonably well, why leave out a chance for seeing a different facet of life where the Army Rule does not run the things... I also saw how convincing somebody against their 'Judgement' could be logically explained to them; A logical conviction and connect could over-ride the 'One way street'.

Empowering Oneself – I had PG HR and M Phil with UGC under my belt. To support the Repertoire, once I became a Fmn Cdr I also completed LLB in General Law as I brought out earlier and it was a gradual accumulation of enabling capabilities. As they say, empower yourself before you move out. The Army gives you enough opportunity, Army gives you enough time to work and think. And it is all a decision that you need to take over a period of time keeping in view your family's opinion on the same, because the opinion of your better half matters equally.

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

Krishna: In a way I was more or less prepared to move out, but why and how is a difficult question to answer. Why I took the field that I have is also a gut feeling move. I had gone on to Naukri profile earlier and tried to make a profile for myself. That was about five years back where I found that of the 55 industries that were there as a choice, other than “law and Order” and administration, there was not much of a choice that I was adept at.

Be it shipping, be it Cement, be it Iron and Steel, be it Textiles, be it Metals, be it the accounting, be it compliance law, etcetera, etcetera, etcetera. Of the 55 specializations I nearly had none. So as I mentioned, I did my HR and LLB General law to begin with. Now comes as to how I leaned on towards admin- in a way it came naturally and once I got into the experiences that I mentioned earlier.

I realized admin is probably not just the admin that we think of from the uniform zones. Admin is a was too much wider zone like that what civil Administrative /IAS officers deal with in their area of work. It is somewhat on those lines when you manage a Township administrative requirement, central services, security, catering, and gardens horticulture. It is like running a small town municipality by itself. So the decision and therefore once you could make out that my core competence will be in a more broad based broad spectrum familiarity field, it was by and large clear that an administrative zone which had larger scope in a larger company would probably be my best bet. This does not come simply and these job opportunities are also very rare.

The corporate need leaders too. They need someone who can handle it all and do it with a standard. Someone with a larger perspective on events and protocols – all you need to prove is that you are a balanced person with no eccentricity.

You might find head security at some place, you might find head of facilities at some place, but you will not find all these together in many cases because admin seems to be the last rung where the corporates put their money. At the same time, the corporates in large fields such as Textiles and other manufacturing corporates in large B to B businesses need much more paraphernalia and compliances and audit requirements to be fulfilled to run their business.

And here is where the acumen of service officers of handling diverse manpower of handling administrative issues of handling security issues of handling disaster management and what have you. Everything comes to the fore and quick logical decision making skill stand by you at that time. Thus administration seem to be a natural flow of the direction that one could take.

I also had the option of taking up HR. So I had done PG diploma in HR from Devi Ahilya University. I also had done Law as a full LLB course from Osmania University. As I was a keen reader, I could start up as a registrar in any university complex which is so many budding in the country, I passed UGC NET which is a competitive exam while during my second Brigade command. So one has prepared in some form or the other to face the challenges and to some extent I could say that I was reasonably empowered as far as the qualifications go, to take a step outside uniform.

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

Krishna: While one has narrated the trysts with business world in great detail and the chase to the rainbow dissuades you, there are certain practical challenges. In my opinion,formally put the Challenges were three pronged:-

I. Opinion of colleagues:-

- “At 50 you are a Dinosaur”-don't even think of finding an opening in corporate, said a retired General.
- Is your family asking you to look for “Greener Pasture”?
- It's a one way street- no turning back, while it's an assured safe life here.
- OROP will be lost for you...
- You are going out as SHAPE I - No disability relief on pension tax, Big monetary loss!

II. Opinion of some HR professionals:-

- Sir, you have HR qualifications and LLB but without experience we cannot take you at senior level.
- Hierarchical changes in company can be exacting, If new CEO is not in favour, there are no assured tenures.

III. Practical issues on ground:-

- The offers would be rosy, tread carefully in the unorganized sector.
- In the organized sector, one may not always find one's reporting manager to be senior in age. You may be reporting to a young CEO with his/ her whims.
- One may not be always fortunate to be reporting to CEO or Director. A two stage reporting above you may increase interpersonal issues in organization Behavior.
- Initial step requires continuity to build trust in HR system.
- At 50 years of Age one does not have that luxury and upgrading to better remuneration in short span the Job seeker is seen as a job hopper - a major challenge.

IQ: Though you are an Artillery officer now working in an Admin role in a manufacturing company, did you have to learn some technology related subjects? How did you do so?

Krishna: The great advantage that administrative role provides is the Universal applicability. While even HR and finance appear Universal to any business or Industry, they are always related in the P&L zone & IE zone (industrial engineering).



2/Lt Krishna raj awarded the Silver Gun march 1989

Advantages of Artillery training helped in corporate as every young GPO gun position officer knows:-

- Apply commonsense checks before ordering FIRE! it help prevent loose rounds. Use commonsense- it differentiates between success and failure.
- Work out Contingencies- Always have a RO1 and an RO2 while aligning the guns on target. RO=Reference object- keep contingencies at hand.
- Listen carefully to the Radio and note the target GR yourself-(prioritize, keep primary focus clear) when the CEO speaks.
- Keep calm-call for Artillery. You don't have to tackle every problem at your level – raise it to CEO. Timely raising the level will find suitable solutions. Remember business cannot stop.
- Eye for details. Admin is vendor based activity. At first read the LOI or the agreement in detail; then demand the same in vendor meeting .It works! The devil is in the details read all annexures.
- Go through the 'Compliance portal' of the company and read the monthly approval of owner and approve of all subjects. The whole Jigsaw puzzle will fall in place.

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

Krishna: Yes I would do the following afore hand:-

- Consult someone you know from Forces who is in corporate- a well-wisher.
- Reading on the company that one is taking up an interview with. Check website for the AOA; MOA under the ROC head.
- Be clear of the reporting channel and let not the HR be vague about this. Avoid more than two rungs down from the Director.
- Get a formal Fire and Safety certification in your quiver of qualifications.
- Since there are no uniform or rank badges, be firm and friendly with all you come across! Do not be in a hurry to place everyone on an escalatory ladder! Certain individuals at lower level may hold more institutional memory and your genuine work may get support from unexpected quarters.
- Understand the organization culture, local condition, well before you start passing decisive orders. If done in a haste and CEO has to rescind your order, regaining lost ground takes a lot of time.



Brig Krishna raj (Retd) being Felicitated by the CEO at Welspun Hyderabad, 15 Aug 2022

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

Krishna: Yes, a few golden rules:-

- Do not leave a company without another offer letter in hand.
- If age permitting stay on and get to improve your position-perseverance pays.
- Don't burn your bridges! Always leave a sweet taste on departure! it may help when you realize you were not expecting what you see in the new location.
- All CEO have reached there by sheer hard work and sacrifice-give the CEO his due! Stay out of office gossip.
- Most of the MNC do a back ground check and get you to arrange two or three previous bosses to connect.
- Remember the golden rule - Be straight forward! "you cannot fool all the people-all the time"

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

Krishna: Passion is something that you do not have to look too deep for.

- Take a paper and note strengths and weaknesses. From the strengths note what you like best. There look for something that comes natural and you light up on that - That's your passion!
- You may have a passion for investigation. Passion for puzzles-forensics is a vibrant field today. Most state law enforcement lack forensics support.
- Passion for garden; horticulture. Landscaping is big business. Rs.3.82 to Rs.7.5 per sq. m is the monthly landscape maintenance rates in the market. Opportunities abound.
- Better take a clear consultation and list out your strengths.



Mission Accomplished...India Today. 26 July 1999

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

Krishna: In the corporate you become a quick learner as the norms are clear. If you do not make the cut, they are not going to carry baggage. Perform or Perish.



Republic Day Function at Plant. Brig Krishna raj Retd, Seated in centre with the Director.

A soldier comes with certain signature traits that tells him apart - some of these traits you keep and Cherish some you discard along the journey and some you give up with some bit of nostalgia. One realizes that time is premium and no one has inclination for your suspense thriller "when I was the Commander in the Telephonic Battle..." drawl... Well that's on a lighter note- No pun intended!



Brig Krishna Raj giving away prizes on the Republic Day 2024.

<p style="text-align: center;">CHERISH...</p>	<p style="text-align: center;">LET GO....</p>
<p>Punctuality: Though your singularity will bug you – Be there. Persistence pays. There would be many who silently envy this ability and slowly you will make your indelible mark.</p>	<p>KOI HAI !! Give up the Call bell. It's a Do It Yourself World out there. You Make your PPT, your Excel Sheets, your Summaries (A G2/ GSO 1 Ops tenure would have certainly helped) and also you learn the clarity and Brevity principles very Fast.</p>
<p>Eye for Detail: You need that to get to the root of the problem. One can't delegate this if you want a true solution. The company relies on such people who go into details and come up with lasting solutions.</p>	<p>"It's Below my Dignity..." I have seen CEO pick up discarded cans and putting it into a nearby Bin.. It's a silent message and clear one at that.</p>
<p>ROKO TOKO: In the realm of Occupational safety, any safety violation if immediately stopped can avert a disaster. Many practically walk on regardless. Meanwhile it makes sense to get that "stop Work" authority at the start itself from CEO.</p>	<p>Collective admonition doesn't help. Praise in Public, Counsel in Private. Do remember to keep the intervening manager or reviewer in picture. It's safer always to record a negative remark if you are placed high enough.</p>
<p>In the Land of The Lama Don't be a GAMA. Every company has its OB. Learn the organizational Behavior and then act accordingly. You will be recognized as a genuine man immediately. Remember – They, most of them with twenty plus years behind them have seen many Faujis in their midst, and they compare..</p>	<p>OP Order Syndrome- to be avoided. Include all stake holders when you plan to enunciate some departmental directives. Look up the institutional memories. Remember, Policies are made at the highest levels and your directives need to be in sync and not opposed.</p>
<p>Taking charge of the situation. It's a basic leadership trait that is woefully short in the corporate. Many of the managers have started their journey as Graduate Engineer trainees and they don't have independent leadership opportunities like our captains and flying officer Pilots. For the Officer it's a trait that needs to be fostered in corporate. It will take you places- Remember the Port Cyclone episode...</p>	<p>Moral Lecture. Not many out there have the time, that kind of free time. If one has the free time to impart an ML, then YOU too are probably missing out on something important. Be an action man, give a piece of your mind and move on. Your subordinates will get the message.</p>
<p>Mess Etiquettes and Social Courtesy Pays! It's an invaluable second nature trait that comes naturally to an Officer and that the corporate leaders do notice. Many of them senior business men and women take expensive soft skills packages to reach where you even "started".</p>	<p>BLACK KNIGHT or WHITE ! No scope of any Grey. Tolerance for ambiguity is a virtue that is much needed. A subordinate may be professionally sound but not in sync with you, have patience, given time he will see your way. Any hurried perception and you've lost a good worker. Learn to coexist. =</p>

CHERISH...	LET GO...
<p>High Self Esteem – it's not just for Maslow's. It's there in you and helps you maintain high standards in your Organisation.</p>	<p>Veni Vidi Vici !! Much has been accomplished before you even set foot in the company. Take your time, settle down, establish good practices that you gained from previous set ups, carry forward the torch!</p>



*Cadet Krishnaraj (Second from Left) at Tea with the Comdt :
Peacock Bay, NDA Sep 1985*



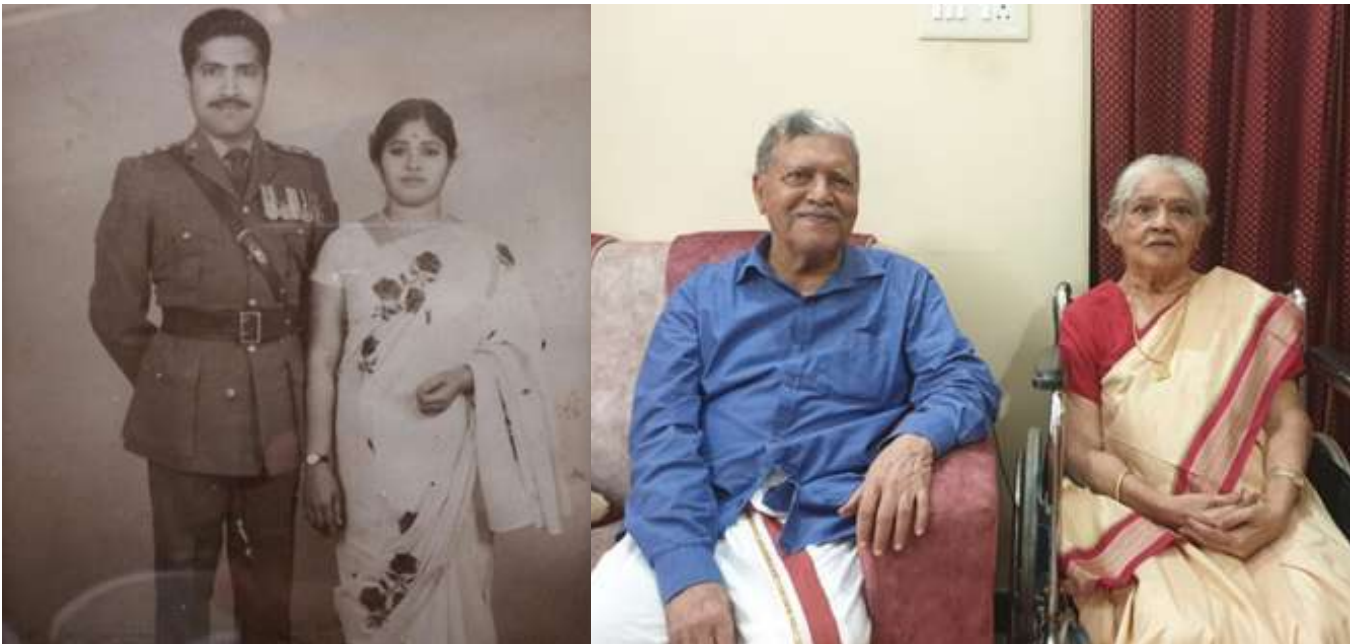
Coordinating the Annual Day with the team at Hyderabad. Jan 2024

IQ: What message would you like to give to transitioning military officers especially those who are planning to transition after the age of 45 years?

Krishna: Don't wait for the Perfect Job or the Perfect Package. Time is slipping by. Go for a decent position first than the pay. Within two years your reputation will carry you through to the Next Step. The Corporate retires you at 58 or 60 depending on the company. Join at 45 years and go full steam ahead, each step is a leap thereafter. If you are willing a capable man will even be taken as retainer Vice President or above if they like your work attitude and leadership skills.

IQ: Tell us about your family, what roles did your parents play in shaping your value system? Also share the role played by your family including spouse in your successful transition?

Krishna: Fortunate to have been born into a Fauji family, one has been in and out of cantonments and field areas; 'All India All class' is the definition of the family. The values of honesty and integrity were imbibed very early in the system- unspoken and immaculately followed.



As I left the Uniform my family stood by me. Children were not yet settled and daughter was in the 12th it's a critical zone. My son was undergoing B tech, not yet landed a Job. All was at a sensitive zone, but one went ahead with a prayer on my lips and hope in the heart. Be prepared for the initial dip; one had to face a low zone in the first year but moral support of friends and a clear optimistic outlook could pull me through. Then on, it has been a challenge after another and each more fulfilling than the previous. At a Vice President level one can contribute very effectively to the Organization- it's payback time.

If moving out into corporate, decide by 40 years of age, review your core competence, study the market, speak to those in corporate and empower yourself for about three or four years with suitably tailored up-skilling.

Once into the fray, don't expect your peers in corporate to pull you into their set up. Friends in corporate may not be able to give you jobs but once you come out some opportunity will seek you out. Remain Hopeful and keep moving, it's a race against time...



A Family Fun Picture on the Thames Cruise: London 2019.



Lt Col Iqbal Singh (retd) is an infantry officer who started his career with the Garhwal Rifles in Dec 1987. He is currently a senior technology executive with Google based at Gurgaon, India. He is firmly of the belief that tech is an enabler and your friend. He is the Founder of Forces Network – the Network of the military veterans in the corporate. He believes that there are no barriers: all the barriers exist only in one's mind. It was with that firm conviction that Iqbal started the now famous ABCT (Any Body Can Tech) Program in Forces Network in 2019. Under this program non-tech officers were taken to cloud certification level. Over 40 participants got certified from Microsoft in cloud computing under this program. He is convinced that military personnel can easily transition to tech roles with some upskilling.

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

AB KIDS LIFE COACH
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Parenting Woes

OUR UPCOMING WEBINAR

3 SECRETS to Your Child's Success

Key Takeaways:

- ▶ Biggest Mistake Most Parents Make
- ▶ Formula for Parenting for success
- ▶ The magical Secret to get quick and amazing result

Lalit Panwar > **Amit Batra** 1 hr · 🌐

Hi Everyone.... attended the Amit Batra's webinar on Kids Coaching today and found it extremely useful and powerful session. Shall recommend parents of all kids from 1 yr to 18 yrs to attend and gain the useful insights right from foundation to communication. Great Job Amit....carry on the good work.

Rajiv Ghosh > **Amit Batra** 1 hr · 🌐

Attended a session on parenting by AB, it was quite insightful. Concepts like mentoring your child, setting rules, delegating responsibilities, respecting your child's opinion did invoke my interest and we will definitely implement the same in my daughter's upbringing. Loved the way he explained how right parenting creates an environment which will help the child grow in a positive direction. I highly recommend all parents to attend his webinar.



If you are facing any of the issues with your child
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<https://abkidslifecoach.in/forcesnetwork>



Connect@abkidslifecoach.com

ForceNetPreneur

In this series, we showcase entrepreneurs who are members of the Forces Network and have achieved a reasonable degree of success in their business ventures. The aim being to celebrate their success as well as learn from them with a view to motivating more members of our community to take up entrepreneurship as a full-time vocation. Finally, we do need job creators in greater numbers than job seekers.

IN INTERACTION WITH RAJESH NAIR

Capt Sameer Khullar is a fourth generation Army Officer and was commissioned in Sep 2001 into 5 Rajputana Rifles. He has been a national swimmer & diver, combat skier, marksman in weapons firing and is also a PADI certified SCUBA diver. After the army and a rewarding corporate stint of seven years he started Stryker in 2014, an extension of the family security business established in 2010. Stryker is an integrated facility management company providing security guarding, housekeeping & manpower to corporates and institutions.

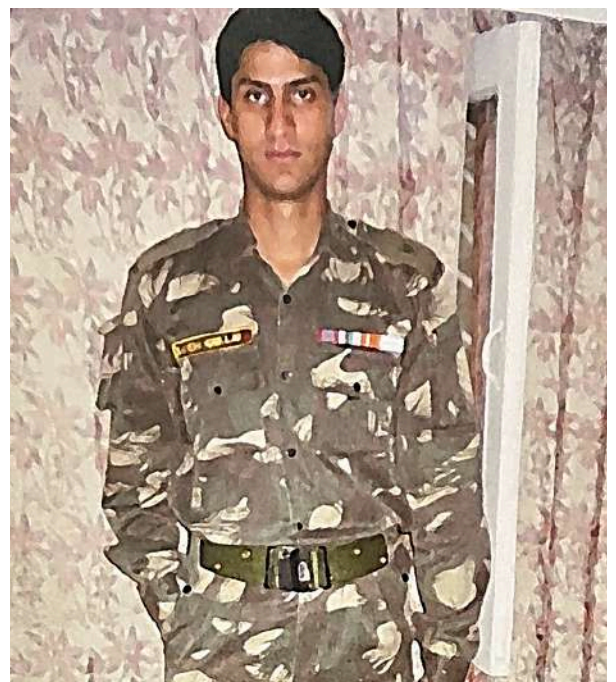


Rajesh: Tell us something about your background prior to joining the Armed Forces, and your subsequent Forces career. What are the learnings from the armed forces Career?

Sameer: Being a fauji kid, I grew up all over the country changing seven schools in twelve years. Thereafter I did my graduation from R. A. Podar College of Commerce & Economics, Mumbai. In Mumbai I was exposed to business and corporate life, it fascinated me, however the army was in my blood and something I simply had to join. So I appeared for the selection and thankfully cleared it in my first attempt. My father being from the RAJ RIF, I joined the same regiment, being commissioned in 5 RAJ RIF. My army training and service helped mould my character in a big way and I still hold on dearly to many of the values and ethos of the services.

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

Sameer: Although I was doing well in the army, I began to feel a little constrained in it. Felt the need to have a larger canvas and this sowed the seeds of moving to the civvie street.



In uniform

Rajesh: If I have to ask you about that moment when your heart said that it is time and I want to start my own venture, Please give us details about it?

Sameer: After the armed forces I wanted to take up a challenging profile and something different from what services officers usually do, i.e. – administration, HR and security. So I took up a sales and business development profile and this helped me hone my customer facing, business and revenue generation skills considerably. After seven years in a sales career I realized that I help corporate entities add several crores to their top line. Why not put in similar effort for my own success... That’s when I took the plunge into entrepreneurship.

Rajesh: Please tell us about your entrepreneurial venture? What was the vision behind the decision to join your fathers venture, and thereafter expanding it?

Sameer: Being in sales and ‘selling’ a variety of products / services / concepts helped me understand a few things:

- Every business has it’s set of challenges though they may vary as per the sector / industry.
- You will never love every aspect of your business no matter which line you take up. E.g. an artist setting up his own gallery has to also hire staff and train them, know how to handle finance, market his venture across media and so on...

So, a business is simply a vehicle to reach your destination. You have to be clear about your destination.

My father started a security business under DGR in 2010. I joined him in 2013, thereafter I launched Stryker as the flagship brand in 2014. At that point the vision was more macro rather than specific. It was to make it ‘BIG’ through adding value and solving customer’s problems. Being a reasonably crowded field – security, I realised doing something different may not be possible, so I decided to do things differently. I have always believed in the theory of “a step a day”. So I would try to take one step extra than my peers every day. Work a little harder, a little longer. Over a period of time that extra one step translates to 365 extra steps in a year and 3,650 steps in 10 years which I have recently completed in business. Slowly the business expanded and we diversified into housekeeping services and then manpower. Today, we are an integrated facility management business providing end-to-end solutions for the



With a coursemate on a recent visit to the OTA

management of a premises like corporate offices, factories, schools, hospitals, warehouses and residential.



With unit officers on a visit to my unit in Binnaguri.

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

Sameer: There were many challenges, there always are. Some of them are:

- Finding, training and retaining the right talent.
- Financing working capital.
- Dealing with laborious compliances and government agencies.
- Ensuring on-time collections of dues.
- Steady business growth.

But every problem comes with a solution. My thoughts have always been to be honest and transparent in my dealings – internally and externally. Clients appreciate good work and support you. There will be mistakes – but let them not be intentional and learn from them to become better. Over time, life teaches you, the market teaches you. You will only grow as much as the market allows you to. And the market is wise and discerning. It rewards good work and punishes bad. This message must percolate right down to the last man. Being smart, wise and good as a founder works only so much. To achieve scale and grow, the values of the company must resonate and be displayed in action by the man on the ground.



With fellow entrepreneurs of the executive networking group Corporate Connections.

Rajesh: Would you like to share the details of your venture , services offered and your strategy behind growing your company forward?

Sameer: My company is called – **Stryker Security & Staffing Solutions Pvt. Ltd.** We are an integrated facility management business and offer security guarding, housekeeping & manpower (drivers, factory operators, data entry operators, general duty assistants, plumbers, electricians, carpenters, painters, etc.) to corporates and institutions.

Strategy for growth is simple:

- Do good quality and honest work with the aim of solving problems.
- Always be responsive to clients, especially in crises.
- Ensure you have a good team which displays the company's values across their work.
- Intermittently display your work to the business community.

Rajesh: Where do you operate from, what is your reach, and how do you tackle the challenges usually associated with your business, especially in today's competitive world?

Sameer: Our corporate office is in Delhi. We are operating in the following states currently:

Delhi, Haryana, Punjab, Chandigarh, Rajasthan & Uttar Pradesh.

Challenges are a part and parcel of anything you do in life. Stay calm, dive deep. Observe, learn from mistakes, take inputs and advice. Most importantly your intention needs to be clean and clear. Obstacles fall by the way side in time. Use challenges as opportunities.



Fun times with business buddies.

Rajesh: What is your team like, and how did you build it?

Sameer: I am very proud of my team. We have four prominent verticals – HR, Finance, Operations and CRM. A good team takes several years to build. The following helped me:

- Try to hire the right people in terms of attitude, aptitude, character, experience and skills. The first three are critical because skills can be taught but not character.
- Align the team to the company’s vision and values. Nurture the team and grow every individual as per their specific personalities. Also collectively align teams to collaborate and focus on common goals. Create a healthy and supportive environment.
- There will always be some exceptions who don’t fit. Weed them out.
- Communicate frequently with teams and individuals to ensure a robust culture is built in the company. Once the right culture is set, things take on a life of their own. Monitor the culture and intervene as and when needed to realign / calibrate.

Rajesh: How have you found your entrepreneurial journey so far? Could you please share the Moments of Happiness and those moments when it was really demanding and you dug deep and faced the situation?

Sameer:

- The journey has been hugely satisfying. Being able to create employment for so many people and securing them through robust social security like EPF and ESIC gives a deep sense of satisfaction. Adding value to a client’s life / work is the reward in itself.

- Entrepreneurship also has its many and intense challenges. Covid was one such challenge. Ensuring the safety of the team while continuing to deliver security services seamlessly (security was classified as an essential service). While on the other hand, our facilities services like housekeeping, pantry and other manpower came to a grinding halt hugely impacting the turnover of the company. At that moment staying mentally strong, putting on a brave face, motivating and paying the team (even from personal funds for many months) stretched me to the maximum – mentally and financially.

Rajesh: What are your future plans going forward?

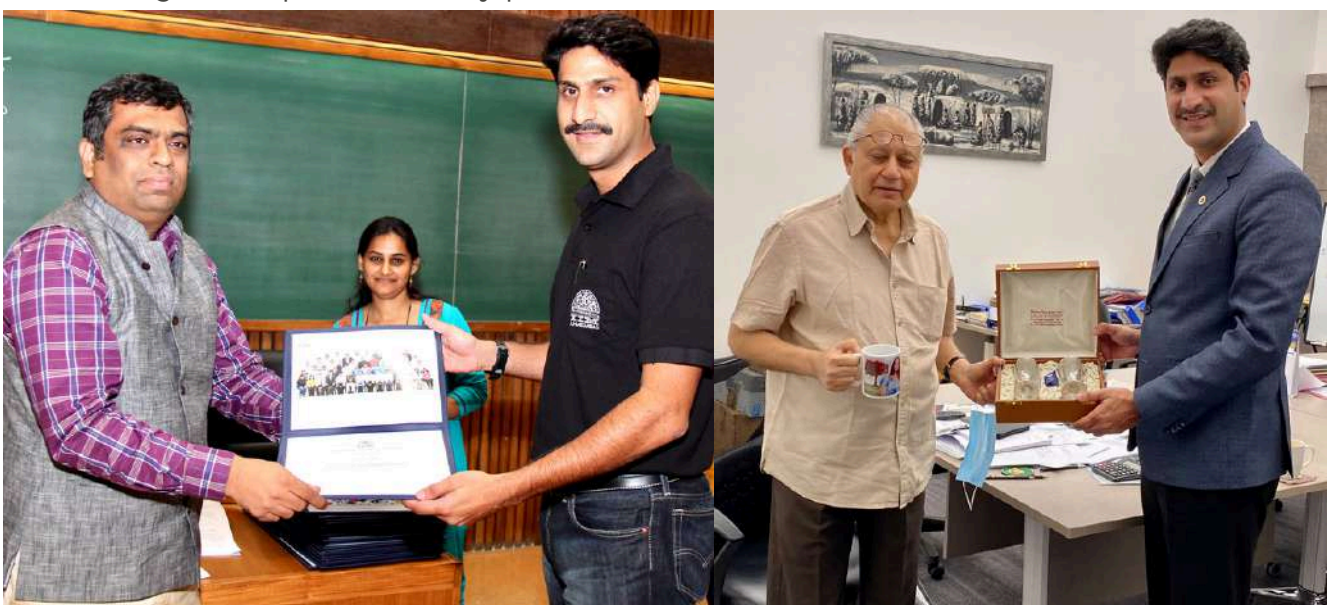
Sameer: We are currently operating in six states. Our focus is currently on entrenching ourselves deeper within our existing geographies. There are many opportunities for efficient and compliant companies like us. My long term vision is to take Stryker public through a listing on the stock exchange.

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

Sameer: If an officer wants to start a business, my advice is to ask yourself a few questions:

- Are you catering to a genuine need or solving a real problem?
- Who will buy from you (target market)?
- Why will they buy from you? (very important and something we frequently fail to address)
- Do want to focus on a B2B or B2C business?
- Do you want funding or start with internal funding and scale internally?

Whichever enterprise an officer starts, I'll say it has its challenges but is also very rewarding and satisfying. However, plan and execute well, learn from failure, be open to learning and inputs, and stay positive and focussed.



Completing my program at IIMA.

With Mr. Shiv Khera

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

Sameer: I love to travel and have travelled over 20 countries already. My wish list is to visit a total of 50 countries in the next 10 years or so.

Rajesh: Tell us something about your family. What has been their role in your entrepreneurial journey?

Sameer: My father is a retired Colonel from the Rajputana Rifles. My mother has worked in various capacities in the corporate, schools and the PMO. Both have been an important source of motivation and learning for me. I have a 17 year old son who is currently in the XIIth with commerce. He loves making his own music which is listed on Apple Music. He plans to pursue that as a career.



*With my parents and Lt Gen KT Parnaik,
Governor of Arunachal Pradesh.*

Three generations



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 in the IT, ITES, Manufacturing and Service Sectors. He is currently working with a global Oil and Gas company as India Lead for Administration and is based out of Pune.

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



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Author of the Month

Col ASHISH RAISINGHANI

IN INTERACTION WITH UDAY SHRIWAS

Col Ashish Raisinghani has served for more than 24 years giving him opportunities to travel and see new places. He has been travelling since he was a kid, his parents themselves are avid travellers. His area of expertise being Trip Planning & Budget Travel. He has covered almost entire India, and a lot of places abroad but his quest has not ended. He has been married for 15 years with a eight year old daughter. He has introduced Travel to his wife, as well as to his young daughter. They have been travelling as a family now both within India and abroad. Col Ashish Raisinghani has been penning down his own travel experiences in form of



Travelogues since last more than 18 years now. These travelogues cover not only his own trip experience in detail, but also give an insight from fellow travelers to plan their trip to the same region or place. His personal travel experiences have been compiled by the author in his maiden Travel Book - "Confessions of a Traveloholic".

Uday: What inspired you to write "Confessions of a Traveloholic"?

Ashish: I have been travelling since I was a small kid, the 'Travel Bug' was transferred to me from my parents who themselves are avid travellers. My time of 25 years in the Armed Forces has given me lot of opportunities to travel and to see new places, meet new people and inspired me to write about my experiences. I got into this habit of penning down my travel experiences during my early days only. Initially, I used to write my memoirs just for myself, and maybe share them with immediate family & friends. Those were the days of late 90s when Email was newly introduced to us. I got very positive reviews from my friends & family about my Travelogues & they insisted that I must share them with more people.

Then finally, I started my own Travel Blog about 18 years ago. But my writing style is very exhaustive and elaborative. I like to write in detail about everything that particular destination has to offer, and the blog was restricting my style of writing. And that's the reason around four years back, I decided to compile all my travelogues in form of a travel book. That's how, thirteen of these personal travel experiences have been compiled in my maiden Travel Book - "Confessions of a Traveloholic". The aim of publishing the book is to share my experiences with like-minded people and fellow travellers.

But definitely, the biggest inspiration to write this maiden travel book has been my parents who introduced me to this amazing concept of travelling from a very young age.

Uday: How has travel impacted your life, and how did that influence the content of your book?

Ashish: My Book's tagline is "To Travel is to Evolve". And I very strongly feel that I have actually Evolved with all my travel experiences, not only as a Traveller but also as a Human Being. It's such a great form of Learning, in fact the Best Form. I love to see new places, meet new people & learn everything about that place - my area of expertise is Backpacking & Budget Travel. And because I prefer to go & stay with the locals in Homestays & B&B's, everywhere I get an opportunity to interact with them, learn about their culture, their lifestyles - everything. World is such a diverse place, and we can learn so much from travelling; in fact, within our own country there is so much of diversity in terms of rich cultures and traditions, that even our lifetime will be less to completely explore India itself.

Very recently I was posted in North East region for 2 years, and I explored almost all the states there - it's a Gold Mine of Culture & Traditions & absolutely amazing people, I fell in love with the region. So yes, I think there is a big influence of travelling on my life; on my thought-process, the way I look at things, the way I appreciate small-small things in life - all these have really impacted my life. And you can clearly see this influence in the content of my Book. After all, its rightly said, **"We travel not to escape Life, but for Life not to Escape Us."**

ON AIR
With
Col Ashish Raisinghani
(Travel Writer & Blogger)

CONFESIONS OF A TRAVELOHOLIC
|| TO TRAVEL IS TO EVOLVE ||
COL ASHISH RAISINGHANI

MH 935
With
RJ Yash
On 11 Mar 24, 5 to 9 PM

superhits RED FM 93.5
Bajaate Raho!

Catch Col Ashish Raisinghani
(Author of 'Confessions of a Traveloholic')

In Conversation with RJ Anukriti
On 93.5 RED FM
Talking about his Journey
"From a Traveller to an Author"

Uday: Can you share a memorable or life-changing travel experience that you've had?

Ashish: Each & every travel experience teaches you something and almost all my travel journeys have had impacts on my life. But yes, if I have to pick one memorable travel experience, then that will definitely be the First Travelogue of my book.

This experience is from my Army training days in Indian Military Academy, way back in 1998, and is closest to my heart, as it has surely been a 'life-changing' experience for me. This was not only my first exposure to hard-core adventure activity of attempting to scale a 24,000 feet mountain peak, but also because of being in a near-death situation so early in age, and hence became a life-defining moment for me. This was a Mountaineering Expedition to this peak called Kedardome in Garhwal Ranges, and 12 of us who were part of the first Summit Team got struck by an Avalanche & got buried under it. The 19 Hours we spent together to not only dug ourselves out from 10 feet of snow above us, but also to walk in thigh-deep snow for the whole night & next entire day, in search of our base camp - was an unbelievable story of survival. The writing in this travelogue is straight from my heart and this is one travelogue which still gives goosebumps to me and my family every time we read it - even after 25 years of the occurrence of the incident.

This one incident changed my entire life and the way I look at life. From that day onwards, it's been 'Living Life Kingsize - Take it One day at a Time'. Somebody has rightly said -

**“Travel empties out everything you have into the box called Life,
All the things you accumulate to tell you who you are.”**



Uday: What message or insight do you hope readers will take away from your book?

Ashish: My travel experiences are of varying nature, which includes solo backpacking trips as well as backpacking trips with friends and family, road trips both by four wheeler as well as challenging bike rides, family holidays of all kinds with my wife, elderly parents and even with my small daughter. My 9-year old daughter, Arianna has already visited more than thirteen countries in her initial years, which included a hard-core backpacking trip to Europe when she was 15 months old and a bike trip to Bhutan when she was just 6 months old.

So, my message is very simple, and the same my book also conveys, is that if you have a passion to travel, then these minor issues such as work pressure, professional commitments, family commitments of small children etc, all these does not matter. What matters is that how you can prioritise your own interests and balance it with your other commitments. A little bit of 'Self-Love' is not bad, in my opinion.

One read of my book, and I am sure that you will get inspired to just pack your bags and take a trip the very next day. Because the Thirteen Travelogues included in my book are of varied nature and written in a manner that any reader would be able to relate to them. The readers have personally told me that when they were reading the book, it was like they were 'living the trip' along with my experiences.

So, my message to the readers is - Go ahead and 'Live these Trips' along with me as I bring to you, my personal travel experiences...from my bachelor trips to family trips...from challenging bike rides to backpacking trips with a baby...and from trekking expeditions to exploring exotic foreign locales...it's all there in these 'Confessions of a Traveloholic' !!!

After all...**“Travel is the only thing you buy that makes you Richer”**



Uday: How do you balance the excitement of travel with the responsibilities of everyday life?

Ashish: I very strongly believe in the fact that we all should have at least 'One Passion' in life, and for that one passion, there shouldn't be Any Compromise. I know its very difficult to have the right balance to fulfill your social obligations, professional goals, family commitments, and still follow your own passions. That's exactly all these years of travelling has taught me, that with good planning and systematic time management, anything is possible. You all must have heard about Ibn Batuta, I feel he was one of the greatest Travellers in the History and one of the First Travel Bloggers. His most famous line about Travelling is that,

“Travelling leaves you speechless, then turns you into a storyteller”

Well, that's exactly what happens to me during and after each of my travel escapades – I am generally speechless during the entire trip, and then suddenly I get these images and statements and stories about my travel, which I try to convert to words in each of my Travelogue. I travel not to go anywhere, but to just go. I travel for the sake of travelling. The great thing is to keep moving...and going...somewhere.

And yes, with good planning & time management, you can not only make your own trip worthwhile, but you can also have the right balance between your responsibilities & your passions.



Uday: Are there any travel tips or advice that you would like to give to aspiring travelers?

Ashish: In my opinion travelling is an art in itself which everybody does it differently, but one common aspect remains in case of travel of any kind, and that is the fact that it's a continuous learning process from each other's experiences. **"Tourists visit – Traveller's explore"** - This line actually brings out the true essence of travelling and also sums up my entire book. It also brings out the very important difference between being a Traveller and a Tourist.

Lot of people ask me that what's the difference between the two, both are same thing only. I just sum it up in one line - **"Tourists don't know where they've been, Travellers don't know where they're going"**. Each of the travelogues in my book brings out how tourists usually opt for conventional hassle-free organized package tours, while travellers will plan their own trips which would not only take more effort and time, however it will also bring lot of uncertainty in their travel plans. But then this uncertainty only makes your travel experience special, and that's when you will be a traveller in the actual sense

After all, **"The traveller sees what he sees, while the tourist sees what he has come to see"**.

So, my simple message to aspiring travellers is - **"Please be a traveller, not a tourist. Try new things, meet new people, and look beyond what's right in front of you. Those are the keys to understanding this amazing world we live in"**.



Uday: What was the most challenging part of writing this book, and how did you overcome it?

Ashish: Writing a book is a journey in itself – from collating your thoughts, converting them into words on paper, formatting, editing, finding a good publisher and it even continues after publication, when you are trying to tell the world why they should read your book over lakhs & lakhs of other available books. However, the most challenging thing is how to keep your book different from others, and to keep it unique in its own style. After all, travel is such a subjective topic – everybody is doing it & even writing about it, then what are you offering that's different? Today, there is no dearth of travel material and travel guidance on the internet, so many travel blogs, websites, you tube channels etc. Still there is always a different kind of assurance which you get from personal 'first-hand' travel experiences of fellow travellers. Being a hard-core self-travel planner myself, this is one aspect I have also felt always while planning for any of my trips both within the country or abroad.

Travel Vlogging is another aspect which is becoming very famous these days apart from blogging, but I still feel that these blogs & vlogs are restricted to being either very brief in giving information about a place or a trip, or they cover only few specific aspects at any given point of time. So, to just plan one trip we need to open so many different blogs, websites etc. This is where my book scores over the rest, as each of the travelogues included in the book not only gives out a very personalized experience of a real traveller, it also gives out details of the destination and also lists out few important practical tips for better assimilation and realistic travel planning – all of this compiled together in every chapter of the book.

So, basically, while writing this book I did not get influenced by any other matter available on the same subject, and I did not compromise on my writing style. I just made sure that whatever is in my heart, comes out on paper – as words.



Uday: Do you have any upcoming travel-related projects or books in the works?

Ashish: Well, to be very honest, there's not even a single day in my life when I am not working on an upcoming travel project or my travelogues. Because for me, it's a continuous journey - the day I finish one trip of mine, I'm already working on planning for the next one - even if it is 6 months or one year later. It just gives me a kind of kick, an adrenaline rush. And of course, travel writing is also an on-going process for me - as it's like a stress-buster activity which I use it almost on a daily basis to dedicate at least an hour, if not more, each day to pen down my thoughts about any and every trip of mine, no matter how long ago I had done that trip.

I have recently done a Bali trip with my entire family, and very recently I have returned from an extremely ambitious self-planned and executed adventurous biking trip across Central Asia last month with few like-minded friends. So, nothing immediate in my planning list now, however something will surely come up in the later part of this year. As for books, again yes, I'm already working on the 2nd edition on "Confession" series only. Hopefully and God willing, it will get launched very soon.

Uday: What would you call the biggest achievement from your Travel Writings and of your Book?

Ashish: As I mentioned before, my Travelogues cover not only my own trip experience in detail, but also give an insight about the place along with lot of practical tips for fellow travellers to plan their own trips to the same region or place. So Yes, it has helped a lot of people to not only take up Travelling, but also plan their own Budget Trips. When I had planned my very first Europe Backpacking trip with couple of friends, way back in 2005, this concept of 'Hard-Core Backpacking' was not very common, specially with Indian travellers. I mean, hardly anybody had seen Indian Travellers sleeping on Railway Platforms or freshening up at Waiting Rooms & using Lockers during their foreign travel.

But I consider my biggest achievement of my travelling influence on my better half, Deenaz. I agree that she got quite a shock when we got married and in



the first year of our marriage itself, we did some 25 plus small & big trips together, which included one 'tight-budget' foreign trip to South East Asia (which happened to be my first foreign trip post marriage with my wife). But today she's herself a "Backpacking Mom" and doing her own solo trips with our daughter and influencing hundreds of moms all over the country, which is commendable.

And as for my book, apart from selling more than 2000 copies worldwide, it has also received very good reviews across the reader's forum, including reviews from few well-known people in travel and literature fields. The highlight among the reviews has been a detailed review received from none other than Mr Amitabh Bachchan. The book has been showcased in numerous Literature Festivals and Book Fairs, including one of the biggest book fairs Pune has seen earlier this year and New Delhi World Book Fair just couple of months back.

ASPIRING AUTHORS' ALLIANCE OF INDIA NEW DELHI WORLD BOOK FAIR


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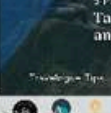
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CONFESSIONS OF A TRAVELHOLIC

By Col Ashish Raisinghani (Travel Writer & Blogger)

Uday: How did you come up with this Title - “Confessions of a Traveloholic”?

Ashish: This was my first attempt at writing a book and once it came to giving the book its title, I wanted it to be something that itself conveyed the true feelings & emotions which are inside the book content also. And I can say this with complete conviction that the book definitely live up to its title. Because these thirteen travelogues or chapters in my book are my personal journeys, rather than being structured travel articles. The title of the book comprises of two important words and is true to the meaning of both these words.

All the travelogues in my book bring out my travel experiences which were hidden somewhere in my heart and the ‘Travel Tips’ I have inserted in between are very practical and realistic in nature, so these are more of my ‘Travel Confessions’ than anything else. Secondly, I am absolutely sure that after going through all the travelogues, you will understand that somebody who is so passionate about travelling, will do so in any condition, any situation and with anybody – be it solo, with a friend, family or even with 6-month old baby. So yes, I am a ‘Traveloholic’ and I accept it !!! I leave you now to go on and read the book with a small but very relevant quote from Mark Twain...

“Twenty years from now you will be more disappointed by the things you didn’t do than by the ones you did do.

So, throw off the bowlines, sail away from the safe harbour, catch the trade winds in your sails...

Explore – Dream – Discover...!!!!”



***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*

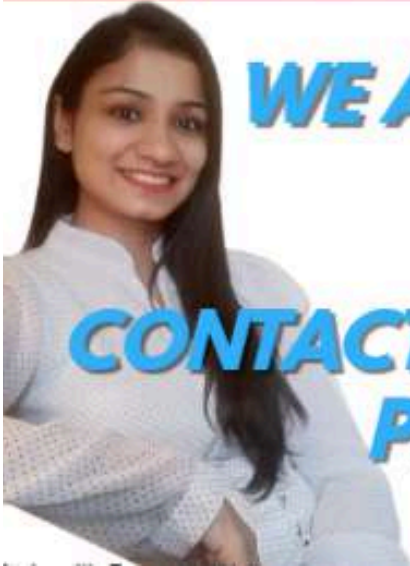
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Leisure

Zombies in my School

On an exciting Monday of school, me and my friends were playing 'zombies' in the playground after lunch. As it was the first day of 'back to school', our teacher had prepared a surprise for us and would show us after lunch. After a while, when we were all tired and were sitting on the soft green grass, we heard a weird noise. But we just thought that it was probably the older kids doing something. So, we ignored it.

We were still tired, but then one of our "friends" got up and started going wild. We were very confused on what she was doing but we thought she was trying to make us laugh, so we did. But then Lia, one of our friends realised that all our friends were on the grass and told us. We were even more confused then. The "thing" that was going wild heard us laughing and looked back.

It wasn't a human. And it certainly wasn't a creature that we knew about. Firstly, it was green, and secondly, its head was half gone. It was a real zombie. We were terrified. Then, following its zombie nature, it started to bite and make peculiar growling noises. It bit my friends and was running after me when a teacher pulled me into a room.

The teacher seemed very calm about the situation. I asked her how she wasn't panicking, but she just said that she would explain it to me later. Then she walked into what seemed like a secret passage. What I saw next was unbelievable. There were all kinds of weapons there. It was almost like she knew this would happen.

Then she armed me with many weapons and went into another room. There were many more people like me there. Apparently, the noise we heard while resting after playing was of an alien spaceship falling at a distance. I was surprised. I didn't think that a back-to-school day would be so peculiar.

After that we went outside to fight off the zombies and saved many people. What was happening was a zombie apocalypse. It was exactly like a dream. A very real dream.

Eventually, we increased the number of people in our zombie-free base. The zombies were increasing day by day. I was still horrified at losing all my old friends. But I had made new ones so I wasn't lonely.



We finally got the zombies out of our city, after a few months. But, just when we were about to save other people by killing the zombies in the next city, I heard a voice. It wasn't clear. It felt as if my ears were failing. I got my sound back, but I realised that I was in my bedroom. My mom was standing beside me, shouting 'Wake up, Emily! You're going to be late for school.'

I was astonished to see my mom. To see me in my bed. 'It was all a dream. I was in a dream and there is no apocalypse. I'm safe!' I thought. I was very glad to see everything normal again. I told this dream to my friends and they said that I had gone crazy. We all laughed and played for a while after lunch.

Suddenly, I heard a weird noise. Exactly like the one in my dream...

Written By

Ridhima Rai
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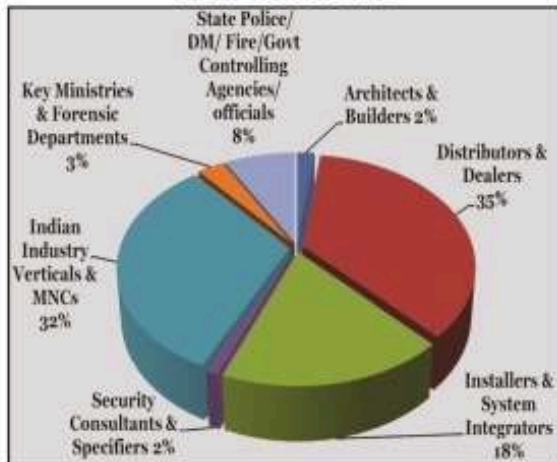
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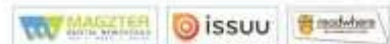
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Knowledge Bytes

HOW ASTROLOGICAL PREDICTION CAN FAIL AND YOU CAN WIN !

BY TARUN PRATAP SINGH

Future and past are primarily the biggest causes of most psychological issues. If you look at it, the past is mostly associated with guilt issues and the future is related to fear. These two emotions are some of the most problematic issues which subsequently give genesis to many other issues. If you go deep down into your problems, most of them will lead you to these two issues only. Now, for this read, let me focus my discussion on the future only, because what I am going to share, it is primarily because of our futuristic issues. The future, one of the most astonishing aspects of any person's life. The recent increase in the advertisements about future prediction applications and the advent of the future predicting business is filling social media with it. However, if you ask me personally, I have a totally different point of view. My take is, **“Why we should try to know our future, when we can create it!”** From a typical astrologer's point of view, it will be like that we cannot change the future or whatever chart says, only that happens. It is all predicted and we cannot change anything. However, there is some truth to it, but it is not the complete or absolute truth. Studying, following, and practicing spirituality before and then picking up astrology helped me to be open to all the concepts and understand the mechanics of life in a much better way. However, I have noticed when people study astrology first, for them to understand and apply concepts of spirituality become difficult because **they get into the mechanics of reaching the probability of outcomes and instead of appreciating the possibility of happening of life.**

How does an event happen in any human's life?

So now let's come to the core of the topic, how astrological prediction can fail and you can win. In order to reach to it, first, let me explain the process of happening of an event in a human's life. So how does an event happen in any human's life? There are four parts to it. If any event happens in a human's life, it happens because of an amalgamation or mixing of four elements, and these are Time, Space, Energy, And Intention. Since all these four parts are a separate topic in itself to be explained, so I will keep my explanation very limited. Let's talk about each and every element separately.

Time

First and foremost - time. As per quantum physics and even spiritual concepts, time is non-linear and it has different speed, quality, and agenda for each one of us. For this article, we will focus our understanding on the agenda only. When I say agenda, it means that time affects every one of us differently. Now to understand this, I think we don't need any research to clarify it. We know it, isn't it? Some of us might be fighting the biggest battles of our life in this particular time frame, however, some of us might be having the best of the times. This particular aspect is very methodologically structured in Vedic astrology with the concepts of **Dasha**. Since 'Dashas' are again a different topic that needs a lot of explanation and understanding, so I will not discuss that. However, from a very layman point of view, just understand that time has different agendas for everyone and whether you like it or not, it will fulfil its agenda. Remember what our grandparents used to say, "**Sabse balwan kaun?**" And the answer used to be "Samay." If you recollect the famous Ramayana TV serial used to start with the wordings, "Main samay hoon." This all tells us the importance of time because time is the primary ingredient of any event happening in any human's life.

Space

Now let's talk about - Space. Space is primarily dependent on the agenda of time. Whatever agenda time has, space will follow it. However, every space will also have its own agenda. This aspect is well-defined in the concepts of Feng Shui or Vaastu Shastra. The crux is that time's agenda will always be followed by the space's agenda. This is the reason that fixing spaces without understanding time's agenda can lead to actually having ill effects because it will not be in symphony with time. But the content and knowledge over the internet is so much that you cannot help it out. The catchy headlines like "Karo apni diwal laal aur dekho Kuber ke dhan ka kamal" attract people so much that they actually become victims of misinformation these days. In today's scenario, information is not a problem, too much information is! Actually, keeping ourselves away from the misinformation is one of the biggest remedies to heal our sub-conscious mind. Personally, I don't support such changes in spaces to be carried out because sometimes they can lead to causing you harm than actually helping you. So, I hope you understand what space is and how it follows the agenda of time and why changing spaces is also related to the agenda of time in somebody's life and in any event. So keep a note of it that space will always be following the time's agenda.

Intention And Energy

Now let's talk about Intention and Energy. These two aspects are interrelated and are neglected most of the time. However, these are the biggest factors over which any human has actual control. If you see, the time and space are the divine plans; as a human, we have no control over them. However, only on intention and energies we have control. By Energy, I mean the energy of a human system and intention is primarily the agenda of the human which is actually causing the structure of the energies in & around that human being.

Mechanism of an Event

Now let's talk about the Mechanism of an Event. So, whenever all four aspects combine together, then an event happens. For example, when time's agenda for me combined with the space's agenda, while I was sitting and scribbling down these letters, with that, when my intention and energy complemented the other two factors, then only I was able to pen this article. Had I lacked the correct energy and intention, I would have never been able to write it down. It is generally said in the spiritual community that if anyone is getting a breakthrough idea, it is actually delivered to multiple persons simultaneously. Universe delivers that particular thought process in multiple people's minds whosoever resonates with its energy. All those people who are actually aligned with the universe at that exact time, they receive it. This particular thought is quite true. If you study the history of various inventions, you will see that in many inventions there was rivalry among the scientists to reach the exact prototype validating the above-mentioned fact. This is the reason that I focus my research work primarily on intention and energies only, because the will to reach the outcome is always in our hands through our energies and intentions.

Analogy

Now, let me give an analogy to this whole scenario. If I take a simple analogy, time is a route, spaces are the condition of the road & other factors enroute, energy is the vehicle and intention is the driver. Even though the route and road might lead you to a place, it will always be the decision and skills of the driver and the quality of the vehicle that makes the journey enjoyable or pitiful. You can't make roads and bridges or fill potholes enroute, but you can definitely have a better vehicle and enhance your skills for a better ride. Always remember that once you are on the road without GPS, please be mentally prepared that until the next crossroad comes, you will not be able to change the road. If you want to change the destination enroute, you have to wait for the crossroads. Until that time, enjoy the ride. This is a very simple analogy I can put to the way our life unfolds and how spiritual texts help us to decipher it in a better way. I hope you understand the analogy I have given.

You have to understand that time and space are something which is completely under control by the universe, even though there is a different mechanics to it, but for this read, we will keep our context very limited. Now, the intention and energy are something on which a human has complete control, even though the agenda of time and space will try to empower your energy and will try to change your intentions. But if you have full control over your energy and if you have the correct intention and you work according to that, there will be miraculous changes in your life, even if the agenda of time and space is not following in symphony with your own intentions. This is the reason that many spiritual texts say that **we are the makers of our own destiny**. This is why karma is given the highest degree of devotion. Karma yoga has been regarded as one of the best paths to reach spiritual goals in Vedas. This is the reason that even in astrology, Saturn, the Devata of Karma, has been given the most important place. This is one of the reasons that the house (10th house), the house of karma, is given the highest place in all the 12 houses. So, this cannot be a coincidence that in multiple spiritual texts, at multiple modalities, karma is given the highest value. Why? Because if you look at an event, there are four parts of it: time, space, energy, and intention. Out of these four parts, a human has control over 50% of it. And if you have a 50% chance of winning it, I think you are already in a winning state because a 50% chance of winning is quite a significant chance to win any game. This is the basic analogy and this is the basic understanding of things, how these four things fall into place, how time, space, energy, and intention play a whole game. Now, let's talk about the crux of this read, which is how astrological prediction can fail and you can win.

An Incident

Before I begin explaining it, let me share an incident with you. I will keep the details of the person confidential for obvious reasons. For this read, I will refer to this individual simply as "person," and I will not specify their gender. Whenever necessary, I will use the pronoun "they." So, this person gave me a distress call at an odd hour and explained that their relationship with their spouse was on the verge of breaking. They might separate, and there was no hope of improvement. At that time, I was new to astrology and primarily depended on energy methods only to diagnose the issue. I asked the person to give me some time to come back to them. That night, I attuned myself and entered the zone where the universe guides me. I performed various spreads of my oracle cards and was guided to understand the exact reason for the issue. However, there was a particular spread that was supposed to tell me the outcome of this relationship. But there were various different combinations to consider before from the perspective of both individuals involved in the

relationship. I was trying to understand the mental and emotional background, the future, and the near future energies of that person. I understood everything after going through the energies of both people separately. Now the time came when I was supposed to look the final outcome card. I always keep the final outcome card face down until the end. Before looking at it, I perform mental mechanics—a process of comprehension at my own level. As an Artillery officer, I follow a **"check, check, and re-check"** kind of drill, which is a standard practice for Artillery officers. After a thorough analysis, I concluded that there was a possibility of saving this marriage. With my fingers crossed I analysed the last card and it revealed that the issue was primarily due to miscommunication, ego issues, and fundamental personality clashes, suggesting that the situation could indeed be resolved. After 20 minutes of analysis, I realized that there was a ray of hope and that the marriage could still be saved, despite the apparent mess. I informed my friend that there was a chance to save their marriage, but it would require significant personal efforts. The person agreed and even contacted my wife for further assistance, as she specializes in relationships. Following standard protocols, we implemented a two-pronged approach: healing and personal level energy alignments, coupled with changing intentions and significant physical actions. The person was fully committed and followed all our guidance. However, during this period, I also advised them to seek astrological advice. **Unfortunately, the astrologer's feedback complicated matters** because he completely denied any possibility of the relationship improving. In fact, the astrologer asserted that there was no chance for the person to enjoy a good married life. This was a googli for both my wife and me, as we were deeply invested in helping this individual, who was also working hard to resolve their marital issues. So, after that astrological advice, my wife and I discussed this case. We thought about it deeply, stuck to our thought process, and continued our work, letting the person also continue theirs. After three months of continuous efforts, counselling, energy work, and healing, the relationship was ultimately saved, and the person is now living a happily married life. Now, with this example, there are a few things which I would like to highlight, which might create confusion in the minds of the readers. Many people will ask, is **card reading better than astrology**, because you mentioned both, and astrology gave a wrong prediction. Let me clarify here: no, card reading is simply a method for accessing energies and sharing a probable outcome. However, astrology is a methodological and elaborate method to access one's soul contract. But the catch here is, everything is delivered by humans, and one can never completely eliminate human error. Secondly, people might ask why the astrologer predicted the failure of the marriage, and your card reading said otherwise, yet the outcome was in

consonance with your card reading. Here, I would like to point out that when someone shows you the moon, don't point out that the finger is dirty. The lesson in this story is that a family was saved, a relationship was preserved, and everyone lived a better life, even though the astrologer suggested otherwise. But today, I understand that probably the astrologer's statement was also part of the universe's plan. You know why? Because this particular advice gave the person the courage to face the odd consequences. At that point, the person was fearful of saving the marriage because of societal issues and the potential bad name coming to the family also. That person's complete intention to save the marriage was not only to save the marriage, but it was primarily directed towards society as well. But after the astrological advice, it was clear in that person's mind that if destiny does not allow marriage to be a part of their life, then it's better to accept it. This simple thought process changed the course of action in that person's life. You see, that's how simple advice brings changes in people's lives. You know what that advice actually did? It brought a lot of courage to that person because their complete intention was changed and this is the power of changing intention. A simple intention of fearing failure, or a simple intention of winning by chance, brings a major change in anybody's life. That's how I can now understand that who was right or who was wrong was not the question, The Divine Plan was the question, and how beautifully life can change, was the point.

So, always focus on how a particular outcome can be brought in our lives, believe in the universe, and follow whatever you are being guided to do. Now, some people might ask, where should I go if I have problems? What should I do if I have problems? Should I take astrological advice or card reading? What should I do? To be truthful, if you ask me which modality or method is the best, it's actually none. Till date, there is not a single modality or method that has come my way which I have not been able to utilize in my life. Every modality has given something to me; it has so many things to offer. When I say modality, I don't mean the method or the person, I mean a particular system. Whatever or wherever you go, you will get solutions if you are destined to. People have found answers to their queries even in a plate of hot rice and dal. Well, if you don't recall what I said, you need to start reading. If after consultations or going to many people, you are not able to find answers or solutions, probably, gentlemen or the lady who is reading this, the problem is in **YOU**. You are not worthy enough to get answers to your questions. This is said by Chanakya, and I quote, "**Quch sawalo ka jawab jaanne ke liye, kabiliyat zaruri hai.**" So, if you are not capable enough, please pay attention to yourself. Become worthy enough to get the solutions to your problems. Solutions don't come to easy-going people.

Using The Analogy

Now let's discuss this whole scenario using the analogy of time, space, energy, and intention. In the above-mentioned story, the agenda of time and space was actually to break the inhibitions of society and gain self-respect. These were the two agendas of time at that point for that person. Such issues had been faced by that person in the past as well. But somehow, they let them pass away by skipping time. That's what most of us say, isn't it? This Shall Too Pass. If you let time pass, focus of time's agenda will surely shift and your problems will change but did time fulfilled its agenda in this whole scenario, if you have just let the time go? No. So if the wheel of time falls again in such a manner that there is a possibility for that particular agenda to resurface, it will. This agenda of time is actually to teach you a lesson because ultimately, this life in human form is only to teach you lessons. If you don't learn lessons and evolve every moment, you are not fulfilling the agenda of time. Because the only thing you will carry from this earth is an Evolved Soul. Primarily as a spiritual guide, I was guided by the universe to help that person evolve and ultimately change their own energies and intentions, understanding the requirement of time and fulfil its agenda. The moment that person evolved, immediately the problem vanished from that person's life like a miracle.

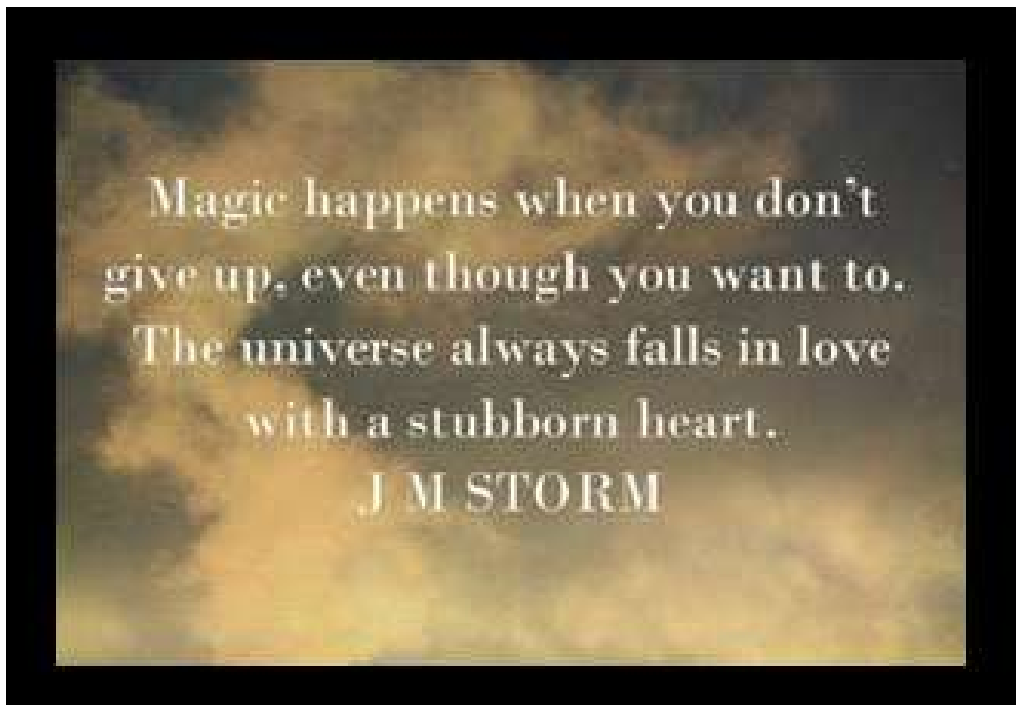
We All Can Actually Bring Change in Our Lives

In the same way, we all can actually bring change in our lives by simply changing our intentions and energies. If we keep on thinking that just by letting time pass, we will fulfil the agenda of time, we are mistaken. Please understand again, I will re-emphasize that we need to change our intentions as per the agenda of time, it is always accompanied with lessons because this will evolve us. If we don't learn and evolve as much as we should, we have to again come back in another physical form in order to take those lessons. This loop will keep continuing till the time we don't learn and evolve.

This has been my focus area, and I always try to guide people in the same way. My research work revolves around intention and energy most of the time. However, I definitely want to understand time and space in a much better way; that is still ongoing, but energy and intention have always been my key area. If you understand time's agenda and evolve, you can bring miraculous changes in your life. I am the biggest example, millions of people who have been doing it are some of the biggest examples. Sometimes we don't need examples to find solutions to our problems. Instead, we need to focus on finding solutions and not waste time in trying to prove the efficacy of a system.

This particular approach will save a lot of your precious time which is ticking every moment because, you know, if time goes without you fulfilling its agenda, you will again come back in another body with the same problem because you have not cleared that particular test, you have not fulfilled the agenda of time, and you have to come back again to fulfil that agenda of time. Always remember actions are always rewarded. Even actions are the only thing that has given normal humans the status of gods. Whether you take the example of Kuber Bhagwan, Dionysus, Lord Buddha.... or anyone, these examples are many, but the crux remains the same: **actions always take priority over everything and in order to bring change in our lives we have to change our intentions and energy resulting in an evolved version of ourselves.**

“May we all bring miraculous changes in our lives and evolve every day.”



Maj Tarun Pratap Singh

Founder Sanidhya

Energy Coach & Spiritual Guide

Qualified Teacher from Diana Cooper

School of White Light (UK, Britain)

Certified Oracle Card Reader

Astrologer

Numerologist

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