

# FORCENET

E-ZINE

Magazine for military-veterans in the corporate  
June 2024, Volume VI, Issue 6



Capt Manmeet Singh  
Founder - JustHR



Maj Gen Rajesh Kumar Jha AVSM\*\*  
Director (Personnel) - NEEPCO



Lt Col John Chenera  
Executive Director - Oversimplify

**EXCLUSIVE:**

**DEMISTIFYING THE HR FUNCTION**



**FORCES  
NETWORK**

THE NETWORK THAT WORKS

**FOCUS | PASSION | IMPACT**

SCAN ME



FORCENET

# From the Editor

Dear Readers,

A successful Transition to the civilian workforce for any veteran is a significant challenge. Forces Network is committed to helping veterans overcome this challenge. To further help the veterans choose a line of interest we thought of coming up with theme which would demystify the different verticals in the corporate. Hence we have selected the theme **“Demystify the Human Resource Function”** to start with. HR function often evokes mixed reactions. To some, it is the beating heart of an organization, ensuring employee welfare and a harmonious work environment. To others, it is a bureaucratic machine, concerned more with enforcing policies than fostering growth. These conflicting perceptions reflect a fundamental misunderstanding of HR’s evolving role in today’s dynamic business landscape. It’s time to demystify the HR function and appreciate its strategic importance.

Traditionally HR was primarily seen as an administrative unit, responsible for hiring, payroll, and compliance. However, the scope of HR has significantly expanded. Modern HR functions encompass talent management, organizational development, employee engagement, and strategic planning. This transformation is driven by the recognition that human capital is a critical asset, directly influencing an organization’s success. HR today are not just gatekeepers but enablers of business growth. They align HR strategies with business goals, ensuring the right people are in the right roles and that they are motivated to perform at their best. This shift from transactional to transformational HR is pivotal in the current competitive and rapidly changing business environment. The sub verticals of HR are spoken further in details in the theme articles.

Despite its expanded role, HR faces several challenges. These include managing a diverse workforce, navigating the complexities of remote work, and addressing the ever-present concerns of mental health and well-being. However, these challenges also present opportunities for HR to innovate and redefine its impact.

HR in the corporate is quite different from the HR functions in the military. Most veterans who fail to understand the gap struggle to successfully transition to an HR role. This particular magazine Issue of ours is an attempt to explain these differences and nuances as well as how you may overcome them. If you really pay attention to the content it would perhaps be life altering!

So happy Learning



Yours Human Resourced

Capt Rajesh Nair  
Editor, ForceNet E-Zine





**2 YEARS IN A ROW**



**WINNER**

'ECONOMIC TIMES **FUTURE READY** ORGANISATIONS 2024-2025'



Progressing through,

- TEAM MEMBERS** |
- CUSTOMER CENTRICITY** |
- INNOVATIONS**
- FUTURE ORIENTATIONS** |
- AUTOMATIONS** |
- ETHICS & VALUES**

Proud to be recognised as the only niche organisation that is exclusively serving the armed forces community and living our mission of Empowering Faujis.

Financial Planning | Retirement Planning | Corporate Bonds & FDs | Central & State Govt Bonds | Insurance – Life & General | Wealth Creation | Tax Planning | Mutual Funds and much more...



*By the Faujis. For the Faujis.*

**Hum Fauji Financial Services Private Limited**

Visit at: 1<sup>st</sup> and 2<sup>nd</sup> Floor, Bimal Plaza, Sector-11, Dwarka, New Delhi-110075  
+91-9999053522, +91-9999838923 (SMS & WhatsApp)  
[www.humfauji.in](http://www.humfauji.in)

EXCLUSIVE  
INVITE



# studio pepperfry

## Hazratganj, Lucknow

**Saluting The Defence Forces**

Contact Now

For Best Deals | Pre and Post Order Assistance  
For All Items Bought Through Us Pan India!

# studio pepperfry

Sapru Marg, Hazratganj, Lucknow

☎ 9305216506



**STUDY IN IRELAND**



- World-class education ... Steeped in history
- Education is in the DNA of Ireland
- Second highest exporter of software after India
- Ireland has third highest GDP per capita in the world, - after Luxembourg and Switzerland
- Universities with high world-rankings

*We are specialists for Critical Skill Work Visa after studies*

**We provide help for admissions to study Medicine in Europe**



**HEPTA CONTINO INC**



**A STUDENT RECRUITER TO IRELAND WITH A DIFFERENCE**

[www.heptacontino.com](http://www.heptacontino.com)

Email: [heptainformation@gmail.com](mailto:heptainformation@gmail.com)

Phones: +353 8949 14324, +91 72176 26824

**We support our students to select courses based on their education and experience and give them support to integrate with European countries**



# FINVISION FINANCIAL SERVICES

*Change Adapt & Grow with Finvision*

## About us

Finvision Financial Services is one of the fastest growing investment firm across India and as on date we are managing multi-hundred crore investments of 1000+ armed forces personnel and generating the best risk-adjusted returns.

## Our services



Financial Planning



Retirement Planning



Financial awareness sessions



Tax Planning and Filing



Mutual Fund and Smart SIP



Insurance solutions



+91-7508055826  
+91-9654341212

Change Adapt and Grow with Finvision



[www.finvision.in](http://www.finvision.in)

FOLLOW US



# MAKE YOUR MONEY WORK FOR YOU



## Lets Invest Wisely

Embark on a journey of financial growth and security with Lets Invest Wisely. Together, we will pave the road to a prosperous future, where your dreams are not just dreams but achievable milestones.

### SERVICES OFFERED

- ▶ Retirement planning
- ▶ Estate planning
- ▶ Mutual funds, FDs
- ▶ Financial planning
- ▶ Real estate
- ▶ Tax optimisation

Invest in your tomorrow, Today



+91 7341137190



Plaza@106 Dwarka  
Expressway, Gurgaon



[www.letsinvestwisely.com](http://www.letsinvestwisely.com)



# Contents

<b>From the Editor</b> .....	2
<b>General Humour : Col Amit Dalvi</b> .....	10
<b>Demystifying Human Resource Function- Theme Articles:</b>	
-----By Lt Col Alok Kumar Das.....	12 - 22
-----By Mr Anish Jairath.....	23 - 28
-----By Lt Col Iqbal Singh.....	29 - 38
<b>HR Survey - Member Speak:</b> .....	40 - 51
<b>Star of Forces Network:</b> Maj Gen Rajesh Kumar Jha, AVSM** .....	53 - 65
<b>Star of Forces Network:</b> Lt Col John Chenera.....	67 - 70
<b>AWPO Summit - Forces Network Members Shine:</b> .....	72 - 77
<b>ForceNetPreneur:</b> Capt Manmeet Singh.....	79 - 84
<b>Moments in Time:</b> .....	86 - 89
<b>BE(E) INSPIRED:</b> By Lt Col Dhiraj Bhimwal.....	91 - 93
<b>It is Ok:</b> By Cdr V Srivatsan.....	95
<b>Tea-motions: A Whimsical Brew of Feelings:</b> Cdr V Srivatsan.....	96 - 97
<b>HOW TO IMPROVE INTERPERSONAL RELATIONSHIPS AT WORKPLACE:</b> By Maj Tarun Pratap Singh.....	99 - 104
<b>OSHO (SEX, MONEY AND POWER):</b> Lt Cdr Varun Kumar Dhand: .....	106 - 110

## [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: ALL**

Very well articulated pieces with a real touch of veterans and their invaluable experiences and advice.

**Additional Suggestions:**

Reduce the ads a bit. Or make them smaller (2 in a page) That will improve the readers experience and give primacy to the articles/content.

**COL KEVIN DESOUZA**

**Feedback on: Author of the Month Capt.Nitin**

Excellent Interview, very insightful.

**Additional Suggestions:**

Reduce the ads a bit. Or make them smaller (2 in a page) That will improve the readers experience and give primacy to the articles/content.

**ATUL PRATAP**

**Feedback on: Metaphor: Warkari & Management Lessons by Col Anand Bhargave**

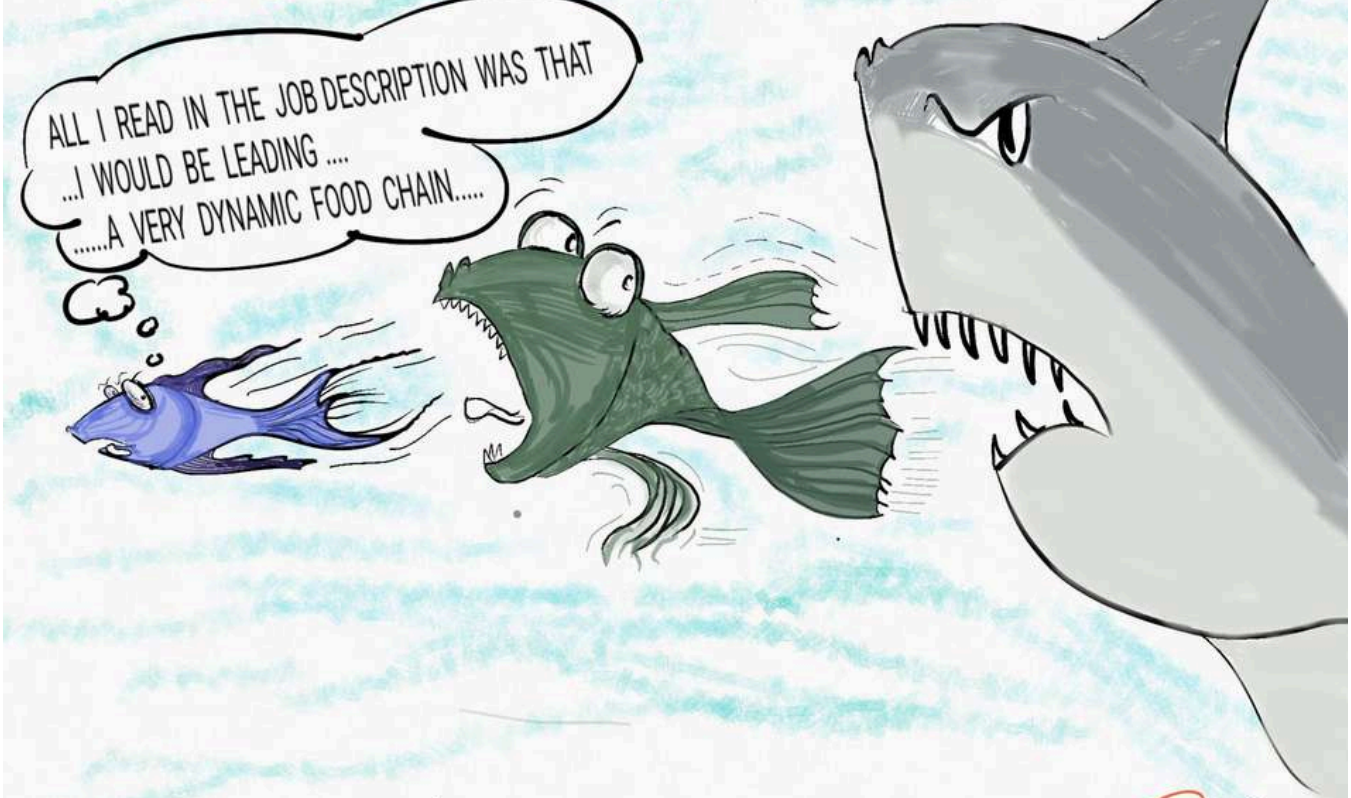
Its amazing to read Anand's ability to draw lessons from a traditional practice such as Warkari with the lessons on Management - Obviously, he can articulate his writing well, but to capture two distinct topics to a common blend needs a very observant mind. Compliments to the author and the mag for the opportunity to platform the talent !

**Additional Suggestions:**

Great going and consistent too !!

**LT COL PREM VAS**

## Demystifying One of the HR Mysteries



Reading The Job Description Carefully!

*Genal  
Lemos*





Pin Credit:  
katemangostar



# Demystifying Human Resources Function

PIC CREDIT: KATEMANGOSTAR

## Theme Articles

# Theme Article

## Demystifying HR: Strategic Alchemy: The Soldier's Odyssey into the HR Domain

BY ALOK KUMAR DAS

### Introduction

As I reflect on my transition from the Indian military to my role as a Human Resources Leader, I'm filled with emotions that accompany such a journey. It's been a journey marked by uncertainty and challenge, yet it's also been one filled with opportunities for growth and fulfillment. Drawing from my experience, it's evident that parallels between military and corporate dynamics extend beyond the realms of leadership and human relations to encompass various operational aspects. While military environments emphasize hierarchical structures and clear directives in leadership, corporate settings often favor collaboration and empowerment. Yet, both contexts prioritize building relationships and trust among members, whether it's fostering a sense of belongingness in the military or driving employee engagement in corporations.

In the military, we are accustomed to a structured environment where hierarchy prevails, and teamwork is the cornerstone of our success.

However, transitioning to the corporate world presented a different landscape—one characterized by collaboration, innovation, and strategic thinking. Initially overwhelming, this transition felt like deciphering a new language, but over time, I discovered the parallels between my military experience and the principles of HR.



Leadership, a fundamental aspect of military training, is equally vital in the HR domain. Whether leading troops into battle or guiding a team through a strategic initiative, the essence of leadership remains constant—inspiring others, fostering collaboration, and driving toward a common goal.

Similarly, the ability to manage crises and make tough decisions under pressure, acquired in military service, is invaluable in HR. Navigating complex challenges and mitigating risks are part of the daily routine in the HR domain, demanding a cool head, quick thinking, and decisive action.



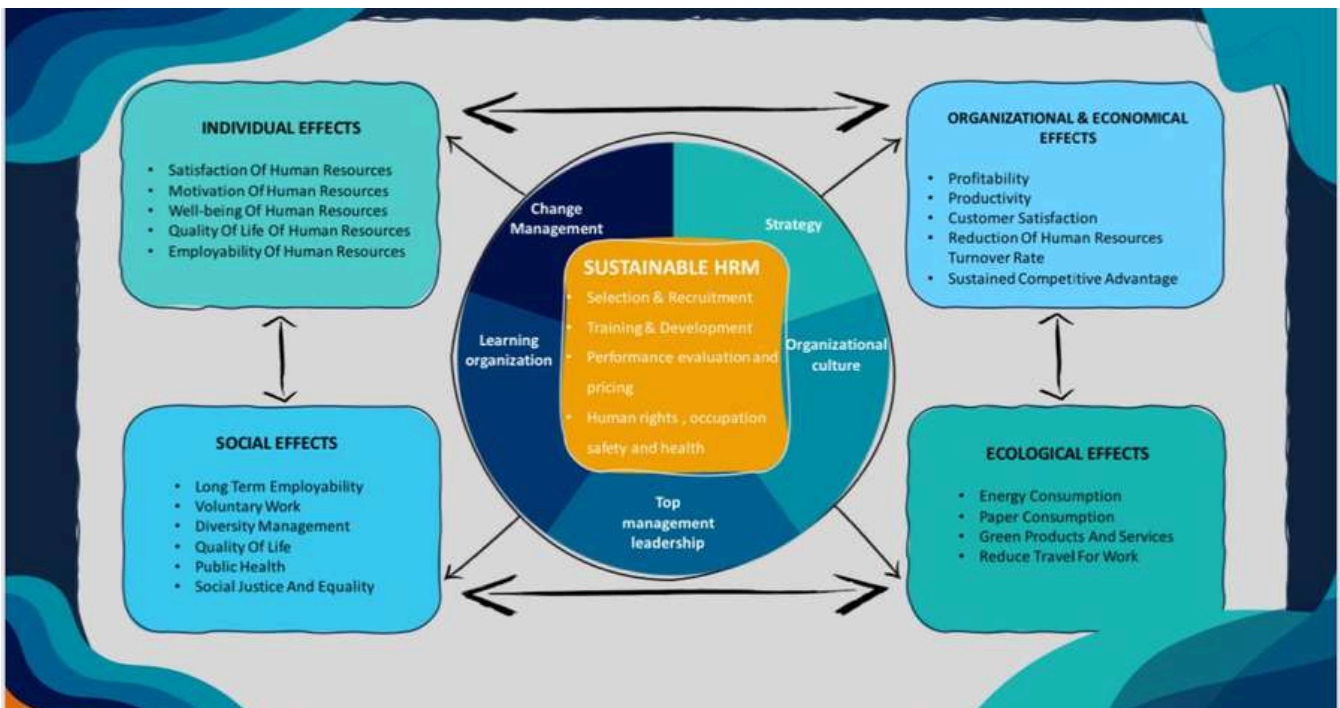
Moreover, military concepts like logistics, supply chain management, and strategic planning find their counterparts in HR functions. These domains prioritize optimizing resources, maximizing operational effectiveness, and aligning strategies with overarching objectives.

**Role of HR in the dynamically changing landscape**

Military responsibilities span over multiple domains, and there isn't a dedicated HR department. Officers handle everything, much like a CEO of a unit, regardless of its size. This broad scope makes it challenging to identify specific HR roles and map military experience to the HR domain during the transition to civilian careers. Additionally, officers are accustomed to managing personnel matters, such as welfare, discipline, and performance, which are aligned with HR functions. However, the absence of formal HR structures in the military complicates the process of mapping these experiences to specific HR roles in civilian settings.

Hence, it's imperative to grasp the intricacies of HR's function within the business and corporate landscape.

Despite misconceptions, HR is far more than administrative work—it's complete corporate governance, strategic driver of business outcomes, culture transformer, and change agent. Aligning with the strategic perspective planning and the Annual Operating Plan, Human Resources plays an important role that can expand from business growth to having an effect on individuals, organizations, and society.



Over time, delving deeper into corporate HR, I discovered a field rich with opportunities for innovation, impact, and personal growth.

Let's discover more about the title roles (not comprehensive) of HR in the corporate context, broadly in two categories HR Managers and HR leaders.

**(a) Roles of HR Manager**

- **Talent Acquisition and Recruitment:** HR managers are responsible for sourcing, screening, and hiring candidates to fulfill organizational staffing needs.
- **Employee Onboarding and Offboarding:** They oversee the smooth transition of new hires into the organization and manage the separation process for departing employees.
- **Training and Development:** HR managers coordinate employee training programs to enhance skills and knowledge, ensuring alignment with organizational goals.
- **Performance Management:** They implement performance appraisal systems, provide feedback to employees, and facilitate performance improvement plans.
- **Employee Relations:** HR managers handle employee grievances, mediate conflicts, and promote a positive work environment.
- **Compensation and Benefits:** They design and administer compensation structures, manage employee benefits programs, and ensure compliance with labor laws.
- **HR Administration:** HR managers oversee day-to-day HR operations, maintain employee records, and manage HR-related paperwork and documentation.

**(b) Roles of HR leaders**

**Model of a World-Class CHRO**



- **Strategic Planning:** HR leaders contribute to the development and execution of HR strategies aligned with overall business objectives.
- **Change Management:** They lead organizational change initiatives, ensuring smooth transitions and effective communication throughout the process.
- **Organizational Development:** HR leaders drive initiatives to enhance organizational effectiveness, culture, and employee engagement.
- **Leadership Development:** They identify and nurture leadership talent within the organization through training, coaching, and succession planning.



- **HR Policy Development:** HR leaders design and implement HR policies and procedures that promote fairness, equity, and compliance with regulations.
- **Talent Management:** They develop talent management strategies to attract, retain, and develop top talent, ensuring a competitive advantage for the organization.
- **HR Analytics and Metrics:** HR leaders utilize data and analytics to make informed decisions, measure HR performance, and drive continuous improvement initiatives.

HR managers focus on the operational aspects of HR, such as recruitment, training, and employee relations, while HR leaders take a strategic approach, shaping HR initiatives to drive organizational success and growth. Both roles are integral to building and sustaining a high-performing workforce within a corporate environment.

Transitioning from military to corporate life isn't without its challenges, compounded by societal perceptions and cultural factors. However, success lies in embracing our past experiences and leveraging our acquired skill sets to excel in the corporate world, particularly in HR—a domain constantly evolving to meet changing demands. Drawing parallels between military and corporate strategy reveals a fascinating intersection, where military precision and execution find resonance in the business world.

### **Terrains of Human Resource Governance**

For individuals transitioning from military to HR roles, a wealth of valuable skills and experiences awaits recognition. Leadership, resilience, adaptability, and technical expertise acquired in military service are directly applicable to HR roles, positioning transitioning service members as assets to organizations. HR's evolution—from personnel administration to strategic business advisor—reflects changing organizational dynamics. Today, HR professionals drive business success by aligning HR strategies with corporate objectives, fostering employee engagement, and promoting digital transformation.

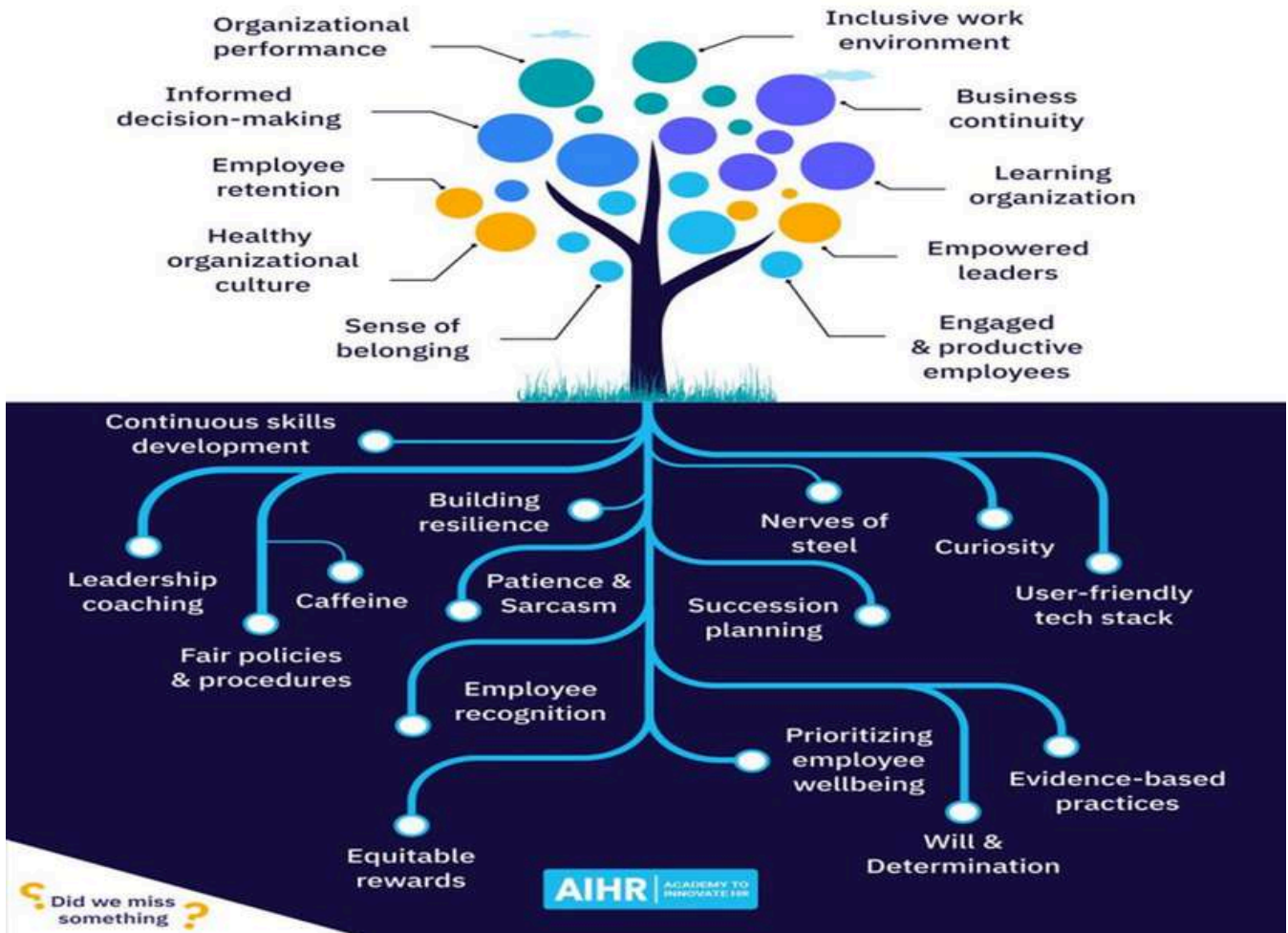
The HR tree below is a powerful metaphor for understanding the multifaceted nature of Human Resources, where some functions are visible and others operate behind the scenes, both essential for the overall health of an organization.

The effectiveness of the HR function relies on a delicate balance between its visible and invisible domains. The visible aspects, like recruitment and training, are crucial for immediate operational needs and employee engagement. Meanwhile, invisible efforts, such as strategic planning and organizational development, are essential for sustainable growth and long-term success.

By understanding the HR tree, one can appreciate the comprehensive role of HR and ensure that both the visible branches and invisible roots are nurtured and supported. This holistic approach enables HR to contribute significantly to the overall health and success of the organization.

# The HR Tree

Strong HR roots lead to exceptional fruits

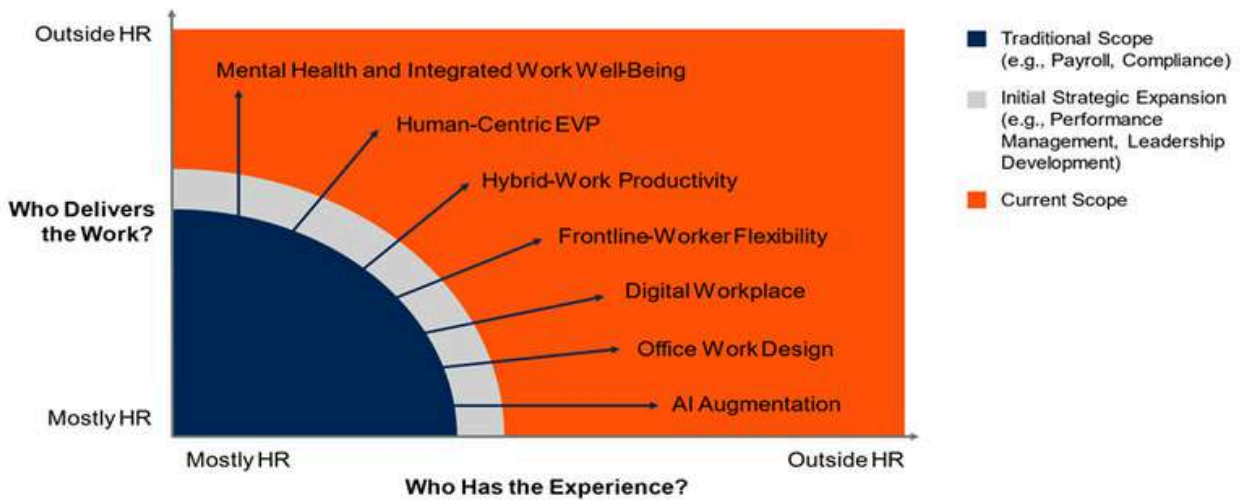


In a nutshell, HR encompasses recruitment, talent management, employee engagement, compensation, and benefits, learning and development, diversity and inclusion, employee relations, compliance, and organizational development. Transitioning to HR offers diverse opportunities, from startups to established organizations, each with its challenges and rewards. Ultimately, transitioning from military to HR is about embracing the similarities between military and corporate life, leveraging our unique skill sets, and charting a course to success through collaboration and understanding between the military and corporate.

## Emerging Imperatives & Evolutionary Mandate Reshaping HR

In the evolution of HR domain, traditional boundaries blurs as new demands emerge. Amidst the integration of AI augmentation, office design, and hybrid work models, HR's focus extends beyond its traditional scope to encompass critical aspects of mental health and integrated well-being. While HR brings expertise in organizational dynamics, addressing these nuanced facets often necessitates collaboration with external specialists and leveraging advanced AI tools. By fostering strategic partnerships and embedding a human-centric EVP, organizations can deliver comprehensive well-being initiatives tailored to individual needs, ensuring employees thrive both personally and professionally in the ever-evolving workplace landscape.

## New Demands Move HR Beyond Traditional Scope



## New Demands on HR Are Different in Kind

Attributes of HR's New Demands

 Conflicting	 Interdependent	 Novel
45% of HR leaders say that meeting the <b>conflicting demands</b> of stakeholders is <b>more difficult</b> today than prepandemic.	50% of HR leaders say the <b>changes</b> happening today are <b>more difficult</b> to manage than prepandemic.	80% of HR leaders say their function is facing <b>different challenges</b> to those they faced prepandemic.
<b>Examples</b> <ul style="list-style-type: none"> <li>Employee <b>demand for a "human deal"</b> versus organizational productivity.</li> <li><b>Flexibility</b> for frontline workers</li> <li><b>Self-service</b> versus <b>"white glove"</b> support</li> </ul>	<ul style="list-style-type: none"> <li><b>Digital workplace</b></li> <li><b>Integrating well-being</b> into workflows</li> </ul>	<ul style="list-style-type: none"> <li><b>Hybrid work productivity</b></li> <li><b>AI work augmentation</b> and allocation</li> <li><b>Talent marketplaces</b> and <b>"gig" careers</b></li> </ul>

In essence, while HR remains the central orchestrator of people-centric initiatives, the delivery of comprehensive mental health and integrated work well-being programs requires collaboration with external partners and leveraging expertise from diverse disciplines. By embracing this holistic approach, organizations can cultivate a culture of well-being that empowers employees to thrive both personally and professionally in an ever-evolving workplace landscape.

### Competencies Vital for Pinnacle Performance in HR Leadership

Across all industries, certain core competencies are essential for success. These include business acumen, data analysis skills, strategic thinking, talent management, stakeholder engagement, and adaptability in the face of changing circumstances. Effective HR professionals must possess a combination of functional, behavioural, and technical competencies.



Moreover, staying abreast of emerging trends and technologies is vital for making informed decisions. Interestingly, many of the behavioural competencies crucial for HR professionals, such as leadership, communication, and conflict resolution, are ingrained in military officers due to their extensive experience. While some functional competencies, like performance management, succession planning, talent management, learning and development employee relations, etc., can be directly transferred from military roles, others can be cultivated through corporate experience and on-the-job training

## HR Professionals Competency Model



To add further, military leaders possess a unique set of competencies that make them exceptionally well-suited to excel as HR leaders. Their strategic vision, disciplined approach, and strong sense of ethics, combined with their experience in managing diverse teams and navigating complex organizational structures, equip them with the skills necessary to handle the multifaceted demands of human resources. By leveraging their leadership, problem-solving abilities, and commitment to continuous improvement, military leaders can effectively drive HR initiatives, foster a positive organizational culture, and contribute significantly to the overall success and resilience of any organization.

### Critical Obstacles to HR Excellence

Human Resources stands as the cornerstone of organizational success and culture. Yet, HR professionals encounter an array of formidable barriers that can impede their unparalleled effectiveness. Some of the potential barriers are as below: -

- One prominent obstacle is the rapidly evolving regulatory landscape, where compliance requirements constantly shift, demanding vigilant monitoring and adaptation.
- The ever-increasing complexity of workforce dynamics, including diverse employee needs and expectations, poses a formidable challenge for HR practitioners striving to foster inclusive environments while meeting organizational objectives.
- The digital transformation of HR processes introduces technological hurdles, from selecting and implementing suitable software solutions to ensuring data security and privacy compliance.
- Another significant barrier lies in talent acquisition and retention amidst fierce competition, requiring innovative strategies to attract and retain top talent in today's global marketplace.

- Lastly, the need to align HR initiatives with overarching business objectives and demonstrate tangible ROI presents an ongoing challenge, underscoring the imperative for HR leaders to cultivate strategic partnerships and communicate the value of HR investments effectively. Overcoming these barriers demands agility, resilience, and a forward-thinking approach to drive HR excellence in an ever-evolving landscape.
- Workplace dynamics represent one of the most intricate barriers HR professionals face. The complexities of interpersonal relationships, power structures, and organizational culture can significantly impact HR's effectiveness.

To traverse through these monumental barriers, HR professionals must adopt a strategic and proactive approach of the highest calibre. This entails relentless professional development, leveraging cutting-edge technology, fostering a culture of continuous excellence, and ensuring unerring alignment with organizational objectives. Collaboration with other departments, stellar communication, and a steadfast commitment to diversity and inclusion are indispensable. Some of the suggested ways are depicted below to address the barriers.

## Address Barriers to Strategic HR Impact

What We Hear From HRBPs	What HR Leaders Can Do	What HR Professionals Can Do
<b>Unclear Expectations</b> "I'm not even sure what it means to be strategic."	<b>Interest, Skills and Expectations</b> Identify HR staff best suited for strategic work and communicate role expectations.	<b>Develop Key Skills and Competencies</b> Build the competencies necessary for strategic effectiveness.
<b>Tactical Work Takes Precedence</b> "I wish I could get to strategic projects, but I spend most of my day putting out fires and collecting data."	<b>HR Ecosystem</b> Leverage shared services for transactional work, ensure employee self-service is user-friendly and provide easy access to data.	<b>Shape Strategic Decisions</b> Develop strong analytical skills and use data to shape strategic decisions.
<b>HR-Business Misalignment</b> "My business unit never asks for my strategic input."	<b>Partnership Clarity</b> Define partnership principles and tie business strategy to HR outcomes.	<b>Improve Line Partnerships</b> Ask the right questions to challenge leader assumptions and build credibility.
<b>Hard to Break Habits</b> "Even after we put in self-service, business kept coming to me for help."	<b>Change Management</b> Involve your team and business in changing the status quo.	<b>Change Management</b> Leverage change management techniques to ensure success.

By conquering these barriers with unparalleled expertise, HR can significantly enhance its impact and contribute to the supreme success and resilience of the organization.

## Optimal Organizational Paradigms for Diverse HR Appointments

As an ex-military leader transitioning to a civilian career, there are several avenues to explore in HR roles, each offering its unique set of challenges and opportunities. Transitioning from the military to the HR domain offers individuals a spectrum of opportunities, each beckoning with its unique blend of prospects and pitfalls.



**(a) Startups,** with their promise of autonomy and creative freedom, serve as fertile grounds for innovation, yet are fraught with the risks of financial instability and the weight of unyielding responsibility.



**(b) Progressive organizations,** having weathered the tumultuous startup phase, provide a stable foundation for growth, harnessing the leadership prowess cultivated in the military, albeit requiring adaptation to centralized decision-making structures and nuanced cultural nuances.



**(c) Mature organizations,** with their established frameworks and reverence for robust leadership, offer a sanctuary of sorts, albeit amidst cutthroat competition and the labyrinthine corridors of slow-moving bureaucracy. In navigating this intricate transition, success hinges on a delicate balance between seizing opportunities and navigating challenges, all while remaining steadfastly adaptable to the ever-shifting tides of the corporate landscape.

### **Leveraging Military Experience for Corporate HR Leadership**

Transitioning from a military background to a role in Human Resources offers a wealth of transferable skills essential for success in the corporate world. Military leaders are adept at making rapid, decisive decisions under intense pressure, a skill invaluable in navigating high-stakes situations. Their clear sense of accountability and responsibility, honed through a defined chain of command, ensures a commitment to achieving objectives and delivering results. Moreover, military training instils adaptability and resilience, equipping individuals with the ability to pivot strategies and overcome obstacles amidst VUCA world.



Additionally, the core values of honesty, integrity, and loyalty ingrained in military culture translate seamlessly into corporate settings, establishing a foundation of trust and ethical conduct required in HR largely. Military leaders excel in motivating teams, drawing upon their experience in inspiring morale and fostering camaraderie in challenging environments which can be directly mapped in the various HR governance.



Leadership skills cultivated in the military, including team building, strategic planning, and decision-making, are highly transferable to HR roles, where effective leadership is paramount to driving organizational success. Furthermore, military personnel possess strong communication abilities, problem-solving prowess, and conflict-resolution skills, essential for navigating the complexities of human resource



Leadership skills cultivated in the military, including team building, strategic planning, and decision-making, are highly transferable to HR roles, where effective leadership is paramount to driving organizational success. Furthermore, military personnel possess strong communication abilities, problem-solving prowess, and conflict-resolution skills, essential for navigating the complexities of human resource management.

## Transition Framework

Transitioning from a military career to the Human Resources domain requires a strategic approach to effectively leverage existing skills and experiences.

- It begins with a thorough self-assessment, identifying transferable skills such as leadership, communication, problem-solving, and adaptability gained from military service that align with HR roles.
- Next, consider pursuing relevant certifications or formal education in HR to enhance knowledge and credibility.
- Networking with HR professionals, attending industry events, and joining HR associations expand one's network and provide valuable insights into the HR industry.
- Crafting a resume that translates military experience into corporate language, highlighting relevant skills and accomplishments, is crucial for making a strong impression.
- Gaining practical experience through internships or entry-level HR positions helps familiarize oneself with HR practices in a corporate setting.
- Continuous professional development through workshops, seminars, and webinars keeps individuals updated on HR trends, laws, and best practices.
- Seeking guidance from experienced HR professionals or mentors provides valuable advice and support during the career transition.
- Identifying areas of HR specialization, such as recruitment or training, and focusing on developing expertise in those areas can help carve out a niche.

As one gains experience and expertise in HR, aiming for promotions to higher-level HR roles, such as HR Manager or CHRO, becomes a natural progression. Effective communication is vital in both spheres, though the emphasis and methods may vary. HRM serves as a linchpin in both military and corporate domains, encompassing recruiting, training, and aligning HR strategies with organizational goals. Challenges in HRM, such as recruiting quality personnel and fostering unity among diverse units, are common across both environments.

## Conclusion

Transitioning from the military to the corporate world poses challenges related to cultural differences, communication styles, and motivational factors. While the military offers robust support systems, corporate environments demand greater self-reliance and adaptation. Motivation in the military is often fuelled by pride and duty, whereas monetary incentives and career growth opportunities drive corporate morale. In summary, while operational disparities exist between the military and corporate worlds, similarities in leadership, human relations, and HR practices underscore the importance of understanding and adapting to the nuances of each domain. This adaptability is vital for a seamless transition from military to corporate life, particularly as HR practices play a central role in organizational effectiveness.

THE IMAGES USED IN THIS ARTICLE ARE SOURCED FROM  
THE "TOP THREE CHRO PRIORITIES" BY GARTNER, "SMP  
HR NOTES AT IIM A" AND "AIHR"

AUTHOR IS ASSISTED BY MR ABDUL CHOUDHARY, ASST MANAGER - HR, BRINTON PHARMACEUTICALS



**Lt Col Alok Kumar Das**, is an alumnus of Officers Training Academy, commissioned from the SS-75 batch to Corps of Electronics and Mechanical Engineers. He has served in 16 Garhwal Rifles, a Rashtriya Rifles Bn and also in various EME appointments. He has also served as Group Testing Officer (GTO) in 19 Services Selection Board, SCE Allahabad. An Alumni of IIM Indore and IIM Ahmedabad, he has also worked with Tata Cummins (manufacturing) as DGM HR, in Visionet System (IT/ITES) as Vice President and Country Head HR. Presently he is the Chief People Officer and Member of Executive Board at Brinton Pharmaceuticals. He has won many awards including Global awards for HR.

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

# Theme Article

## From Service to HR: Leveraging Military Skills in Human Resources Careers

*BY ANISH JAIRATH*

Transitioning from military service to a corporate environment is a significant change. Still, many people fail to grasp that various skills developed in the military are highly transferable to countless civilian roles. One significant area where the veterans can thrive is Human Resources (HR). This article aims to introduce the function of HR in the corporate world, detailing the various sub-domains available, their main functions and duties, the skill sets required to succeed and the pathways for upskilling, including certification and courses.

Human Resources is a critical function within any organization, responsible for managing the employee lifecycle, from recruitment to retirement and everything in between. The primary goal of HR is to ensure that an organization's most valuable asset, its people, is being effectively managed, supported and developed. Think of it as the central nervous system, ensuring the smooth flow of talent acquisition, development, and well-being.

Transitioning from military service to the corporate world can be a daunting task. The structure, language, and culture can feel entirely foreign. But veterans possess a wealth of transferable skills highly valued by businesses and the Human Resources department is a prime example of that.

HR isn't a monolithic entity, it serves as an umbrella term for several sub-factions, each of which plays a crucial role in the optimal function of a company.

It consists of:

**Talent Acquisition Specialists;** these personnel are on the hunt for the best people to fill open positions. They write compelling job descriptions, source candidates, screen resumes, conduct interviews, and ultimately help bring new hires on board. Veterans excel in this area due to their experience in evaluating candidates, leadership skills, and ability to follow a structured process.

**Skillset Required:** Strong communication and interpersonal skills and the ability to assess and match candidate qualifications with job requirements. Knowledge of recruitment software and Applicant Tracking Systems (ATS) also gives HR professionals cutting-edge over their competitors.



**Talent Management Gurus;** once the A-players are on board, HR helps them thrive. This involves performance management, designing career development programs, and ensuring there's a pipeline of future leaders. HR fosters an environment where employees can thrive. Veterans' understanding of goal setting, mentorship, and team dynamics allows them to excel in this area.

Skillset Required: Veterans who are good at conflict resolution and mediation skills strive in this area. They need to have a strong understanding of employment law along with excellent communication and negotiation skills. Empathy and emotional intelligence are highly valued in this area as well.

**Compensation & Benefits Architects** ensures fair and competitive compensation packages, including salary, bonuses, and health insurance. This team is also responsible for the creation of other perks to attract and retain top talent. Veterans' experience with military benefits translates well to understanding employee benefit packages.

Skillset Required: Knowledge of compensation and benefits software paired with analytical and quantitative skills makes veterans an asset in this area. Understanding regulatory requirements with attention to detail and accuracy can find one moving up the ranks quite fast.

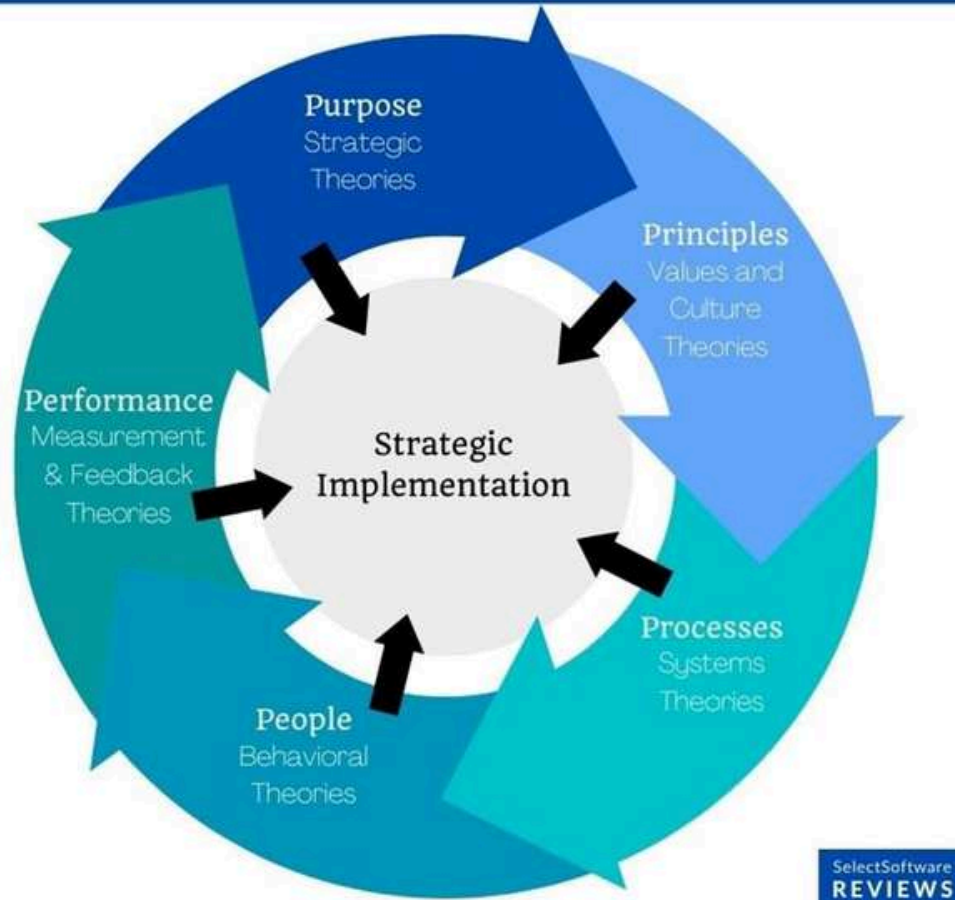
**Employee Relation Diplomats;** are responsible for navigating sometimes tricky workplace landscapes. From addressing employee concerns to resolving conflicts and ensuring everyone maintains proper decorum, they play a vital role in maintaining a harmonious work environment.

Skillset Required: Veterans with strong communication skills, problem-solving abilities, and experience with enforcing rules make them valuable assets here. Strong ethical standards, advisory skills and an in-depth knowledge of employment laws and regulations are a big help when investing in this field.

**Learning & Developing Evangelists;** This group believes in constant growth. They design and deliver training programs, introduce new workshops, provide opportunities for employees to develop new skills, and help them stay up to date in their fields. HR invests in employee growth by providing them with opportunities to develop new skills. Veterans' dedication to continuous learning and experience with military training programs makes them a perfect fit.

Skillset Required: Technical proficiency with various HR software along with sound organization skills and project management experience make veterans quite an asset in this field.

# HR MODELS: THE 5P'S OF STRATEGY



*HR models every HR professional should be familiar with*

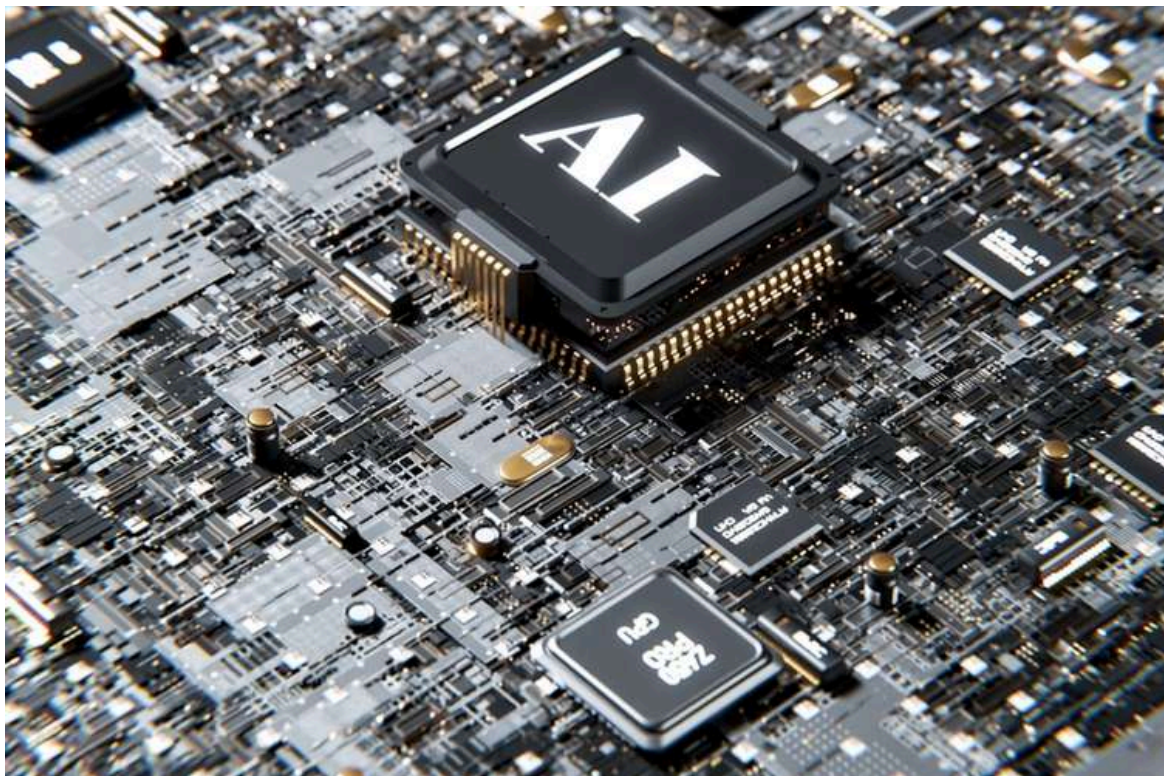
The world of HR is constantly evolving, and Artificial Intelligence is making a big impact. AI can automate tasks like resume screening which helps free up HR professionals to focus on more strategic initiatives. Such programs can tailor training programs to individual employee needs, making learning more effective and engaging. AI-powered chatbots can also be available for basic employee assistance and queries 24/7, improving communication and fostering a more positive work environment. Various AI programs can now be implemented into the field to analyze vast amounts of data which helps identify trends and patterns, allowing HR professionals to make more informed decisions about talent management and workforce planning. As AI takes over more tedious tasks, the HR personnel will be able to focus on the human side of things such as building relationships, providing mentorship, and fostering a culture of innovation. It has revolutionized the HR model by reducing tediousness, enhancing decision-making with data-driven insights, and improving the overall employee experience. As AI continues to evolve, its integration into HR processes will become even more sophisticated, driving further efficiencies and innovations in the workplace.

AI has also opened more positions in the field by now requiring proficient people who can set up and maintain the software and ensure it's running smoothly and can deliver what is required from the system.

The world of HR is constantly evolving, and Artificial Intelligence is making a big impact. AI can automate tasks like resume screening which helps free up HR professionals to focus on more strategic initiatives. Such programs can tailor training programs to individual employee needs, making learning more effective and engaging. AI-powered chatbots can also be available for basic employee assistance and queries 24/7, improving communication and fostering a more positive work environment. Various AI programs can now be implemented into the field to analyze vast amounts of data which helps identify trends and patterns, allowing HR professionals to make more informed decisions about talent management and workforce planning. As AI takes over more tedious tasks, the HR personnel will be able to focus on the human side of things such as building relationships, providing mentorship, and fostering a culture of innovation. It has revolutionized the HR model by reducing tediousness, enhancing decision-making with data-driven insights, and improving the overall employee experience. As AI continues to evolve, its integration into HR processes will become even more sophisticated, driving further efficiencies and innovations in the workplace.

AI has also opened more positions in the field by now requiring proficient people who can set up and maintain the software and ensure it's running smoothly and can deliver what is required from the system.

It also has had a big role in diversity and inclusion, a topic which has made a breakthrough in today's society. AI helps reduce unconscious bias in hiring and promotion decisions by focusing on objective data rather than subjective judgements. The tools analyze and optimize job descriptions to ensure they appeal to a diverse range of candidates.



*Integration of AI has transformed the corporate sector*



Your military experience has equipped you with a wealth of transferable skills highly sought after in HR. Your ability to lead and motivate teams is invaluable in HR, where fostering a positive work environment is crucial. Building rapport and fostering relationships is essential for successful HR interactions. Your ability to work with diverse teams will be a major advantage. Being able to clearly express yourself and actively listen is of utmost importance in such a field where you'll be constantly interviewing new candidates and actively resolving various sorts of disputes. HR professionals regularly encounter challenges requiring critical thinking and creative solutions, on top of this; juggling multiple tasks and adhering to strict deadlines is par for the course in HR. Your ability to stay on top of things will be a huge asset and you've honed these skills during your time with the force.

There are several ways to equip yourself with the specific knowledge and certification for your chosen domain. Consider pursuing a bachelor's degree in human resources management or a relevant field such as Business Administration. Veterans often qualify for the GI bill benefits to offset educational costs. Earning certification prevalent in the field demonstrates your expertise and enhances your resume. Popular options include certifications from SHRM (Society for Human Resource Management) certifications such as SHRM-CP (Certified Professionals) and SHRM-SCP (Senior Professional in Human Resources) and HRCI (Human Resource Certification Institute) certifications like PHR (Professional in Human Resources) and SPHR (Senior Professional in Human Resources).

Many veteran-focused organizations offer scholarships and resources specifically to help veterans obtain these certifications. The Department of Veterans Affairs and various military branches offer HR-focused transition programs. These programs often include training, certification assistance, and job placement resources. Nowadays, numerous online platforms like Coursera, edX, Udemy and LinkedIn Learning also readily offer affordable courses and training programs on specific topics. Many of these sites cater to veterans' specific needs.

**Interpersonal Skills:** Aim to develop strong communication, negotiation, and conflict resolution skills to effectively manage employee relations and interactions.

**Analytical Skills:** Hone your ability to analyze data and use metrics to make informed HR decisions, such as workforce planning and performance management.

**Technical Skills:** Aim to familiarize yourself with HR software and tools, including applicant tracking systems, HR information systems, and payroll software.

**Legal Knowledge:** Make sure you keep up to date about labour laws, regulations, and compliance requirements to ensure your organization adheres to legal standards.

Make sure you stay updated with all the Trends by engaging in lifelong learning. Attend seminars, read books and journals, and follow HR leaders and influencers on social media to stay informed about the latest innovations. Become a member of HR associations like SHRM, CIPD or HR networks to gain access to resources, attend events, and connect with more professionals. Identify what areas of HR interest you

the most and develop expertise in the area through targeted education, certifications and experience. This will help you position yourself as a specialist in that field.

Preparing for a career in HR involves a combination of formal education, skill development, experience and ongoing professional growth. By building a strong foundation and continuously enhancing your skills, you can set yourself up for success in the dynamic and evolving field of Human Resources.

A career in HR offers exciting growth opportunities. Entry-level roles involve administrative tasks, assisting with recruiting, onboarding, and benefits administration. Use this opportunity to learn the ropes, build relationships within the department, and identify your specific area of interest. Furthermore, with experience and relevant certifications, you can progress to a specialist role, focusing on a specific HR sub-domain like Talent Acquisition or Compensation & Benefits. This stage involves deeper responsibilities and independent project management. As you gain experience and leadership skills, you can apply to become an HR manager, they manage a company's administrative and organizational functions, such as hiring, training and company culture. They are often the head of the HR department and act as liaisons between the management and their employees.



**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.

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

# Theme Article

## The Evolution of Human Resources in the Age of Generative AI

BY IQBAL SINGH

### Introduction

The Human Resources (HR) function is undergoing a profound transformation driven by massive technological advancements. Among these, generative AI stands out as a disruptive force poised to revolutionize various HR functions. This comprehensive article explores the impact of generative AI on HR, the evolution of HR job descriptions, the new skills required for HR professionals, and strategies for upskilling in this dynamic landscape.

Generative AI, which involves the use of algorithms to generate new content and solutions, is fundamentally changing the way HR departments operate. From recruitment to employee engagement and performance management, AI technologies are enhancing efficiency, accuracy, and strategic decision-making. This shift not only transforms traditional HR tasks but also redefines the role of HR professionals in organizations. This is going to have a profound impact on how the HR function will get transformed in the coming days.

### Impact of AI Across the HR Functions



*Impact of GenAI Across HR Functions*

### Recruitment and Talent Acquisition

Generative AI is revolutionizing the recruitment process by automating repetitive tasks and improving decision-making. Traditional recruitment often involves manual screening of resumes, scheduling interviews, and conducting preliminary assessments. AI-powered tools can now handle these tasks more efficiently and accurately.



**AI-Driven Resume Screening:** Generative AI algorithms can analyze resumes at scale, identifying the best candidates based on predefined criteria. This reduces bias and ensures a more objective evaluation of applicants. However, this also has a ramification upon the hiring process from a potential candidate's perspective. Candidates who earlier had learnt to negotiate the ATS- Application Tracking System now need to understand the nuances of the AI Driven shortlisting process to increase their chances of getting shortlisted. This has profound implications for transitioning veterans as well.

**Automated Interview Scheduling:** AI can manage interview logistics, coordinating schedules between candidates and interviewers. This streamlines the process, reduces delays, and enhances the candidate experience. This is likely to be a win-win feature for both the recruiters as well as the candidates.

**Virtual Interviews and Assessments:** AI-powered chatbots and virtual interview platforms can conduct initial interviews and assessments. These tools use natural language processing (NLP) to evaluate candidates' responses, providing insights into their skills and cultural fit. This will have a profound impact on how the candidates need to approach their interviews. Those candidates who have at least a basic understanding of such AI systems work will definitely enjoy an edge.

### **Onboarding**

The onboarding process is crucial for new employees, setting the tone for their experience in the organization. Generative AI can enhance onboarding by creating personalized experiences and ensuring that new hires have access to the resources they need. This can be a powerful productivity boost for new joiners. A personalized onboarding experience will shorten the path to productivity as well as be more efficient.

**Personalized Onboarding Programs:** AI can develop customized onboarding plans tailored to each new hire's role and background. This includes personalized training modules, introductions to key team members, and tailored resources.

**Automated Administrative Tasks:** Generative AI can handle administrative tasks such as document management, benefits enrollment, and compliance training. This allows HR professionals to focus on more strategic activities.

### **Employee Engagement and Retention**

Employee engagement and retention are critical for organizational success. Generative AI can play a significant role in understanding and enhancing employee satisfaction. This is a function that most organizations especially the knowledge based industries have always struggled with.

**Sentiment Analysis:** AI algorithms can analyze employee feedback from surveys, emails, and social media to gauge overall sentiment and identify areas of concern. This provides HR with actionable insights to improve workplace culture. This could be an extremely powerful feature of GenAI that may come to the assistance of both the employer and the employee.

**Personalized Career Development:** AI can create personalized career development plans for employees based on their skills, performance, and career aspirations. This fosters a sense of growth and progression, improving retention rates. This is a potential game changer capability as today we follow an approach of one-size-fits-all approach.

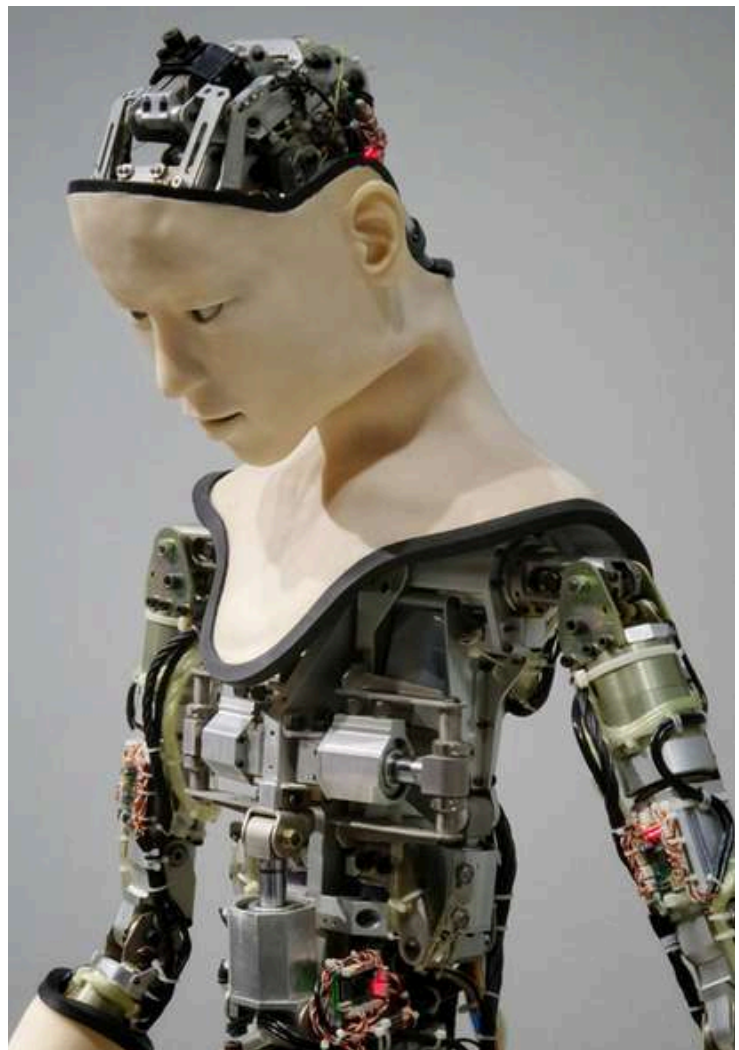
**Predictive Analytics for Retention:** By analyzing employee data, AI can predict which employees are at risk of leaving and recommend interventions to retain them. This proactive approach helps organizations address issues before they lead to turnover.

### **Performance Management**

Performance management is a critical HR function that benefits significantly from generative AI. AI-driven tools can provide more accurate and comprehensive performance evaluations, leading to fairer and more effective management.

**Continuous Performance Monitoring:** AI can continuously monitor employee performance through various data sources such as project management tools, communication platforms, and productivity software. This provides real-time feedback and identifies areas for improvement.

**Objective Evaluations:** Generative AI reduces bias in performance evaluations by analyzing objective data rather than relying solely on subjective opinions. This ensures fairer assessments and helps identify true high performers. This powerful feature if suitable employed by organizations could become a magnet for attracting top talent as well retaining them.



*AI is going to have a Profound Impact on the HR Function*

**PIC CREDIT: UNSPLASH POSSESSED PHOTOGRAPHY**

**Development and Training Recommendations:** AI can recommend personalized training and development programs based on individual performance data. This targeted approach ensures that employees receive the support they need to excel in their roles.

### **Learning and Development**

Learning and development (L&D) are essential for employee growth and organizational success. Generative AI enhances L&D by creating personalized learning experiences and improving training effectiveness.

**Personalized Learning Paths:** AI can develop customized learning paths for employees based on their skills, job roles, and career goals. This ensures that employees receive relevant and impactful training.

**Content Generation:** Generative AI can create training content, including videos, articles, and interactive modules. This accelerates the development of training programs and ensures that content remains up-to-date.

**Skill Gap Analysis:** AI can identify skill gaps within the organization by analyzing employee performance and development data. This helps HR design targeted training programs to address these gaps.

### **Administrative Efficiency**

Administrative tasks often consume a significant portion of HR professionals' time. Generative AI can automate many of these tasks, improving efficiency and allowing HR to focus on strategic initiatives. Thus enhancing their productivity.

**Document Management:** AI can handle document creation, storage, and retrieval, ensuring that all employee records are accurate and up-to-date. This reduces administrative burdens and enhances compliance.

**Benefits Administration:** Generative AI can manage benefits enrollment and administration, providing employees with personalized recommendations based on their needs and preferences.

**Compliance and Reporting:** AI can ensure compliance with labour laws and regulations by automatically generating reports and monitoring changes in legislation. This reduces the risk of non-compliance and associated penalties.



## Emergence of New HR Roles

Generative AI's impact on HR is leading to the creation of new specialized roles that focus on leveraging AI technologies to optimize various HR functions. This topic should be of particular interest to fresh graduates as well as the transitioning military personnel. Here are some of the likely emerging roles:

### AI HR Specialist

The AI HR Specialist is a new role focused on integrating and managing AI technologies within HR departments. This position requires a deep understanding of AI tools and their applications in HR processes.

#### Key Responsibilities:

- Implementing AI-driven HR tools and ensuring their effective integration into existing HR systems.
- Managing and maintaining AI applications to ensure they are functioning correctly and efficiently.
- Analyzing data generated by AI tools to provide actionable insights for HR strategies.
- Collaborating with IT and data science teams to enhance AI applications in HR.

#### Required Skills:

- Proficiency in AI and machine learning concepts.
- Strong analytical and data interpretation skills.
- Understanding of HR processes and how they can be optimized using AI.
- Knowledge of ethical considerations and data privacy laws related to AI.

### Talent Analytics Manager

A Talent Analytics Manager uses AI and data analytics to enhance talent management strategies. This role involves analyzing employee data to make informed decisions regarding recruitment, retention, and development.

#### Key Responsibilities:

- Analyzing talent data to identify trends and inform HR strategies.
- Developing predictive models to forecast talent needs and employee turnover.
- Providing insights to improve recruitment, retention, and performance management.
- Collaborating with HR teams to implement data-driven solutions.
- Required Skills:

#### Expertise in data analytics and predictive modelling.

- Strong understanding of HR metrics and key performance indicators (KPIs).
- Ability to communicate complex data insights to non-technical stakeholders.
- Knowledge of AI tools and technologies used in talent analytics.

## Employee Experience Designer

An Employee Experience Designer focuses on creating engaging and personalized employee experiences using AI and design thinking principles. This role aims to improve employee satisfaction and engagement through innovative solutions.

### Key Responsibilities:

- Designing and implementing personalized employee experiences using AI insights.
- Conducting research to understand employee needs and preferences.
- Developing strategies to enhance employee engagement and satisfaction.
- Collaborating with cross-functional teams to deliver innovative HR solutions.

### Required Skills:

- Proficiency in design thinking and user experience (UX) design.
- Knowledge of AI and its applications in HR.
- Strong research and analytical skills.
- Ability to develop and implement creative solutions that enhance the employee experience.



*Generative AI will be the Foundational Chessboard on which all Corporate Functions will be Transformed*

## Transformation of Traditional HR Roles

In addition to the emergence of new roles, traditional HR roles are also evolving to incorporate AI-driven responsibilities. Existing HR professionals need to adapt their skill sets to remain relevant in an AI-enhanced environment.

### HR Generalist

The role of an HR Generalist is expanding to include responsibilities related to AI tools and data analytics. HR Generalists will need to leverage AI to improve efficiency in various HR functions such as recruitment, onboarding, and employee relations.

#### Key Responsibilities:

- Utilizing AI tools for tasks such as resume screening, interview scheduling, and employee onboarding.
- Analyzing employee data to provide insights for improving HR practices.
- Ensuring compliance with data privacy laws and ethical guidelines in the use of AI.
- Collaborating with AI specialists to enhance HR processes.

#### Required Skills:

- Basic understanding of AI and its applications in HR.
- Strong data analysis and interpretation skills.
- Knowledge of HR processes and best practices.
- Ability to learn and adapt to new technologies quickly.

### HR Business Partner

HR Business Partners (HRBPs) play a strategic role in aligning HR initiatives with business goals. With AI, HRBPs can provide more data-driven insights and strategic recommendations.

#### Key Responsibilities:

- Using AI-driven analytics to inform strategic HR decisions.
- Developing and implementing AI-enhanced HR strategies that align with business objectives.
- Collaborating with business leaders to identify areas where AI can improve HR outcomes.
- Ensuring the ethical use of AI in HR practices.

#### Required Skills:

- Proficiency in data analytics and strategic thinking.
- Strong understanding of business operations and objectives.
- Ability to communicate AI insights and strategies to business leaders.
- Knowledge of AI tools and their applications in HR.

## New Skills Required for HR Professionals





*Upskilling Would be the Key to Success for HR Professionals to Succeed in the AI Age*

**PIC SOURCE: UNSPLASH | [PRISCILLADUPREEZ](#)**

As HR job descriptions evolve, HR professionals need to develop new skills to succeed in an AI-driven landscape. These skills enable HR professionals to effectively leverage AI technologies and drive organizational success.

### **Data Literacy**

Data literacy is the ability to read, understand, and interpret data. HR professionals need to develop this skill to effectively use AI-driven tools and analyze HR data.

#### **Key Components:**

- Understanding data sources and data quality.
- Interpreting data visualizations and statistical analyses.
- Identifying trends and patterns in data.
- Communicating data insights to stakeholders.

### **Digital Acumen**

Digital acumen involves understanding and effectively using digital technologies. HR professionals need to be proficient in using AI tools and platforms to automate processes and enhance decision-making.

#### **Key Components:**

- Familiarity with AI tools and technologies.
- Ability to navigate and use digital HR platforms.
- Understanding the capabilities and limitations of AI.
- Staying updated on technological advancements.

## Ethical Reasoning

Ethical reasoning is the ability to identify and address ethical issues related to the use of AI in HR. HR professionals must ensure that AI applications are fair, unbiased, and compliant with regulations.

### Key Components:

- Understanding ethical considerations in AI.
- Identifying potential biases in AI algorithms.
- Ensuring transparency and accountability in AI applications.
- Adhering to legal and regulatory requirements.

## Strategic Thinking

Strategic thinking involves the ability to develop and implement long-term plans to achieve organizational goals. HR professionals need to use AI-driven insights to inform strategic HR initiatives.

### Key Components:

- Analyzing data to inform strategic decisions.
- Developing long-term HR strategies based on AI insights.
- Aligning HR initiatives with organizational goals.
- Continuously evaluating and adjusting strategies.

## Upskilling for the AI-Driven HR Landscape

To succeed in the AI-driven HR landscape, HR professionals must engage in continuous learning and upskilling. This involves acquiring new skills, staying updated on industry trends, and leveraging available resources.

## Online Courses and Certifications

Online courses and certifications provide HR professionals with the opportunity to learn new skills and stay updated on AI advancements. Platforms such as Coursera, edX, and LinkedIn Learning offer courses on AI, data analytics, and HR technologies.

### Recommended Courses:

- "AI for Everyone" by Andrew Ng on Coursera.
- "Data Science and Machine Learning Bootcamp" on Udemy.
- "People Analytics" by Wharton on Coursera.

## Industry Conferences and Workshops

Attending industry conferences and workshops allows HR professionals to network with peers, learn from experts, and stay updated on the latest trends and technologies in HR and AI.

### Recommended Conferences:

- HR Technology Conference & Exposition.
- AIHR (AI for HR) Conference.
- People Analytics & Future of Work Conference.

## Professional Associations and Communities

Joining professional associations and online communities provides HR professionals with access to resources, networking opportunities, and ongoing education.

### Recommended Associations:

- Society for Human Resource Management (SHRM).
- Association for Talent Development (ATD).
- International Association for Human Resource Information Management (IHRIM).

## Hands-On Experience

Gaining hands-on experience with AI tools and technologies is crucial for developing practical skills. HR professionals can seek opportunities within their organizations to work on AI-driven projects or pilot new AI tools.

### Strategies for Gaining Experience:

- Volunteering for AI-related projects within the HR department.
- Collaborating with IT and data science teams to learn about AI applications.
- Participating in pilot programs for new AI tools and platforms.

## Conclusion

The integration of generative AI into HR functions is driving a significant evolution in HR job descriptions and required skill sets. New roles such as AI HR Specialist, Talent Analytics Manager, and Employee Experience Designer are emerging, while traditional roles are expanding to include AI-driven responsibilities. To succeed in this AI-enhanced landscape, HR professionals must develop new skills such as data literacy, digital acumen, ethical reasoning, and strategic thinking.

Continuous learning and upskilling are essential for HR professionals to stay relevant and effective. Online courses, industry conferences, professional associations, and hands-on experience provide valuable opportunities for acquiring new skills and staying updated on the latest trends and technologies. By embracing these changes and proactively developing the necessary competencies, HR professionals can leverage generative AI to drive organizational success and create a more efficient, engaging, and strategic HR function.



**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 Article, by clicking/tapping [HERE](#) - Editor**

Galaxy Associate

# Special care for special people in our life



## Senior Citizens Red Carpet Health Insurance Plan

- For Seniors of Age 60 to 75 years with Insurance **cover up to ₹25 Lakhs**
- Policy issued without **pre-medical screening**
- Covers Pre-existing diseases from the **second year** itself
- **Free health check-up** for every claim free year
- **Cover for Out-Patient** medical consultations at network hospitals

 *Reach out to understand the benefits in detail.*

Registered & Corporate Office: No. 1, New Tank Street, Valluvar Kottam High Road, Nungambakkam, Chennai - 600034  
• CIN No: U66010TN2005PLC056649 • IRDAI Registration No: 129. SHAI/2020-21/CANOPY/SCRCHI(IRDA/NL-HLT/SHAI/P-H/V.II/172/14-15)/ENG/001  
• Insurance is the subject matter of solicitation • For more details on risk factors, terms and conditions please read the sales brochure carefully before concluding a sale • IRDAI clarifies to public that IRDAI or its officials do not involve in activities like sale of any kind of insurance or financial products nor invest premiums • IRDAI does not announce any bonus • Public receiving such phone calls are requested to lodge a police complaint along with details of phone call and number.

Col R Srinivas (Retd)  
Director Galaxy Associates | Business Partner Star Health and  
TATA AIA Life Insurance  
M: +91 74001 60159



# HR 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 Human Resource Function.

We sourced our content from veterans who are thriving in the field of Human Resources 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 HR different in the corporate set up versus what was your understanding of the same while you were still serving in the military?**

**2.While several veterans aspire for a career in the HR domain in their civilian avatars most fail to make it. What is your opinion are the reasons for the same?**

**3.What are the various subdomains in HR which you could recommend to transitioning military personnel as a good fit based on your exposure to HR?**

**4.What would be your advice to military personnel aspiring for a career in HR concerning acquiring qualifications, certifications, skills, etc?**

**5.What are the three things you like about being in the HR function?**

**6.What are the three things you do NOT like about being in the HR function?**



## Major Shankar Subramanian Artillery, DOR: 2011 Years in Corporate: 13

Head HR, Alkegen

### **Recommended Sub-Domain**

Industrial Relations, Learning and Development, Talent Management

### **Any Advice?**

Choose the HR domain well in advance prior to your release by talking to Faujis in this domain. Know about requisite basic qualifications and certifications that can be done while in the military itself. Get certified in these sub domains just around the time of release so that you can put to use these skills, while they are still fresh in memory, within a few months after getting an HR job in civvie street.

### **3 things you like?**

1. Being able to create a positive impact on people and their careers.
2. Bringing thought leadership to the table.
3. Being the conscience keeper of the organization

### **HR: Corporate versus Military**

It is about enabling business success through people and not just about doing good for people.

### **Reasons people struggle?**

Lack of clarity and focus about HR domain before release from service and lack of preparation and gaining adequate qualifications in this domain. HR too has technical and domain-specific aspects such as Labour laws that one needs to learn and become adept at.

### **3 things you don't like?**

1. It is a thankless profession, as it deals with people, whose wants are varied and never fully satisfied; those wanting frequent 'pats on their back' must refrain from this domain.
2. Not being given the due by CEOs in key decision-making.
3. Dealing with grey areas which can be interpreted differently by groups having different interests



# Col. Ranjan Prabhu

## Artillery, DOC: 2022

### Years in Corporate: 2.5

DIRECTOR ADMINISTRATION, IT AND  
HR, GREAT LAKES INSTITUTE OF  
MANAGEMENT CHENNAI

#### **Recommended Sub-Domain**

1. HR Operations - Blue Collar workforce management.
2. Statutory Compliances and Labour Laws.
3. HR Analytics if adept at Data Analytics.

#### **Any Advice?**

1. Specialise in Labour Laws.
2. SHRM certification.
3. If possible do a Psychometric Testing Certification

#### **3 Things you like?**

- 
1. People Function - If you like meeting and knowing people, this is the role for you.
  2. You can touch people's lives in a very good way on a daily basis with good policies.
  3. Huge scope for automation in many Corporates - If leading projects is what you crave, this is a vertical for you.

**HR: Corporate versus Military** In the military HR is the responsibility of Commanders at each level whereas in Corporate, the HR Dept and the associated HRBPs are supposed to play that role for each of their respective verticals. Secondly, unlike the military where a strict/authoritarian approach is generally taken on most HR matters, in the Corporate, it is a very democratic and transparent approach. Thirdly, unlike the military where payroll and recruitment are looked after by very separate specialized organizations which most Faujis have never been posted, in Corporate, the HR is fully involved in this domain. At a strategic level, HR is enmeshed with P&L and this understanding is important as in the military no one is ever responsible for P&L from an HR perspective. Also, Compensation and Benefits is a role where policy making in the military is with the MS branch and AGs branch and not many have the fortune of serving in those branches. In the Corporate that's again a very important function of the HR and democratic and performance metric too unlike in the military where it's quite opaque and subjective.

#### **Reasons people struggle?**

1. Lack of knowledge of Payroll, Statutory Compliances, HR Laws and Talent Acquisition experience. For Talent Acquisition, deep knowledge of various domains and their functioning is required especially if required to deal with Info Tech roles.
2. Authoritarian Approach or Mindset of Faujis: This is a major drawback as it takes a lot of time for Faujis to accept the democratic setup in a Corporate HR. Most will not clear interviews based on their answers to HR questions.

#### **3 Things you don't like?**

1. You will not be the best paid vertical as you are a cost centre for the company.
2. There will always be pressure on recruitment due to attrition.
3. Not easy to make corporate people follow HR Policies.



**Capt. Manmeet Singh**  
**Artillery DOR: 1996**  
**Years in Corporate: 25+**

Founder, Just HR

### **Recommended sub-domain**

Learning and Development is an ideal fit

## **Any Advice?**

One should take up Global Professional in Human Resources (GPHR) and the Senior Professional in Human Resources (SPHR) certifications which are very well recognised across the globe

## **3 things you like?**

---

1. You can make a difference to the employees' career, 2. One can see the progress of the company as you are an important pivot in building work culture 3. Your negotiation skills really hone up and you are able to draw the maximum on the people front.

### **HR: Corporate versus Military**

In the Army, it is a secure environment and easy to implement policies. In civil, employees join as interns as well as lateral entry. They come with good and bad experiences from previous organizations. Building an HR culture for these employees from different walks of life can be challenging. The skill sets keep evolving and changing, employees can leave an organization with a notice period if they do not like the work culture. In the Army, retention is not an issue whereas in civil retaining talent is a quite tough task.

### **Reasons people struggle?**

Veterans think that they are cut for an HR job, yes they have people management skills but they are not fully aligned with technology & new people practices in vogue. Many initiatives in HR like performance management, Compensation and Benefits is missing as an experience. Most are not exposed to competency and skill mapping, career progression and succession planning, which is essential to the success of the business.

### **3 things you don't like?**

1. Old labour laws
2. After spending so much of time, energy and effort still employees leave the organisation.
3. Finding the right talent who has got all the skills and competencies. It is a tough job





# Sqn Ldr. Brajesh Khare

*AIR FORCE -ADMINISTRATIVE  
BRANCH/FIGHTER CONTROLLER,  
DOR 2002  
CHRO, STRIVECTOR CORPORATION  
Years in Corporate: 20*

## HR: Corporate versus Military.

I always thought HR in the Air Force was part and parcel of every Officer's role. Man Management, and leading by example are the major traits required for every officer to fulfill and motivate them to deliver the results. Rest is automatically taken care of by the Organization in the form of Policies and Procedures at Service/Command Headquarters. In Armed Forces HR appeared to be very cut and dried. So, I never felt the challenges of HR which I found in the Corporate set up later. In corporations, HR plays a very pivotal role in managing employees, particularly in the people-intensive Services Industry. The business environment becomes too dynamic to attract and retain talent. HR has to focus not only on the productivity, and engagement of the employees but also on managing the attrition of top talent. One has to always find better ways to provide greater employee experience and look for Industry best practices. Business Leaders and Managers expect HR to manage the people issues and are usually unwilling to manage the aspirations or concerns of the employees. Then there is competition always eyeing your Star Performers and quick to poach them, making HR remain on its toes.

## Recommended Sub-Domain

Learning and Development , Talent Engagement or HR Business Partner are three good subdomains where Defence Officers and easily transition during the initial phase and then learn the nuances of Strategic HR to gain mastery in the HR function.

## Reasons people struggle?

1. I think as Armed Forces Officers, we tend to assume that we have been trained enough during our Service time to deal with people issues and fail to understand the complexities of the dynamic business environment. 2. We also offer our resistance to unlearning a few people's practices of the Armed Forces and willingness to learn the nuances of Corporate HR. 3. Most of the organizations currently have a flat structure and do not believe in hierarchy or seniority which also difficult for Armed Forces officers to let go.

Any Advice? Very important point which is often underestimated by Defence Officers. Just doing a Resettlement course on General Management is not enough and hence a HR specific course from reputed institutes like XLRI, TISS would give a good understanding of the function like Compensation and Benefits, Org Design, Learning and Development etc which is a totally different ball game in Corporate.

## 3 Things you like?

You are managing the most critical asset of the organization which is highly qualified and talented nowadays and as an HR, it gives me immense satisfaction to help them learn and grow and also shape their career.

## 3 Things you don't like?

General belief is that HR is a very docile or non-technical function and anyone and everyone can be accommodated. I believe a good HR has not only to learn the art of HR but also the science of HR like People Analytics and Strategic HR.



# Lt Col. RS Shyam

*Senior GM & HRBP Leader*

Corps of Signals, DOR: 2018

Years in Corporate: 6

## **HR: Corporate versus Military.**

HR as a function has evolved over some time and is still undergoing a transition to support the changing business landscape. HR is a specialized function in the corporate world and is very different structurally when compared to the military. HR has elevated itself to be a true partner to the business in solving people's challenges. It is highly data-centric and system-oriented compared to the military. My understanding of HR was limited to the approach that we have in the Army but when I took up the role, I had to learn the ropes swiftly to be relevant.

## **Recommended Sub-Domain**

The HR Business Partner, HR Operations and Centre of Expertise/Excellence. HR Business Partner is a generalist role and is most suitable for military personnel. HR Operations is the execution of operational tasks and is getting more system-centric going forward. The advent of AI is revolutionizing basic HR operations. Centre of Expertise are specialized HR functions like Payroll, Comp and Benefits, Talent Acquisition, Labour Relations, Learning and Development etc. These functions are a subject of their own and a transitioning veteran would find it difficult to get a foothold in this due to lack of experience in such specialized domains.

**Reasons people struggle?** A veteran believes that he/she already knows human resource management and there is not much to learn. I too had a very limited view of HR when I was undergoing transition. I thought I knew training and development, performance management, employee relations etc., but I was sadly mistaken. The corporate approach has evolved a lot in these domains and is taking a lot of innovative approaches to managing people.

## **Any Advice?**

Human Resource Certification Institute (HRCI) and the Society for Human Resource Management (SHRM) are prominent certification organizations for human resource professionals certifications. These two professional bodies are giving comprehensive and future-proof/evolving curricula. Apart from this, many courses are offered by XLRI, IIMs etc. It is important to understand the basics of HR and how it is organized in the corporate world. HR has evolved a lot and has moved from Personnel management to Business Partnership. Study the function and speak with veterans who have successfully transitioned before taking the plunge as one size may not fit all.

---

**3 Things you like?** 1. Being in the HR functions gives a comprehensive understanding of business as a whole as people play a major part in any business. 2. Also, HR serves as a true advocate for people and a torch bearer of ethics and culture within the organization.

---

## **3 Things you don't like?**

HR struggles to do a cost-benefit analysis or business case for people-related initiatives. HR is seen merely as a cost center and it becomes extremely difficult to convince businesses to invest in people development. Many such initiatives may not have a benefit in the short run and in turn, do not make a good business case. When the business is not doing well, the people-focused initiatives take a back seat due to cost pressures.



# Captain Poornapragna GA

*Freelancer Signals, DOR: 1992*

*Years in Corporate: 30*

## HR Corporate versus Military

1. **Professional Training:** In corporate settings, HR professionals typically undergo specialized training and education in human resources management. Conversely, the military often lacks a dedicated HR department with professionally trained HR personnel. Instead, HR functions in the Military - if at all it is clearly defined - may be managed by individuals with diverse backgrounds and responsibilities. **Fragmentation vs Centralization:** HR functions in the military are often fragmented and decentralized, with different entities handling HR-related tasks independently. In contrast, corporate HR functions usually roll up to a centralized department or leader, ensuring consistency and coordination across the organization.

## Recommended Sub-Domain

Veterans can fit into any subdomain to start with except for Recruitment and Payroll teams. They fit well into Business HR roles and L&D roles where their leadership, problem-solving, and adaptability skills can be particularly beneficial.

## Reasons for Struggle?

Veterans can indeed transition successfully into HR roles with the right preparation and mindset. Veterans who fail are those who come ill-prepared. While military background may provide valuable skills and experiences, veterans need to unlearn their military behaviours and get on a learning curve in adapting to the different cultures and practices of civilian organizations, including HR functions. The key for veterans looking to succeed in HR roles is to leverage their transferable skills from the military while also being open to learning and adapting to the nuances of the civilian workplace. With the right education, training, and willingness to adapt, veterans can certainly excel as HR professionals.

**Any Advice?** An MBA in HR is a must. More than the qualifications, veterans seeking HR as a career should start mapping the various skills they have learnt in the Military and how to transfer and use them in Corporate HR.

**3 Things you like?** 1 It is easy for veterans to transition. 2 Many skills we learn in the Military can be used in HR functions. 3 HR is now considered as a C Suite activity and career growth is good.

**3 Things you don't like?** None as such. ~~The only thing I do not like is~~ when HR becomes an "Ivory Tower" activity instead of "People Function"



# Major Rajiv Bawa

*Sr Manager Talent Acquisition,  
Optum ARMD, DOR: 2020  
Years in Corporate: 3*

## **HR: Corporate versus Military**

HR is not only about recruitment. There are a plethora of functions falling under its umbrella. Recruitment is not an easy task and it involves set targets to be achieved. The technological platforms used are quite modern. The profile of HR varies according to the culture of an organization.

## **Recommended Sub-Domain**

HRBP, L&D, HR operations, HR generalist, HR analytics, Talent Marketing & intelligence, Talent acquisition with correct certification &/or experience in recruitment rallies.

## **3 Things you don't like?**

Employee engagement  
Retention

## **Any Advice?**

SHRM CP, SHRM SCP, PHR, APHR, SPHRi, GPHR

## **3 Things you like?**

**Recruitment**  
**Analytics**  
**HRBP**

## **Reasons \_\_\_ people . \_struggle?**

Recruitment experience if aiming for Talent acquisition. Most of the recruitment managers have risen from ground level. Gaining right HR certifications, veterans are not clear about HR process and policies. A lack of understanding of veteran experience by corporates, Inability of veterans to reflect HR tasks in resume. Veterans are unclear about which path to take in corporate.





# Lt Col. Ipsa Ratha ASC, DOR: 2022 Years in Corporate: 2

TALENT ACQUISITION HEAD, JLL

## **Recommended Sub-Domain**

HRBP, HR Operations and L&D

**Any Advice?** Earn an MBA HR Degree and SHRM certifications. Certifications from AON Hewitt will also work. The Degree and certifications indicate the investment of the professional for learning/ unlearning .

## **3 Things you like?**

The satisfaction of helping a deserving candidate get a job while ensuring business goals are met is immense

**HR: Corporate versus Military** In the Military the connection and contact with your command was much more personal, wholistic and end-to-end. All officers are expected to know their command by name, their family details and their background. The entire gamut of HR - HR Operations, HRBP, L&D, Rewards& Benefits etc was being done by the same Officers. Corporate has HR in Silos and specialists for each vertical. Tech is the backbone of all functions and the same is oriented to help make decisions which propel the business interests further. Market Benchmarking is done and heavily relied upon for all the processes and verticals. Data is the basis of all discussions and hence all professionals must be

proficient in dashboards- interpretation and presentation of data.

## **Reasons people struggle?**

Earn an MBA HR Degree and SHRM certifications. Certifications from AON Hewitt will also work. The Degree and certifications indicate the investment of the professional for learning/ unlearning.

## **3 things you don't like?**

There are times that Cliques might be formed which does not augur well for transparency or justice. Times of Apathy and Nepotism



# Sqn Ldr. Brajesh Khare

AIR FORCE -ADMINISTRATIVE  
BRANCH/FIGHTER CONTROLLER,  
DOR 2002  
CHRO, STRIVECTOR CORPORATION  
Years in Corporate: 20

## HR: Corporate versus Military.

I always thought HR in the Air Force was part and parcel of every Officer's role. Man Management, and leading by example are the major traits required for every officer to fulfill and motivate them to deliver the results. Rest is automatically taken care of by the Organization in the form of Policies and Procedures at Service/Command Headquarters. In Armed Forces HR appeared to be very cut and dried. So, I never felt the challenges of HR which I found in the Corporate set up later. In corporations, HR plays a very pivotal role in managing employees, particularly in the people-intensive Services Industry. The business environment becomes too dynamic to attract and retain talent. HR has to focus not only on the productivity, and engagement of the employees but also on managing the attrition of top talent. One has to always find better ways to provide greater employee experience and look for Industry best practices. Business Leaders and Managers expect HR to manage the people issues and are usually unwilling to manage the aspirations or concerns of the employees. Then there is competition always eyeing your Star Performers and quick to poach them, making HR remain on its toes.

## Recommended Sub-Domain

Learning and Development , Talent Engagement or HR Business Partner are three good subdomains where Defence Officers and easily transition during the initial phase and then learn the nuances of Strategic HR to gain mastery in the HR function.

## Reasons people struggle?

1. I think as Armed Forces Officers, we tend to assume that we have been trained enough during our Service time to deal with people issues and fail to understand the complexities of the dynamic business environment. 2. We also offer our resistance to unlearning a few people's practices of the Armed Forces and willingness to learn the nuances of Corporate HR. 3. Most of the organizations currently have a flat structure and do not believe in hierarchy or seniority which also difficult for Armed Forces officers to let go.

Any Advice? Very important point which is often underestimated by Defence Officers. Just doing a Resettlement course on General Management is not enough and hence a HR specific course from reputed institutes like XLRI, TISS would give a good understanding of the function like Compensation and Benefits, Org Design, Learning and Development etc which is a totally different ball game in Corporate.

## 3 Things you like?

You are managing the most critical asset of the organization which is highly qualified and talented nowadays and as an HR, it gives me immense satisfaction to help them learn and grow and also shape their career.

## 3 Things you don't like?

General belief is that HR is a very docile or non-technical function and anyone and everyone can be accommodated. I believe a good HR has not only to learn the art of HR but also the science of HR like People Analytics and Strategic HR.



**Lt.Cdr. Vivekanand Tavakari**  
**Navy/Executive Branch,**  
**DOR:2014**  
**Years in Corporate: 8**

**MANAGER LEARNING & DEVELOPMENT,**  
**TATA INTERNATIONAL LIMITED**

### Recommended Sub-Domain

1. For starting best is generalist HR role in manufacturing/Start-ups/SME/MSME to understand all the domains of HR. 2. L&D for Education Officers/Instructors/Trainers. 3. Human Resource Business Partner (HRBP) for people with interest in operations. 3. Recruitment/ Campus hiring 4. Employee Relationship (ER) 5. Industrial Relationship: Though it is difficult to get without relevant field experience. 6. Payroll- Without prior experience difficult to get. 7. CSR- Corporate Social Responsibility 8. Organizational Development-majorly it is not part of HR but it focusses on entire organization. Good field for people wants to build career in consultancy.

### **3 Things you like?**

- 1. It's all about people**
- 2. It contributes to the development of people**
- 3. Its challenging and always gives opportunity for new learning**

**HR: Corporate versus Military** The core purpose of HR remains the same, however major difference is seen in terms of HR's accountability for Return on Investment (ROI). The Armed Forces are service providers and do not generate revenue, however, linked to business

in the corporate HR is majorly outcomes in terms of ROI.

### Reasons people struggle?

- 1. Overconfidence: I know everything syndrome**
- 2. Lack of Awareness: Not being aware of different functions of HR**
- 3. Lack of Relevant Qualifications: Not having relevant educational qualifications & certifications.**
- 4. Tendency to Equate Army With the Corporate: Most tend to believe that the HR Is the same in the corporate as in the Armed Forces**
- 5. Inability to Learn: Not open for new learnings**
- 6. Unrealistic Expectations: Expecting big break as a first job in corporate with a very high CTC**

### 3 Things you don't like?

- 1. Perception of people about HR: It is not very positive.**
- 2. In some organizations you may be just a support function and not involved in strategic decision making especially in Lala companies.**
- 3. Organizational politics**



# Lt Col. CK Jena

GROUP HEAD (HR & OPS),  
ODISHA TELEVISION NETWORK  
ARTILLERY, DOR: 2023

Years in Corporate: 1

## HR: Corporate versus Military.

While in IA, Human Resources management stands focused on readiness, duty, clear career paths, and long-term stability, in the corporates, it focuses on skills, competition, attracting talent, managing performance, and more flexible career paths.

### Recommended Sub-Domain

HR Policies & Programs

### Reasons People Struggle?

An assumption that Military veterans can easily handle HR leadership roles! Then, there are gaps w.r.t. transferable skills and understanding of various facets of corporate HRM including Performance Management & Talent devp, TA, Payroll & compliance, HR Policies and Programs.

### 3 Things you like?

1. Business Partnership (HRBP)
2. Cross functionality
3. 360-degree view of the organization including contribution to its growth trajectory (MS & PCDA)

### Any Advice?

Executive MBA (HR) from a college of repute.

3 Things you don't like? 1. Conflict resolution, addressing performance concerns, and managing employee terminations are common areas where HR plays a pivotal role, navigating emotionally sensitive scenarios with tact and empathy. 2. HR responsibilities often entail navigating through paperwork, compliance obligations, and bureaucratic procedures, which may overshadow the strategic facets of the job, leading to a sense of tedium. 3. Striking a balance between championing the company's interests and advocating for employees' rights poses a challenging dilemma for HR professionals, often placing them in a delicate position.



# COURSE REUNION T-SHIRTS

Create memories for life...

- Individual Delivery
- Free Design Options
- Exclusive Defence Discounts

iLogo.in

**A VETERAN  
ENTERPRISE**



Gp Capt Nikhil Sc (Retd)

[www.iLogo.in](http://www.iLogo.in)

[8369833275](tel:8369833275)

[sales@iLogo.in](mailto:sales@iLogo.in)

[022 67498749](tel:02267498749)

# 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**

**Major General Rajesh Kumar Jha, AVSM\*\* (Retd.)** did his studies from Sherwood College, Nainital post which he joined the NDA. He was commissioned to the Bombay Sappers, Corps of Engineers on 14th December 1985. After an illustrious career spanning over 38 years and being awarded twice with 'Ati Vishisht Seva Medal' (AVSM) for immense contribution and distinguished service. He is currently the Director (Personnel) of North Eastern Electric Power Corporation Limited (NEEPCO) and working closely with the Ministry of Power. He is also heading the recently constituted Task Force of NTPC Group of Companies for implementation of Green Energy initiatives in collaboration with Indian Army



**IQ: Please tell us something about your background prior to joining the Army, and your subsequent Army career. Please share any significant achievements, hobbies or interests Prior to your joining the NDA?**

**Rajesh:** My father served as an Engineer in the Indian Railways and my mother have been a home maker who raised their four sons with middle class value system, investing on our education and instilling the virtue of hard work, character building and empathy. The importance of education can be reflected from the fact that my mother completed her MA B.ED after her marriage. While I joined Indian Army, my two brothers served in Railways and one in IFS.

My parents strived to give a solid formative academic exposure by enrolling me in the country's one of the prestigious schools Sherwood College, Nainital. I have always enjoyed sports and represented school teams in cricket, football, hockey and tennis. I have also been the Academy Cadet Captain in NDA. While the spirit of valour, patriotism and the wish to serve the nation inspired me to choose the Indian Armed Forces career, I had also had a passion for an adventurous life, replete with excitement and thrilling



experiences which eventually got fulfilled in the coveted Indian Army service. I began my journey into the Uniformed Forces on 14th December 1985 and was commissioned into the Bombay Sappers, Corps of Engineers. I completed B.Sc from National Defence Academy, Khadakwasla (Jawaharlal Nehru University). In the course of my professional journey, I completed B.Tech in (Civil Engineering), Senior Command Course & Higher Command Course from Army War College, Mhow, M.Sc (Defence & Strategic Studies) and prestigious Staff Course from Defence Services Staff



College, Wellington and course in cyber terrorism at NATO Institute in Ankara, Turkey. I feel content to have contributed positively in shaping the future of Indian Army as a Directing Staff at Officers Training Academy in early years of service. I have been fortunate to have divergent experiences and yet a prolific career in Indian Army encompassing various strategic postings, some of the eventful assignments mentioned below:

- Command of Brigade Sikkim in the Doklam Sector
- Command of the Division in Arunachal Pradesh in sensitive Tawang Sector.
- Commander of sub area in Guwahati with additional charge of area covering all Seven NE states
- Commander of Land based strategic assets of India
- Operation Vijay, Kargil
- Extensive Experience in J&K and Ladakh

My hobbies are Golf, Photography, Reading and Travelling. I enjoy meeting different people, making new friends and one of my greatest interest lies in hearing their stories which often transpire life lessons.

**IQ: You had an illustrious army career. Tell us about your army career. Some highlights, memorable moments and challenging assignments?**

**Rajesh:** The Indian Army has provided a canvas of unique opportunities and outstanding professional assignments delving in engineering, technology, Strategy operations, Operational logistics, internal security and so on coupled with the pride of serving the Nation. A proud and hands on Paratrooper and I have been closely involved in operations both tactical and strategic in nature in multi- cultural and hostile environments like that of Maldives in 1988 and United Nations Peacekeeping missions in Sierra Leone (West Africa) and as the Commander of Land Based Strategic Assets of our nation spearheading the National Strategic Programme involving units of strategic and operational significance and the offices of PMO and MoD.



- **Ministry of Defence (Army) appts at key locations at Chennai, Agra, Republic of Maldives, Jammu & Kashmir and Allahabad**

- Two separate tenures in Parachute Brigade Engineer Company including participation in Operation CACTUS in Republic of Maldives as part of the Parachute Brigade Platoon Commander.
- Contributed positively in shaping the future of Indian Army as a Directing Staff at Officers' Training Academy.



- **Ministry of Defence (Army) appts at key locations at Udhampur, Freetown (Sierra Leone) & Kota**

- Responsible for planning and execution of operational plans on the strategic Indo-Pak and Indo-Chinese borders as General Staff Officer (Operations), Headquarters Northern Command.
- Force Engineer adviser in United Nations Mission in SIERRA LEONE responsible for demining, explosives resuscitation, infrastructure development and humanitarian assistance.
- Commanded Company in operation VIJAY as well as during OP PARAKRAMI

- **Ministry of Defence (Army) appts at key locations at Ladakh, New Delhi & Chandigarh**

- Responsible for operational logistics of deployed Division in High Altitude Areas of Ladakh and single-handedly overcame the logistic vulnerabilities arising out of a natural calamity resulting in non-availability of 30 Kms of Leh - Manali road stretch feeding Ladakh.

- **Defence and Military Adviser, High Commission of India, London**

- Handled bilateral relations as Principal Military Adviser to the High Commissioner of India in the United Kingdom.
- Handled bilateral defence relations.
- Intimately involved with the Make in India Campaign from the inception stages.

- **Cosmic connection with North East India:**

- This enchanting realm of India, swaddled by the majestic Himalayas and the lush plains of the Brahmaputra, is not just a geographic marvel, but a vibrant carnival of human culture. My tenure in North East India has been one of the challenging yet a more vital and cherished chapter from my life at Indian Army.



- **General Officer Commanding, Sub Area with Additional Charge of General Officer Commanding, Area**
  - Commanded Sub Area and Area responsible for operational logistic management and support of more than 1.5 lacs
  - Army troops deployed in seven NE States.
  - Executed operational logistics integration process with Air Force and Army units deployed in seven NE States
  - Executed far reaching Army Veteran welfare initiatives through personal involvement and persuasion with Chief Ministers of Assam, Arunachal Pradesh and Meghalaya.
  - Intricate multi-agency dealing with Air Force, Railways, civil administration and political hierarchy of seven NE States.
  - Planning, Infrastructure Development and Administration of four military stations in NE States.
  
- **Commanded operationally deployed Mountain Brigade along the disputed Line of Actual Control in High Altitude Areas of Sikkim** including synergising Infrastructure Development, Participation in border meetings and strategic negotiation
  - Commander, Land Vector, Strategic Forces Command
  - Commander of Land Based Strategic Assets of the nation
  - Financial Planning, Budget Control and handling of strategic projects in excess of 20,000 Crores.
  - Intricate multi-agency dealing with DPSUs, OEMs, DRDO, MoD & PMO.
  - GOC , Mountain Division, Arunachal Pradesh
  - Commanded operationally deployed mountain division of 20000 personnel along entirely disputed and sensitive Line of Actual Control (LAC) in High Altitude Areas of Arunachal Pradesh and was involved in the operational management of Strategic Indo-Chinese border including border personnel meetings with the Chinese counterpart.

- **Finding my two daughters from Arunachal Pradesh:**

Apart from our two biological children who are well settled, I and my wife Anupama Jha have been blessed to have adopted two orphan girls from Manjushree Vidyapith, Tawang. We are committed to offering these two girls a secure, safe and beautiful future nestled in a loving and happy home.



• **Accolades :**

- I am grateful for the opportunities to perform in the Indian Army which again bestowed me with such prestigious recognition and awards such as Ati Vishisht Seva Medal by Hon'ble President of India, Citation of Governor of Arunachal Pradesh, 08 Commendation Cards from COAS & Army Commanders.
- I am incredibly touched and humbled to have recently been conferred with 'Bar to Ati Vishist Sewa Medal' (AVSM) for the Second time on 26th January 2024 after my retirement from the Armed Forces.



**IQ: Give us an understanding about your current role as the Director (Personnel), NEEPCO? What is exact span of your role ? What are the functional domains that your role covers? Also tell us about the various companies under the NTPC group NEEPCO being one of them?**

**Rajesh:** Since 25th September, 2023, I have been serving as the Director (Personnel) of North Eastern Electric Power Corporation Limited (NEEPCO), a wholly owned power generation subsidiary of NTPC Limited which is working closely with the Ministry of Power to harness the abundant power potential of the North East Region and the country. My official span in NEEPCO is upto 30th November, 2025.

As the Functional Head of the company's HR department, I am primarily responsible for nurturing and driving the workforce of the company towards fulfilment of strategic goals, overseeing all HR interventions, policy formulation, succession planning & recruitment, industrial relation, training and development, welfare measures, medical benefits, retirement benefits, promotion, performance management etc. In a nut shell my role encapsulates to envision strategies to improve and lead the HR Department to take care of all the things that matters to an employee from the time of joining a company till the time of retirement and beyond.

I am also responsible for spearheading the Security Management, Corporate Communication, CSR activities, promotion of Rajbhasha, fostering the sense of camaraderie, organizational belongingness happiness quotient, and positive work environment.

As a member of the Board of Directors, I am responsible for making major corporate decisions, business development strategies, enhance the company's strategic footprint and reach in the mainstream landscape and all the strategic decisions that directs the overall growth of the company and its human resources. I am also heading the Task Force of NTPC Group of Companies constituted for implementation of Green Energy initiatives in collaboration with Indian Army.

**IQ: How did this role come about? We hear that you took premature retirement 2 months before your superannuation. Were you planning for such a career move or was it mere serendipity? Tell us some details?**

**Rajesh:** My deep affinity, understanding of the socio cultural eco system of NER and my desire to keep intact the connect of my two adopted daughters with North East India, has inspired me to take up the role of Director (Personnel) at NEEPCO. Additionally my growth opportunities in the Armed Forces steered me towards exploring new career avenue where I can contribute with my





expertise and experience. I also believe HR is one of my core competency area as I understand people and their personalities.

This strategic role also offered me an opportunity to contribute for the growth of this region in the civilian environment by positively leveraging my expertise and connections from the Indian Army. In the capacity of Director (Personnel) of the company which is rooted and committed for the growth of NER, I envisioned the opportunity to empower the human resources and bring about growth oriented changes to the company and the NER at large.



**IQ: Did you undertake any specific efforts for your Transition to the corporate? If so, please share the details.**

**Rajesh:** Transitioning from the military career to the corporate set up revealed a few gaps, primarily due to the different environments and operational cultures.

I took time to unlearn from my earlier career set-up and focussed on grasping and understanding the business acumen, HR and industry specific knowledge, re-orient communication style and align with the less structured and more flexible corporate culture.

I have made efforts to adapt, imbibe and learn to strike a balance between collaborative work and taking initiatives on individual projects.

I also invested my time in connecting with my new civilian team and listening to the perspectives of my workforce irrespective of their cadre.





**IQ: You are an Engineers officers working in a PSU ? How different and drastic is the switch? Did you have to undertake a mindset shift as well to get under the skin of your current role?**

**Rajesh:** Every transition is filled with challenges. However, every challenge is an opportunity in disguise. My Engineering background has equipped me with better understanding of the technical and operational aspects of NEEPCO which is into power generation. From the security realm, I am determined to improve the security architecture of NEEPCO which has a strategic significance in national security.

Charles Darwin had rightly said "It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."

Yes, I have made efforts to undertake a mindset shift, re-learn and adapt to the changed set up Corporate Culture. In essence, Understand, Integrate and Imbibe the organisational culture.



Recognising the values that military can bring to the corporate world, I have endeavoured to create ways to effectively integrate this value system into the workforce for the benefit of the organization as a whole. An instance in this context, can be cited of my coining the term "Energy Warriors" to the work force of Power Sector in the lines of armed forces. This term is an apt and motivating gesture of acknowledging the workforce of power sector who work in remote geographical terrains and challenging environment.



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

**Rajesh:** Few aspects I would have paid greater emphasis would have been:

- Greater Patience
- Coming to a cohesive point of understanding in the new civilian team environment takes some time from both sides.
- My attempt to fix all problems before finding feet.
- Lost sight of strategic aim in the initial months because of intense involvement in routine.

**IQ: The NTPC is not merely into thermal power today but its portfolio of companies encompass renewable energy, nuclear energy, perhaps some foreign projects as well? What are the opportunities you see currently available in this sector for military officers seeking a second career?**

**Rajesh:** Scope in NTPC:

- NTPC Renewable Energy Ltd. (NTPCREL), a wholly owned subsidiary of the NTPC Limited is committed to accelerate the Renewable Energy growth of the Company and increase the green footprint across country, Offshores and overseas. NTPCREL is taking up large Solar, Wind and Hybrid Projects all over the country and developing Gigawatt scale Renewable Energy Parks and Projects in different states under UMREPP (Ultra Mega Renewable Energy Power Park) scheme of Government of India.
- NTPC Vidyut Vyapar Nigam Ltd. (NVVN) , a wholly owned subsidiary of NTPC Limited has been appointed by Govt. of India as the Nodal Agency for Phase I of Jawaharlal Nehru National Solar Mission (JNNSM) with a mandate for purchase of power from the Solar Power Projects connected to grid at 33kV and above at tariff regulated by CERC and for sale of such power bundled with the power sourced from NTPC coal power stations to Distribution Utilities under Phase I of JNNSM which envisages setting up of 1,000 MW solar capacity.
- NVVN is empanelled as expert PSU for Roof Top Solar for buildings of Ministry of Health and Welfare and Department of Health & Research.

With their unique set of skills, discipline, leadership skills, values and operational experience, Military Veterans can excel and find a wide range of opportunities in NTPC and in Power sector in general – in Regular appointments, Fixed Term Basis and Associates:

- **Top Management and Strategic Roles**
- **Technical Roles:**

For those with specific technical skills or engineering backgrounds, PSUs offer roles that require in-depth knowledge of particular fields such as electronics, civil & mechanical engineering, Green Energy projects like hydro solar, wind, green hydrogen, Bio-Moss, etc.

- **Security management :**

PSUs require robust security management teams where veterans can apply their skills in risk assessment, security protocols, and emergency response.

- **Administrative Roles:**

Veterans can transition into administrative or managerial roles in PSUs, overseeing operations, managing staff, and ensuring efficiency and compliance.

- **Training and Development:**

Veterans with experience in training and personnel development, excellent communication skills, can leverage these skills in PSUs by oversee training programs, and staff development initiatives. Civilian workforce have a natural respect to military personnel and their inspiring journey in armed forces. Veterans can opt for a career in conducting motivational and experience sharing sessions

**IQ: How different is it working in a PSU from the Army? While the army teaches us several sterling qualities are there any qualities which we may need to shed or modify to succeed in a PSU company?**

**Rajesh:** Some of the qualities that do not work well in the civilian and corporate environment and therefore may be modified are such as :

- Rigidity
- Too much dependence on hierarchy
- Protocol consciousness.

**IQ: Do you think transitioning military personnel can make a career in the HR domain especially in the PSUs? Which are these subdomains which are a natural or an easier fit? Which are the domains that may require some learning, upskilling? How would you suggest military officers prepare for such roles ?**

**Rajesh:** With strong leadership skills, strong ethical standards, having managed teams and operations in high-pressure environments, and many such valuable skills, military veterans can make a career in the HR domain especially in leadership roles. For instance, leading a platoon can equate to managing a team or department.

### **Potential HR Roles for Veterans in PSUs**

- **HR Manager:** Overseeing all aspects of human resources practices and processes.
- **Training and Development Officer:** Designing and implementing training programs to enhance employee skills.
- **Employee Relations Specialist:** Handling employee relations, conflict resolution, and ensuring a positive work environment.
- **Recruitment Officer:** Managing recruitment processes, including sourcing, interviewing, and on boarding new employees.
- **Security Officer** considering their inherent expertise from the Military.
- **Administration and Guest House Maintenance.**

However, additional qualifications and certifications in management, Industrial relations, and emerging HR trends such as in AI, ERP, etc can be value addition and enhance their knowledge base especially in the junior or mid managerial level.

**IQ: You have had a long and a distinguished career both in the army and now in the civil. Even while in the army you were exposed to working internationally whether that be in military operations in a foreign country, being part of a UN mission, part of Indian embassy in the UK. Do you think those experiences shaped you and helped you get an edge while getting selected for this role ?**

**Rajesh:** Some of the most valuable lessons from my foreign tenure that has extensively impacted me both in my career and life:

- Develop understanding
- Adaptability to different cultures
- Exposure at the strategic level
- Networking
- Peer learning from diplomats of different countries.



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

**Rajesh:** My parents gave me the greatest gift of all that is Education, which solidified my formative years, build confidence, self-esteem, and a sense of purpose.

As my foremost teacher, my mother instilled the virtues, morals, and life skills which has shaped my character, value system and modelled my attitude towards life, relationships, family and decision making.

Learning to respect women is a crucial lesson that has instilled in me a profound sense of admiration for the strength and grace of women. Importance of family is again one such valuable lesson that my mother has passed on to me.

Behind every successful soldier, there's an even stronger Braveheart—his wife.

My wife Smt. Anupama Jha has been my constant support amidst the constant moves and transfers, the uncertainties, re-establishing homes and the challenges of military life. I will always be indebted to her for single-handedly bringing up our son and daughter during my long periods of absence while on duty.





She has endeavoured to give them the best up- bringing by focusing on their character building, fostering in them the values of integrity, empathy and responsibility.

Despite her sacrifices, she has been my emotional anchor and sounding board for ideas and decisions. She has helped me in connecting with other families, share resources, provide mutual support and create a sense of community and belonging.

During my transition to the civilian career, Anupama has backed me in full measure by offering valuable feedback and perspectives.



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

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



NECO  
**OFFICERS  
VILLE**   
SIGNATURE VILLAS NEAR NIBM RD, PUNE



## A luxurious Villa Project @ Pune

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)**

  8600102771  020 40036012  [maran@magiknest.com](mailto:maran@magiknest.com)

A Project By



In Association with



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**

**Lt Col John Chenera** is from the 51 NDA and passed out of IMA in 1977. He was commissioned into 39 Medium Regiment. He had held many profiles including instructor in 2 Colleges in (MCTE and Int School) and as an aviation pilot. Post his army tenure he has worked with Unity Infra Projects, Hinduja HTMT, Tops group, Ramky Enviro Engineers, Adecco, Nisa and as COO of Verifacts and President of SecUR Credentials. He is a PhD in Corporate Strategy from Mumbai University. After retirement he is grooming poor young students in Management Skills and Leadership through <https://oversimplify.in>



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

**John:** I was a good sportsman up to the state level in Pune and Maharashtra where I was brought up. But I was only an average student till my 11<sup>th</sup> Standard. I won the Best sportsman award and after the sports season I worked hard on studies and managed a Distinction. Joined Wadia College where I again lost focus but focused on my NDA Entrance Exam. Got through the SSB and was 3<sup>rd</sup> in overall merit list.

Joined the NDA and then IMA and performed well in sports and academics and passed out and joined 39 Medium Regiment and proved myself as a good officer by 'Playing Hard & Drinking Hard with my Sikh troops and did tenures as Adjutant. Performed well on courses and became an instructor in 2 Colleges in (MCTE and Int School)

Did my flying of fixed wing Aircraft and Rotary Wing. Did my MBA HR and Marketing from Pune University and PhD from Mumbai University.

Got diverse corporate experience a CEO, COO, Director HR and GM Marketing.





*Army Days*

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

**John:** I am Executive Director and am leading a Premier Consultancy and reporting to the Board of Directors

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

**John:** Just used common sense and has a flexible and friendly attitude. Became an excellent Trainer and coach.

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

**John:** No challenges

**IQ: You have tenanted many HR roles in your corporate career. Today, most PMR officers are unable to make a break in HR. What did you do right? Any lessons others can imbibe?**

**John:** Learn the core subject and achieve your KRAs.

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

**John:** Lead effectively, tactfully without being too aggressive. Be loyal to the Company. Be fair and supportive to your peers and build loyal teams.



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

**John:** Find what are most important for your company's success and Go for one or two which you are passionate about so that you enjoy your work. It is a difficult choice but trust me you will find it.

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

**John:** My family gave me full support and confidence that I will succeed.



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

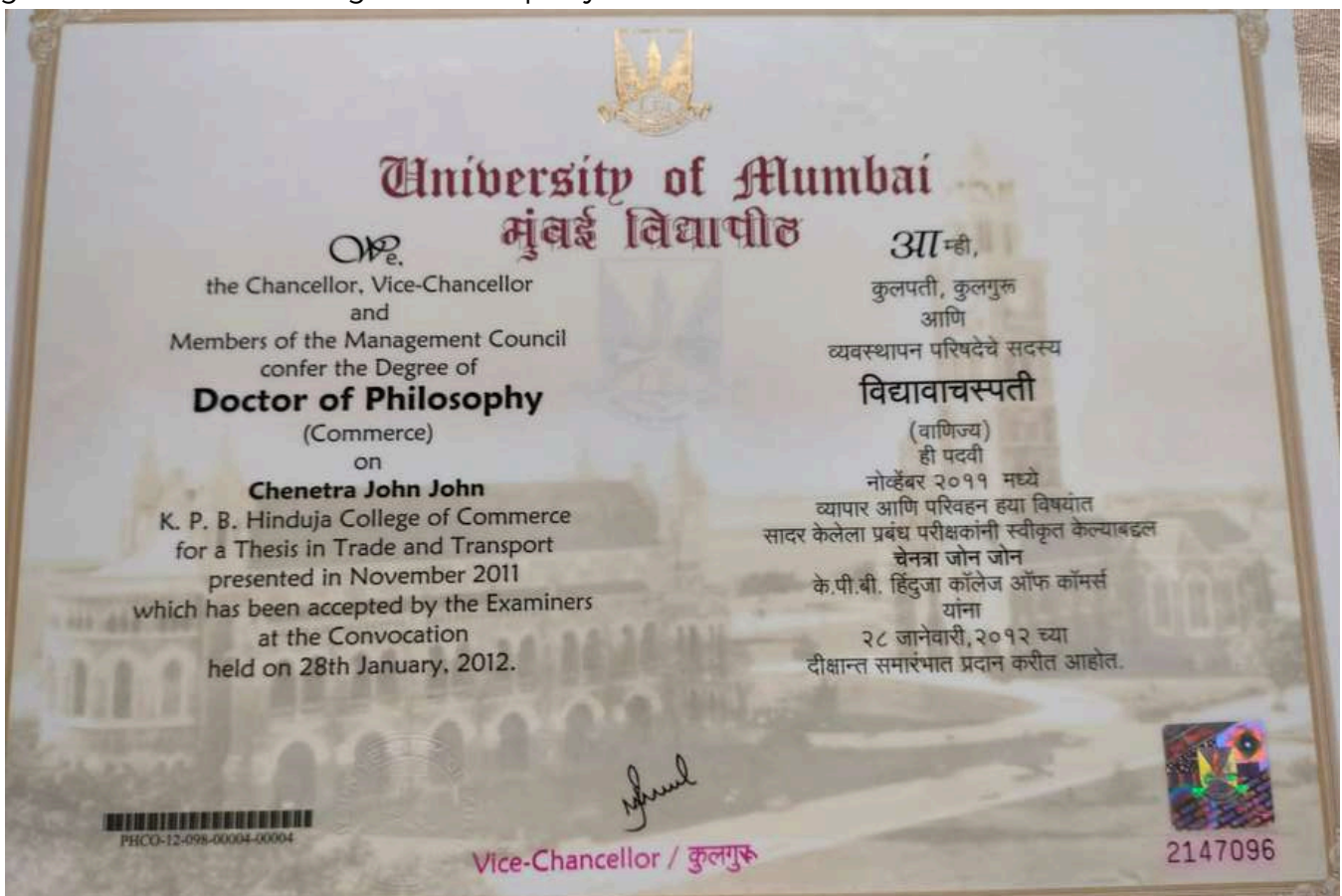
**John:** Passion, Grit, Energy, honesty and communication skills.

**IQ: What message would you like to give to transitioning military officers who wish to make a career in the HR domain?**

**John:** Just be flexible and focused on your goals. Be a team player.

**IQ: You did 21 years in the army. And, now have done nearly 26 years in the corporate. What is the secret of your energy?**

**John:** : If you love what you do - you will never tire! When things are not fair and going your way fight to change the situation. If you can't change within 6 months just find a good new role or change the company.



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

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



## PARENTING WOES

**AB KIDS LIFE COACH**  
CARVING DIAMONDS • CREATING LEADERS

### 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 results .

**IF YOU ARE FACING ANY OF THE ISSUES WITH YOUR CHILD SCAN THE CODE BELOW**

**JOIN OUR FREE WEBINAR...**



<https://abkidslifecoach.in/forcesnetwork>



[connect@abkidslifecoach.com](mailto:connect@abkidslifecoach.com)

AGRESSION/  
BACKANSWERING  
STRESS/ANXIIETY  
UNWILLINGNESS  
TO STUDY  
SIBILING RIVALRY  
LOW  
CONFIDENCE  
STUBBORNNESS



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.

**Contact us at (Whatsapp msg only)**



**+917678-338-565**



# AWPO Summit

## 08 May 2024 : Forces Network Members Shine

The Army Welfare Placement Organization (AWPO) organized a Summit on 08 May 2024 at the Manekshaw Centre at New Delhi. The theme of the summit was "Role of Military Veterans in India's Growth Story". The Chief Guest for the event was the Chief Of the Army Staff (COAS) the Adjutant General (AG) along with the VCOAS, DCOAS and several army dignitaries were in attendance.



**ARMY WELFARE PLACEMENT ORGANISATION : SUMMIT**

**THEME**  
"ROLE OF MILITARY VETERANS IN INDIA'S GROWTH STORY"

**Date : 08 May 2024**

**Venue : Manekshaw Centre, New Delhi**  
**Timing : 4:00 pm - 7:30 pm**

**A comprehensive insight into the capabilities, potential & skills of Veterans.**

**Contact :-**  
**Tele: 011-25671552/25675385**  
**Toll Free: 1800-11-9922**  
**Mobile: 8586932725, 8588818489, 8586931273**  
**Email : [hq.awpo@awpo.in](mailto:hq.awpo@awpo.in)**

**@adgpi** **IndianArmy.adgpi** **IndianArmy.adgpi** **Adgpi-IndianArmy**

The aim of the summit was to highlight the capabilities, potential and skills of military veterans as a driving force in the nation's progress.

Attendance to the Summit was by invite only. There were three panels set up for discussing the following themes:

### Panel Discussions

Panel discussions were the leitmotif of the summit. There were 12 panelist invited from various walks of life. It was fascinating to see of that two of the panelists were retired NCOs Nk ShivajiDole an agri entrepreneur and Nk Daljinder Singh who runs a road construction company, a trucking company and a few other businesses. Of course we also had the Carrot King of India Lt Col Subhash Deswal as well as a panelist.



*The Event Flyers with Pics of the Speakers at the Venue*

Several members of the Forces Network were invited to be panelists on these panels. These members were:

- Maj VP Sharma: Founder Gratitude Farms.
- Lt Col Iqbal Singh: Google India and Founder Forces Network.
- Maj Ali Ahmed: Media Personality and Influencer.

The schedule of the event was under:



**“ROLE OF MILITARY VETERANS IN INDIA'S GROWTH STORY”  
AWPO SUMMIT : SCHEDULE OF WORK**

Time	Session	Event	Remarks
1600h – 1610h		Welcome Address	Lt Gen C Bansi Ponnappa, PVSM, AVSM, VSM Adjutant General
	<b>SESSION 1</b>	<b>THEME : HARNESSING VETERANS POTENTIAL &amp; EXPERIENCE</b>	
1610h - 1655h		❖ Veteran's Potential as Entrepreneurs, Success Stories of Achievers and Way ahead, <u>Maj VP Sharma (Retd)</u> , <u>Col Subash Deswal (Retd)</u> , <u>Nk Shivaji Dole (Retd)</u> , <u>Nk Daljinder Singh (Retd)</u> .	Panel Discussion <u>Maj Gen Ajay Singh Chauhan, SC, SM (Retd)</u> <u>MD, AWPO &amp; Brig Vikas Bhardwaj VSM, Brig DIAV</u>
	<b>SESSION 2</b>	<b>THEME : SKILLSET REQUIRED TO MEET PUBLIC / PRIVATE SECTOR NEEDS</b>	
1655h - 1740h		❖ Skill set with Veterans, Widows & Dependents, <u>Maj Gen Rajesh Jha (Retd)</u> , <u>NEEPCO</u> . ❖ Skills Needed in Corporate / Industry, <u>Col Sunil Prem (Retd)</u> , <u>Brisk Olive</u> . ❖ Focused Re - Orientation for Veterans, <u>Lt Col Iqbal Singh (Retd)</u> , <u>Google India</u> . ❖ Strengthening capabilities for Veterans in the emerging Industrial Landscape, <u>Maj Md Ali Shah (Retd)</u> .	Panel Discussion <u>Maj Gen Deepak Sapra, SM (Retd)</u>
1740h - 1800h		COFFEE BREAK	
	<b>SESSION 3</b>	<b>THEME : CONTRIBUTIONS AND OPPORTUNITIES FOR VETERANS IN INDIA'S GROWTH STORY</b>	
1800h - 1900h		❖ Potential in the Emerging Pvt Sector, <u>Col RS Bhatia (Retd)</u> , <u>Bharat Forge Ltd</u> . ❖ Potential in the Emerging Public Sector, <u>Mr Gurdeep Singh, CMD, NTPC</u> . ❖ Opportunities in the Social Sector, <u>Ms Anuradha Prasad, Founder &amp; CEO, India Leaders for Social Sector (ILSS)</u> .	Panel Discussion <u>Maj Gen Ajay Singh Chauhan, SC, SM (Retd)</u> <u>MD, AWPO</u>
1900h - 1915h		OPEN HOUSE SESSION	MD, AWPO
1915h – 1925h		Closing Remarks	General Manoj Pande, PVSM, AVSM, VSM, ADC Chief of Army Staff
1925h – 1930h		Vote of Thanks	MD, AWPO
1930h Onwards		Cocktails	

*The Summit Schedule*

**Theme 1 : Harnessing Veterans Potential & Experience**

Entrepreneurship and start-ups are integral to India's economic development, driving innovation, job creation, and inclusive growth. They offer employment opportunities across various sectors, from technology and healthcare to agriculture and manufacturing and many more. The successful Veteran Entrepreneurs will highlight their path to success, the existing opportunities, challenges and way ahead.



*Panel 1 in Discussion: Maj VP Sharma ( 2nd from R) and Nk Daljinder Singh ( rightmost)*



**Theme 2 : Skills Required to Meet Public & Private Sector Needs**

This session will discuss the salience of the existing Skilling & Training Ecosystem and various avenues and initiatives, challenges and the strategies to effectively leverage the unique skills and experience that veterans bring to the table.



*Panel 2 Discussions in Progress Lt Col Iqbal Singh (3rd from Right)*

**Theme 3 : Unveiling Opportunities For Veterans In India's Growth Story**

Veterans possess diverse skills and experience gained under extreme challenging and high pressure environment. This session will focus on the success stories, challenges and way forward by the veterans in the corporate. It will also explore opportunities and pathways for veterans across diverse domains as also social impact areas and discuss strategies to leverage their potential in the overall national growth.



*Panel 3 Discussions in Progress CMD, NTPC ( extreme right)*

In addition to the Panelists several Forces Network members were invitees to the Summit. Notable amongst them were:

- Lt Col Monish Ahuja, Founder PRESPL
- Col DB Tingre, Ud Chalo



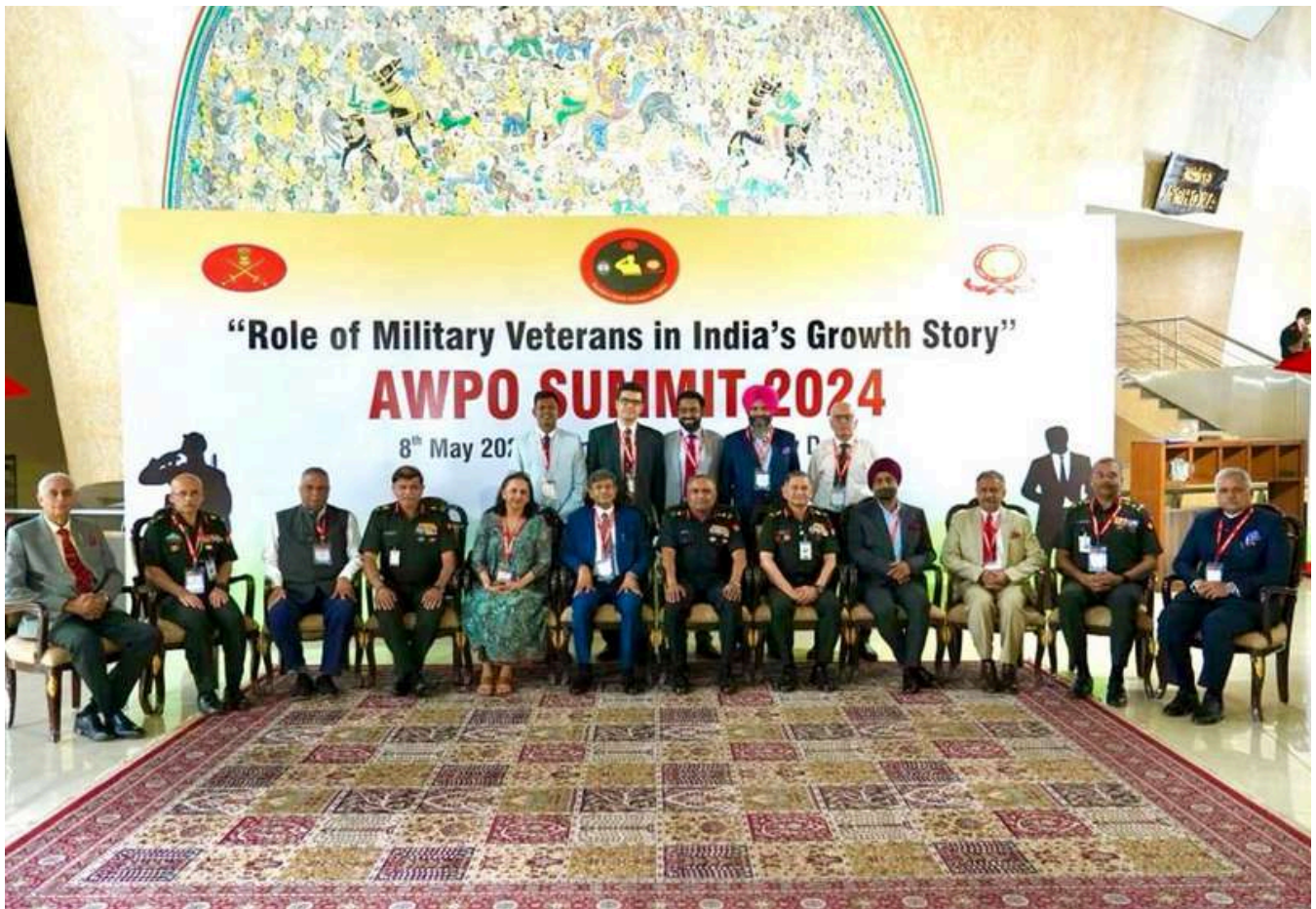
*Lt Col Monish Ahuja (2nd from Left) with the VCOAS( 3rd from right) and the MD AWPO (2nd from right)*



*Col DB Tingre ( L) with LT Col Iqbal Singh*

The Event ended with the COAS presenting mementos to all the Panelists, followed by Cocktails.





*The Summit Panelists Along with the COAS*

## **In Conclusion**

The event was a huge success and a commendable effort by the AWPO on outreach towards the veterans. All the participants complimented the MD, AWPO Maj Gen Ashok Singh Chauhan, SC, SM and his team for a well organized event. The participants stressed that there must be more such outreach events towards the veterans.

**FORCENET E-ZINE TEAM**





Enjoy our **FRUIT ROLLS** and let the explosion of **NATURAL FLAVORS** rush over you with each bite.

Our Mission to help convert a **10 Lakh Acres** of agricultural land to **Natural Farming** in next **10 years**; and in the process, help **100,000** ex-servicemen, rural women & youth to become Natural Farming entrepreneurs.



**WHO WE ARE**

Gratitude Farms is an Agri-tech start-up that combines traditional knowledge of organic farming with latest technologies and operational processes. A Social Impact enterprise for livelihood and entrepreneurship opportunities for ex-servicemen, youth and rural women.

**Our Vision**

Make Indian Agriculture natural (chemical free) and sustainable

**Buy Two – Get 20% off | Buy Four – Get 30% off**

Click <https://gratitudefarms.co.in/buy-products/>

*Fruit Rolls* Tasty and Nutritious



Name of the fruit roll	Ingredients	Nutritional Facts per 100 grams of product (Approx. values)	% daily value based on a 2000 Calorie diet
Guava	Guava pulp, Sugar, Liquid glucose, Acid regulator (E330), Class II preservative (E224)	Energy- 350 K cal	17.5%
		Protein-1.4 g	2.8%
		Fat- 0 g	0%
		Fibre-3.16 g	2.9%
		Total carbohydrates-85 g	-
Mango	Mango pulp, Sugar, Liquid glucose, Acid regulator (E330), Stabilizing agent (E440), Class II preservative (E224)	Vitamin C-13 mg	17.9%
		Energy- 360 K cal	18%
		Protein-0.8 g	1.6%
		Fat- 0 g	0%
		Fibre-5.6 g	5.2%
Apple	Fruit pulp, sugar, liquid glucose, acid regulator (E330), stabilizing agent (E440), class II preservative (E224)	Total carbohydrates-96.5 g	-
		Vitamin C-25 mg	34.4%
		Energy-293.4 K cal	14.4%
		Protein- 1.15 g	2.3%
		Fat 0 g	0%
Total carbohydrates-72.2 g	-		
Total sugars-47 mg	-		
Vitamin C-14 mg	19.17%		



For Bulk Orders Contact: Ms Jyoti Senger, Manager - CRM  
T: +91.93609.03652 | M: jyoti@gratitudefarms.co.in

# ForceNetPreneur

In this series, we plan to showcase a few 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 IQBAL SINGH***

**Capt Manmeet Singh** was commissioned in the Army in 1991 as part of SS-51, serving with distinction in the 32 Field Regiment. After his military tenure, he transitioned to the corporate world, holding significant HR roles at renowned organizations such as ITC Hotels, HCL Perot Systems, and Oracle India. Leveraging his extensive experience, Capt Singh now runs a successful HR consulting company. His firm specializes in providing HR architecture to SMEs and startups, fostering their growth and efficiency.



**IQ: Tell us something about your background prior to joining the Armed Forces, and your subsequent Forces career. What are the Top 5 Learnings from the armed forces Career?**

**Manmeet:** Most of my early life was spent in a hostel. I completed my schooling at GNFCMS Mussoorie and earned my BA Hons from DAV College Chandigarh, affiliated with Panjab University. I hail from Sirhind Fatehgarh Sahib, a place rich in history.

I was commissioned into the Regiment of Artillery in 1991, joining the 32 Field Regiment. My early service years were marked by memorable postings in Dras, Kargil, and the Siachen Glacier. I served at all three glaciers, including roles as an OP officer at Das in the Central Glacier and Ashok Ucut in the Northern Glacier. My Army journey was phenomenal and profoundly shaped who I am today. Here are my top five learnings from my Army career:

- **Courage:** The Army instills the courage to face any adversity. For instance, I made the bold decision to leave the Army without a job lined up, fueled by the courage I developed during my service.
- **Distinctiveness:** The discipline, dress code, and conduct learned in the Army make you stand out, especially in the corporate world.
- **Confidence:** The Army builds confidence, making learning new skills a matter of time and effort.
- **Process Orientation:** In the Artillery, we have a term "Check Asli," meaning double-checking before action. This meticulous approach to tasks, when applied in civilian life, gives you a significant edge.
- **Social Skills:** The Army provides extensive exposure to social interactions, which is often lacking in civilian life. This helps in developing the ability to engage in small talk and build connections.



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

**Manmeet:** You only live once. Having seen action at a young age in both Kargil and Siachen, I realized that my life in the Army would become more comfortable over time. I wanted to pursue adventure and explore new opportunities beyond the military, prompting my decision to transition to civilian life.

**IQ: You first worked as a corporate employee for a fairly long time. Tell us about how was it breaking into the HR domain. It could not have been easy. How did you break in?**

**Manmeet:** I was fortunate to get a break with ITC Hotels, which were looking for Army officers to transition into HR roles. ITC Hotels provided us with training, and I, along with four other officers, were posted to different hotels.

I chose the HR field over a higher salary because I believed in the long-term value of gaining expertise. Initially, my salary was just ₹4,200 per month, compared to ₹30,000 in security. It was a conscious decision to prioritize my interest in HR despite having zero relevant experience. Over time, as I gained experience, my salary significantly increased.

**IQ: How and when did you plan to start your own venture? Please give us details about it?**

**Manmeet:** I was heading HR Operations for Oracle India and had a successful career. During this period, I was blessed with a daughter who came into our lives after ten years of marriage. I wanted to enjoy fatherhood, so I chose to prioritize my family life over my corporate career.

After a year, I decided to share my experience with companies that needed it most. I started an HR consulting firm that provides HR architecture frameworks to emerging companies.





**IQ: Please tell us about your entrepreneurial venture. You chose an adjacent area. What was the strategy? What are the advantages of starting in an area close to your core experience? What advice can you give to veterans on selecting their startup domain?**

**Manmeet:** HR has always been close to my heart. Many people associate HR solely with recruitment, but I wanted to be different. I started with a consulting firm to offer comprehensive HR services. I had numerous contacts in the corporate world, but often, business opportunities come from new connections. I relied on my initiative and reached out to potential clients directly.

My advice to budding entrepreneurs is to keep your solutions simple. Engage with clients and demonstrate how your services can benefit their organization. Instead of selling your solutions, align them with the client's goals.



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

**Manmeet:** My company's name is **JustHR**. We offer HR services to SMEs and startups, including:

- **Building a People-centric Culture:** Aligning organizational values with individual performance to cultivate a culture of excellence and collaboration.
- **Development of HR Policies:** Crafting comprehensive HR policies tailored to the company's unique needs and objectives.
- **Implementation of New Processes:** Introducing streamlined processes to enhance efficiency and effectiveness across various HR functions.
- **Preparation of HR Manual:** Creating a comprehensive manual outlining HR guidelines, procedures, and best practices.
- **Defining KRAs and Performance Appraisal:** Establishing clear Key Result Areas (KRAs) and integrating them into the performance appraisal framework.
- **Establishment of Grievance Mechanism:** Instituting a robust grievance redressal system to address employee concerns promptly and impartially.
- **Learning and Development Initiatives:** Designing and implementing learning programs to nurture talent and foster continuous growth.
- **Review and Enhancement of Employee Benefits:** Assessing current benefits and making necessary enhancements to attract and retain top talent.
- **Consultancy Support for Compliance:** Ensuring compliance with all relevant labor laws and regulations.
- **Employee Engagement Strategies:** Formulating and executing initiatives to enhance employee engagement and satisfaction.



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

**Manmeet:** I always remained calm. Adversities are only problems if you perceive them that way. They are just obstacles, and if we keep moving, solutions will always present themselves.

**IQ: Today, using technology and tools, even one person can build a fairly large business. Do you agree with this? Please advise how this is feasible and give examples of tools you may be using or that others can leverage.**

**Manmeet:** Technology plays a crucial role. I extensively use ChatGPT for content creation and client communication. For proposal building, I use Canva and ChatGPT. For marketing, I leverage Facebook Ads and Instagram. I use various Google Analytics tools for SEO. Advanced Excel simplifies many tasks for me, streamlining processes and enhancing productivity.

**IQ: What are your future plans going forward?**

**Manmeet:** I plan to focus more on wellness by conducting wellness sessions. This is a passion of mine, and I aim to dedicate 90% of my time to it. HR consulting can continue running on auto-pilot.

**IQ: What advice would you like to give to the fellow ForceNet members who want to take up entrepreneurship?**

**Manmeet:** We all have inherent traits suited for entrepreneurship. The important part is taking the first step; the second step follows naturally, and soon you find yourself climbing steadily.

**IQ: Do you have any other hobbies or interests that you pursue passionately?**

**Manmeet:** I enjoy playing golf and swimming during my leisure time.

**IQ: In hindsight, do you think it would have been better if you had started as an entrepreneur immediately after your release from the Army? Please share reasons.**

**Manmeet:** Starting as an entrepreneur right after leaving the Army might have been premature. At that young age, I might have made rash decisions. I believe a bit of maturity is necessary to navigate the entrepreneurial journey successfully.





**IQ: Tell us something about your family. How do they support you?**

**Manmeet:** Our family consists of three members. My wife was also an entrepreneur, running a service apartment business for large MNCs, focusing on direct bookings from companies.

My daughter has completed her schooling and plans to pursue a degree in Game Art Design.

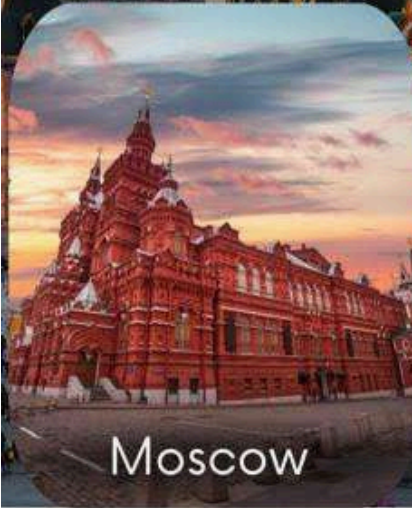


**Iqbal Singh** is a former infantry officer who started his career with The Garhwal Rifles in Dec 1987. He took premature retirement from the Indian Army in 2008 as a Lt Col to pursue a career in the corporate in the technology industry. He is currently working in a senior role with a Big Tech company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

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



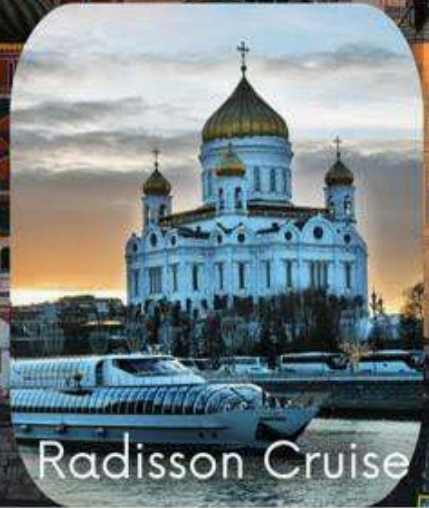
# Explore Russia



Moscow



St Petersburg



Radisson Cruise



Circus



Sight -Seeing



Private Transfers



4 Star Hotel



Expert Tour Guide



Delicious Meals



Cruise



7 Days / 6 Nights

**\$1184\***

Per Person



Enjoy a special price for your next trip with us with out limited. time travel discount for army veterans only!



+91 8527013737



www.travelbrace.com



info@travelbrace.in



# Moment In Time

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

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

**All Photos may please be sent to [forcesnetworkz@gmail.com](mailto:forcesnetworkz@gmail.com) by 20th of every month.**



**IMG0823 - Canon EOS R7, Aperture - f/5.6, SS- 1/1250, ISO - 200, FL - 390 mm**

**By Maj Ranjit Mandke**





**IMGL1135-2** - Canon EOS 7D, Aperture - f/7.1, SS- 1/400, ISO - 100, FL - 55 mm  
By Maj Ranjit Mandke



**OD1A0301** - Canon EOS R7, Aperture - f/5.6, SS- 1/1000, ISO - 100, FL - 390 mm  
By Maj Ranjit Mandke



***(My) Moment in Eternity - Mobile click - I phone SE***  
**By Col Diganta Choudhury**



***Power of Thunder- Mobile Click***  
**By Ms Henna Agarwal**

*Before Thunder*



*Thunder* ⚡



***Power of Thunder - Turning A Night Sky Into Daylight***

*Thunder Light*



*After Thunder*



***Power of Thunder- Mobile Click***  
***By Ms Henna Agarwal***





**MARK SUCCESS**

STUDY-STAY-SETTLE ABROAD

[www.marksuccess.in](http://www.marksuccess.in)

**IELTS**

ke kitne Attempt ho gaye?

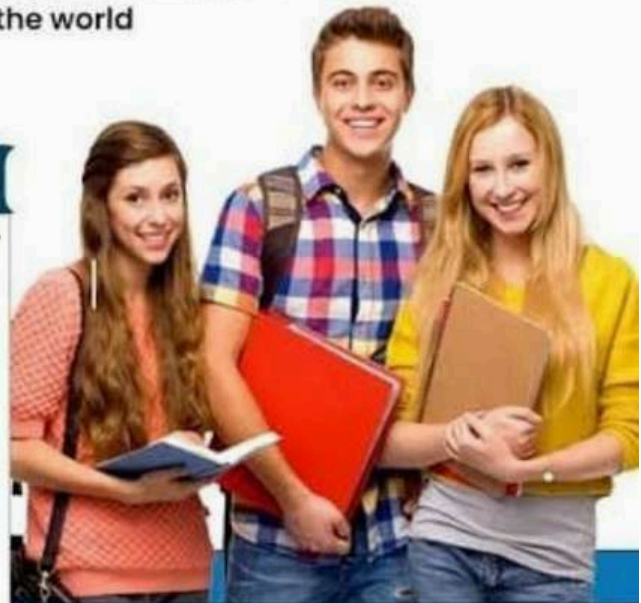
Clear your IELTS and get desired band with the **BEST ONLINE** coaching

## STUDENT FOREX SOLUTIONS

Comprehensive and seamless outward remittance process to send money all over the world

### OUR SERVICES

- ▶ Overseas & University FEEs Payment
- ▶ Guaranteed Investment Certificate (GIC)
- ▶ Accommodation Payments



**83 68 98 28 29**

Embark on Your Educational Adventure with Confidence – Choose **Mark Success** Today!

# Knowledge Bytes

## BE(E) INSPIRED

BY DHIRAJ BHIMWAL

**MAY 20TH**

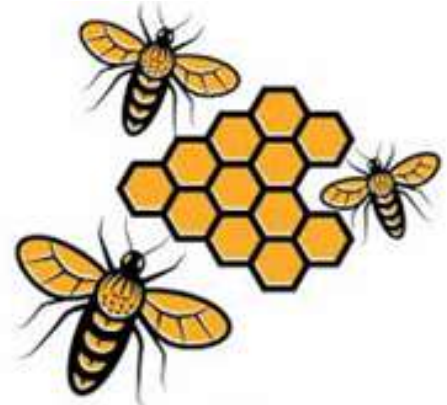
**INTERNATIONAL HUMAN RESOURCE (HR) DAY & WORLD BEE DAY:  
WHAT HR CAN LEARN FROM BEES**

May 20th is a special day, not just because it is International HR Day, but also because it is World Bee Day! Now, you might be wondering, what do bees have to do with Human Resources? Quite a lot. Bees are nature's perfect example of teamwork, efficiency, and community—all qualities that HR professionals strive to foster in the workplace. So, let us buzz through some key lessons HR can learn from our hardworking, honey-producing friends.

### **The Hive Mind: Teamwork Makes the Dream Work:**

One of the most remarkable things about bees is their ability to work together seamlessly. In a beehive, every bee has a role—whether it is the queen, the workers, or the drones. They collaborate with incredible efficiency to ensure the survival and success of the colony.

**HR Lesson:** Just like a beehive, a successful workplace thrives on teamwork. HR can promote a culture of collaboration by encouraging open communication, recognizing team achievements, and facilitating team-building activities. Remember, even the smallest worker bee is crucial to the hive's success.



### **The Queen Bee: Leadership and Responsibility:**

The queen bee might get all the attention, but her role is far from glamorous. She is responsible for laying thousands of eggs and ensuring the colony's future. Her leadership is critical, but she relies heavily on the support of her worker bees.

**HR Lesson:** Good leadership is not about doing everything yourself; it is about empowering others. HR can cultivate effective leaders by providing leadership training, fostering a supportive work environment, and ensuring leaders understand the importance of delegation and trust.

### **The Worker Bees: Dedication and Hard Work:**

Worker bees are the backbone of the hive. They perform various tasks, from foraging for nectar to maintaining the hive and caring for the young. Their dedication and hard work are key to the colony's survival.

**HR Lesson:** Recognize and appreciate the dedication of your employees. Hard work should never go unnoticed. HR can implement recognition programs, provide opportunities for career growth, and ensure that employees feel valued for their contributions. A little appreciation can make the workplace buzz with positivity!



### **The Drones: Diversity in Roles:**

Drones have a specific role—mating with the queen to ensure the continuation of the hive. While their job might seem singular, it is essential for genetic diversity and the health of the colony.

**HR Lesson:** Every role in an organization is important, no matter how specialized. HR should ensure that every employee understands their role's importance and how it contributes to the bigger picture. Emphasizing the value of diverse roles can lead to greater job satisfaction and a more harmonious workplace.



### **Communication: The Waggle Dance:**

Bees communicate through the fascinating "waggle dance," which conveys information about the location of food sources. This method is incredibly efficient and ensures the hive operates smoothly.

**HR Lesson:** Effective communication is vital. HR can take a leaf out of the bees' book by establishing clear communication channels, promoting transparency, and encouraging regular feedback. When everyone is on the same page, the organization runs like a well-oiled machine—or a well-organized beehive.



## Building a Sustainable Future:

Bees play a crucial role in pollination, which is essential for the environment and our food supply. Their work ensures the sustainability of ecosystems.

**HR Lesson:** HR professionals can contribute to building a sustainable future by promoting corporate social responsibility (CSR) initiatives. Encouraging eco-friendly practices and supporting community projects can make a significant impact. After all, a sustainable business is a thriving business.

## The Buzz About Balance:

Bees work hard, but they also know the importance of rest. After a day of foraging, they return to the hive to recharge.

**HR Lesson:** Work-life balance is crucial for productivity and employee well-being. HR should promote policies that encourage employees to take breaks, use their vacation time, and maintain a healthy work-life balance. A well-rested team is a productive team.



## Conclusion: Bee Inspired

Henceforth, on May 20th each year, let us celebrate both International HR Day and World Bee Day by taking a moment to appreciate the incredible lessons bees offer. From teamwork and leadership to communication and sustainability, these tiny insects provide big insights for HR professionals.

So, the next time you see a bee buzzing around, remember the invaluable lessons it brings. And maybe, just maybe, offer a silent thank you to the bees for showing us the way to a harmonious and efficient workplace. After all, in the world of HR, it is always good to be(e) inspired!



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

PHOTO SOURCE: GOOGLE OPEN SOURCE

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

# COLONELS TRAVELZ

EUROPE

DUBAI



SINGAPORE



SRI LANKA



KERALA

## CUSTOMISED & GROUP TOURS PLANNERS

### INTERNATIONAL

- DUBAI TOUR PACKAGES
- SINGAPORE & MALAYSIA TOUR PACKAGES
- THAILAND TOUR PACKAGES
- EUROPE TOUR PACKAGES
- THAILAND TOUR PACKAGES
- BALI TOUR PACKAGES
- VIETNAM & CAMBODIA TOUR PACKAGES
- CRUISE PACKAGES & MANY MORE

### DOMESTIC

- ANDAMAN & NICOBAR
- GOA
- MANALI
- GUJARAT
- UTTARAKHAND
- HIMACHAL
- JAMMU & KASHMIR INCL LADAKH
- RAJASTHAN ETC

## OUR SERVICES

- TOUR PACKAGES
- HOTEL RESERVATIONS
- FLIGHT RESERVATIONS
- VISA APPLICATION ASSISTANCE
- TRAVEL INSURANCE
- CRUISE RESERVATION

Colonels Travelz & Explorers # <https://www.thecolonelstravelz.com/>  
Ashok Kumar Jamwal: # +91 9312543774  
Ajay Jamwal: # +91 9717080910  
Email: [ashokjamwal0407@gmail.com](mailto:ashokjamwal0407@gmail.com); [gjcolonelstravelz@gmail.com](mailto:gjcolonelstravelz@gmail.com); [colonelstravelz@gmail.com](mailto:colonelstravelz@gmail.com)



# Leisure

## IT IS OKAY!!!

We are the deadline slayers, the appointment assassins,  
racing thru concrete jungles just to meet the clock's demands.

Family dinners traded for spreadsheets & reports,  
eyes glued to screens while the ones we love fade into the  
background.

We chase promotions with the fervour of the damned,  
sacrificing sleep & sanity for a coveted gold star.  
Vacations become a distant dream, a whispered "**what if**,"  
drowned out by the fear of a disapproving frown from the Boss.

We hold our tongues, swallow bitter words,  
wearing a mask of niceness to appease faceless expectations.  
"**Me time**" is a foreign phrase, a luxury we dare not afford,  
phones eternally buzzing, tethering us to a never-ending stream of  
demands.

We scroll mindlessly, a prisoner to the curated lives on glowing  
screens,  
forgetting the beauty of the unfiltered world, the symphony of a real  
breath.  
We exist in a state of perpetual busyness, forgetting how to simply BE.

But there's a quiet rebellion brewing, a whisper in the heart -  
It's okay to miss a deadline, to reschedule an appointment.  
It's okay to be present at dinner, to laugh with loved ones without a  
laptop in sight.

**It's okay** to take a break, to chase dreams beyond the walls of an  
office.

**It's okay** to say no, to set boundaries, to prioritise peace over people-  
pleasing.

It's okay to switch off the phone, to step away from the noise.

**It's okay** to breathe, to truly live, to reclaim the stolen moments of  
ourselves.

For in the quiet spaces, between the busyness & the noise,  
we rediscover the rhythm of our own hearts, the melody of a life well-  
lived!!!

~ **Commander V Srivatsan**  
cdr.srivatsan@gmail.com



# Leisure

## Tea-motions: A Whimsical Brew of Feelings

If Chai was an emotion or a feeling, what would the different varieties feel like? Let me take you on a satirical sip into the steamy world of tea-motions on the occasion of **International Tea Day today!**

**Masala Chai** - is the audacious tea-motion that arrives late, sweeping-in with a swirl of cloaks & jingly bangles to command attention. This charismatic blend of robust black tea, frothy milk, sugar & intoxicating spices like elaichi, dalchini and adhrak bear-hugs flavour aggressively. Masala chai is the unapologetically vibrant, dramatic life of the party, spinning tales in thick aromatic clouds. Yet beneath the dazzling spiced bravado lies an inherent sweetness & creaminess, like an Auntie's nurturing embrace. From Mumbai's bustling chai-wallahs to street vendors selling "cutting chai" portions, this maximalist emotion is an integral part of India's spirited soul - vivacious & over-the-top yet still comforting at its core.

**Assam Black Tea** - This robust breakfast tea would be that overly enthusiastic morning person. The one who wakes up with a cheerful "YEESSS YOOHOO!" before you've even opened your eyes. Assam tea is bold, invigorating & not afraid to grab the day by the... leaves.

**Delicate Darjeeling** - The graceful first flush Darjeeling embodies that shy, introverted feeling. It enters hesitantly, offering a coy aroma. But given a chance to steep, it unveils elegant nuances that are criminally underappreciated by the rowdy breakfast blends.

**English Breakfast** - A haughty, stiff-upper-lip emotion that adamantly carries the burden of "keeping calm" even when the world is crumbling around its English tea caddy. It's the bathrobe-clad scholar who sips stoically, clutching The Times of India, oblivious to the chaos.

**Oolong** - This semi-oxidised concoction is indecisive & terrified in nature. One minute it's embracing its green Chai roots with fresh grassiness, the next it's getting all cozy with toasty, dark depths. Oolong is having a perpetual identity crisis.



**Chamomile** - The mellow, floral herbal is clearly that comforting, vaguely hippie-ish senior citizen who always has a warm hug & words of wisdom at the ready. Chamomile is the embodiment of calmness, Man! Chill out & breathe in those apple-like notes.

**Matcha** - Extra AF in its bright green glory, Matcha is that friend who gets overly excited about the latest health craze. While downing smoothies & espousing antioxidant wisdom, Matcha's intensity & bitterness can be a bit... much!

**Lapsang Souchong** - This ruggedly smoky Chinese black tea is the outdoorsy lumberjack emotion. Lapsang Souchong shows up to the party wearing a flannel shirt, smelling faintly of campfire & stories from the woods. It's an earthy, unrefined feeling that's tasty in modest quantities but can easily overpower more delicate sensibilities.

**Rooibos** - The herbal, caffeine-free rooibos is basically the soothing matriarch of the Chai family. With its comforting notes of honey & vanilla, rooibos wraps you in a warm, nurturing hug of an emotion. It's the ceramic mug of feelings that Nani always has waiting when you need it most. Sipping rooibos is like getting advice from the wise, soulful elder who's seen it all.

**Earl Grey** - This dapper, citrusy black tea blend fancies itself a quite sophisticated emotion indeed. It's the vest-&-monocle feeling that attends all the highbrow poetry readings. Just don't get Earl Grey started on the pretentiousness of adding too much milk or sugar.

**So** next time you brew up a cuppa Chai, think about what whimsical tea-motion you're channelling. Just don't get steeped in an existential crisis over it!!!

~ **Commander V Srivatsan**  
**cdr.srivatsan@gmail.com**

CUSTOM.  
ETHICAL.  
LUXURY.



RUDIAR  LUXE



94991 84881  
9321 8393 66

AN EX-SERVICEMAN INITIATIVE  
[instagram@rudiar\\_luxe](https://www.instagram.com/rudiar_luxe)



# Knowledge Bytes

## HOW TO IMPROVE INTERPERSONAL RELATIONSHIPS AT WORKPLACE

BY TARUN PRATAP SINGH

Interpersonal relationships is a very complex subject to address and when it comes to workplace it becomes very personal and subjective. But let me elaborate on this subject. Firstly, we will look into all the major two aspects of it i.e. Why & how it happens? thereafter we will learn a very easy technique to handle it because in my opinion knowing & researching about a problem is of no use till the time, we don't get some solution to that problem. So, let's start with **'Why'** first.

### **Why do humans have problems in Interpersonal relationships?**

If we look at it from a spiritual point of view it generally brings the concepts of karma which states that all relationships, be it on any level is a cumulative effect of our previous karma. So, it means that if there is a personal relationship which is unjust or unreasonably troublesome it is probably because of our previous karmic bondages with that person which we would have done in our previous life with this particular soul and that is why we are facing this issue.

But when a person is creating issues in our present, comprehending the concept of karma doesn't help because ultimately, we undergo suffering in this scenario wherein a toxic colleague or a boss is constantly creating situations for which you cannot just sit idle and let people use/misuse/abuse you. In fact, as per the same spiritual concepts 'accepting unjust is as bad as doing unjust'. So, the dilemma comes for a person "*Karun toh kya karun?*" At one place we are told that it is outcome of our previous karma so it's me who is the culprit. Keeping that in mind we should accept it. As per another concept it is told not to accept unjust so in that case, we should fight back but this will again not follow the first concept.

So, the answer to the question to 'why' is very simple that because of the karmic bondages/compulsions it happens. There is no doubt about it because that's how the mechanics of maya works. For more information on the subject, you can read Mimamsa philosophy of Vedanta. It is one of the most elaborative texts to understand the mechanics of life. Now let me elaborate more on **'How'** it happens.

## **How do humans have problems in Interpersonal relationships?**

In order to explain this concept to you let me take help of Vedic Astrology because Vedic Astrology gives a very clear-cut answer to this particular question. (FYI- Vedic Astrology is one of the six Vedangas i.e. six disciplines to be mastered before studying Vedas. And Vedas are one of the oldest texts present on this planet stating the complex mechanics of human consciousness).

As per Vedic Astrology every person has a Raashi which constitutes the basic energy structure of him/her. So, in total there are 12 Raashis or the signs which every human possess. Sun sign or moon sign that is also a different concept but for ease of understanding we will take what is well known and we will take sun sign. So, every person will have one sun sign and in no case any human will have two sun signs. This means that the unique energy of that particular sun sign each human will resonate with and constitute the basic energy in and around that human.

Now as per the concept of houses (the concept of houses is primarily 12 areas of life) every human will have one Rasshi in each house/area of life. So, each area of our life is governed with one particular energy associated with that particular Rasahi. However, there will always be three Raashis with respect to your Sun sign which will be responsible to create three things in your life. First is enemy (6th house), second is transformation (8th house) and third is losses (12th house). (The concept of houses in Vedic Astrology is a very deliberate concept and requires deliberate efforts to understand it).

So, it means out of every 12 people 3 people will have the energy of animosity, transformation and losses. If we take percentage into consideration, 25 % people will always fall in this criterion. So, I hope now you understand why out of 100 people 25 people will always show unreasonable issues with you even though if you don't want to have any issues with them because energetically that particular Raashi will always have either of these three energies surrounding them. So, this is the basic constitution of human you cannot change it and that's how it happens. Now let's come to the most important part i.e. Technique/ Method to deal with it issues of interpersonal relationships.

## **Technique/ Method to deal with it issues of interpersonal relationships!**

So, before I tell you the technique and the correct methodology to deal with it, let me share an anecdote with you. It was a time when I was newly commissioned and I was doing my line attachment. I was told by the adjutant to get seating arrangements done before a social event which was about to happen in my pultan. He also added that Commanding Officer would also inspect the arrangements twice before the event to mitigate Murphy's Law. So, being a newly commissioned officer filled with enthusiasm to do good without knowing what to do, I watched the structured chaos of preparation before CO's inspection as a spectator. How meticulously the tents were pitched, carpets were laid down, table and chairs were kept after thorough cleaning, gamlas were lined up, and flag rods were put up... it was looking like some group performance to me. This took whole night for the jawans to prepare the setup. Not just the setup, in fact the jawans were also preparing the area in and around because if CO is coming for inspection, the background should also be in proper shape.

So finally, after whole night of preparation, the time of inspection came and the senior most NCO Havildar Manoj Rana, a straightforward and highly efficient NCO was standing next to me in a line. The moment he heard the sound of R.P. Havildar shouting "*Jai Hind Sahab*" (when the CO comes out from his office, there used to be a very big sound which is made by the R.P. Havildar, so that the unit comes to know that CO is out for a round). After hearing that sound, he ran to the center of the table and tilted the carpet slightly, making everything slightly tilted towards the left. I was not able to comprehend why he did it, but since he was so swift and fast, it happened in a fraction of a second. Then he joined back the line in attention posture.

CO came, and he saw everything was in place, and suddenly he saw tilted carpet and shouted, "*Oh Rana, 20 saal hog aye tennu. Yeah carpet lagana nahi aya tujhe!*" and then he tilted towards all officers accompanying him and said, "*I will come again in the evening. Keep everything in order.*" To this, Havildar Manoj Rana replied very promptly, "*Ho juga sahab!*". His Punjabi accent and language, I cannot forget. Then after CO left, he was told the same thing to be done by 2nd in command, battery commanders, Subedar major, and other officers of the unit. He listened to all of the bullshit very patiently. And then after this, he just smiled and told other jawans to do everything as they have done. Thereafter he told everybody to relish on the nimbu pani, which he already prepared to be given to everyone post CO's inspection.



In the evening, CO's 2nd inspection time came, and everything was spick and span. We were standing in single line and then the sound came from the RP Havildar. Immediately Manoj Rana went to one of the lines of the gamalas kept near center carpet and just reduced distance between two gamalas and after doing it joined the line. Now after inspecting everything CO noticed the gap and again shouted with the top of his voice, *"Rana! I told you to fix the carpet in the morning, but you ruined the gamala in the evening. Now will I fix this gamala?"* after shouting, CO looked at all the officers, and that was enough for everyone to understand. Then everyone came and shouted at him in the same sequence as of the morning. But the next day event happened without even a single flaw.

I was not able to comprehend why exactly he did it. I kept this query in my mind, and I waited for the right time. During one of the Badakhanas, liquor was issued to all the jawans, and I thought this is the right time to speak to a senior NCO once he is two pegs down. I went to him and I asked, why did he do it intentionally when everything was okay? And why did he listen to everyone's bullshit and faced embarrassment?

To this he replied, *"Sahab ji aap abhi jung ho, (he meant Young, his Punjabi accent I can never forget) abhi aapko samajh nahi aayega. Ye jo aadmi ka dimaag hota hai saahab, ye bahut niraali cheez hai. Isko agar aap 100 achhi cheez de do, magar 01 kharab do, to ye kharab hi pakad ke bait jaata hai aur 100 cheezon ko bhul jata hai. Aur samay ke saath ye jabardasti galat cheez ko dhundne lagta hai jisse ki usko pakad ke baith jaye. Aadat ho jati hai sahaab dimaag ki yeah. Galti nikalni hai, to nikalni hai. Aur agar CO Sahab sabki galti nikalne bait jaate, to hamaari sab zawaano ki mehnat par paani phir jaata. Isiliye maine jaanbooch kar dono baar ek aisi galti kari, jo CO saahab ka dimaag pakad le, jisse ki vo galti sirf meri ho, naki saare jawano ki."*

Isn't it a pure example of camaraderie and brotherhood we all have heard about. Now let me summarize the lessons learned :-

- **Lesson 1:** True leadership and camaraderie is when you think of efforts of everyone in the team and not of your own self.
- **Lesson 2:** Human brain is susceptible to find problems and stick to it.
- **Lesson 3:** Human brain has a habit to focus on one bad thing and forget about rest 100 good things.

Now, if you look at all these points, they are the golden rules to maintain interpersonal relationships. In case you also want to fix your interpersonal relationships, then apply these golden rules along with the tips told in the above two paragraphs. The easy steps are given as under: -

### Steps To Handle Interpersonal Relationships

**Step 1:** Whenever you have issues in interpersonal relationships at workspace, always make two lists separately containing all names in it. One containing list of people good to you and another containing not so good to you. For example:-

#### GOOD TO YOU

Xyz  
qwer



#### NOT SO GOOD TO YOU

123

**Step 2:** Now, calculate in terms of percentage. If the good versus not so good to you is into 70:30 ratio respectively, please keep in mind that they are falling in the acceptable limits of Para 2, that is 25% out of 100%. In case the ratio exceeds the percentage, then you definitely need to do a lot of introspection because then it might be that you are knowingly or unknowingly doing something which is actually not acceptable and it is not happening because of the energetic combination of your body but it is happening because of your perpetual bad habits or habits which doesn't resonate on a social platform. In most of the cases, this list will be an eye opener and you will realize that there are many people who are good to you and because of the tendency of your brain to focus on the tilted carpet, you are losing out the beauty of complete setup.

**Step 3:** Even after doing this exercise if you are not satisfied then read this poem to yourself which was pasted at Mother Teresa's workplace. This is a master piece which has always been a guiding light to me during troublesome times with interpersonal issues. And I think we all should keep it at our tables so that we are reminded of its essence every moment. I am attaching it and you can read whenever you undergo any such experience wherein you have people who are unjust and unreasonable to you.

With this I wish that may we all are blessed with good health, happiness, cordial relationships, spirituality, prosperity and abundance in our lives.

### DO IT ANYWAY

People are often unreasonable, illogical and self centered;  
Forgive them anyway.

If you are kind, people may accuse you of selfish, ulterior motives;  
Be kind anyway.

If you are successful, you will win some false friends and some true enemies;  
Succeed anyway.

If you are honest and frank, people may cheat you;  
Be honest and frank anyway.

What you spend years building, someone could destroy overnight;  
Build anyway.

If you find serenity and happiness, they may be jealous;  
Be happy anyway.

The good you do today, people will often forget tomorrow;  
Do good anyway.

Give the world the best you have, and it may never be enough;  
Give the world the best you've got anyway.

You see, in the final analysis, it is between you and your God;  
It was never between you and them anyway.

DO IT ANYWAY....

- Mother Teresa's Anyway Poem



#### **Maj Tarun Pratap Singh**

Founder Sanidhya, Energy coach and spiritual guide  
Master Teacher from Diana Cooper School of White Light (UK,  
Britain), Reiki Grandmaster, Pranic Healer, Certified Oracle Card  
Reader, Astrologer, Numerologist, Vaastu Expert  
Email Id- [care@sanidhya.info](mailto:care@sanidhya.info)  
Number - +91 9596654555

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







## Partner With India's Most Trusted Elder Care Brand

Own a recession-proof business with massive financial rewards and a meaningful mission.

### Exclusive Benefits



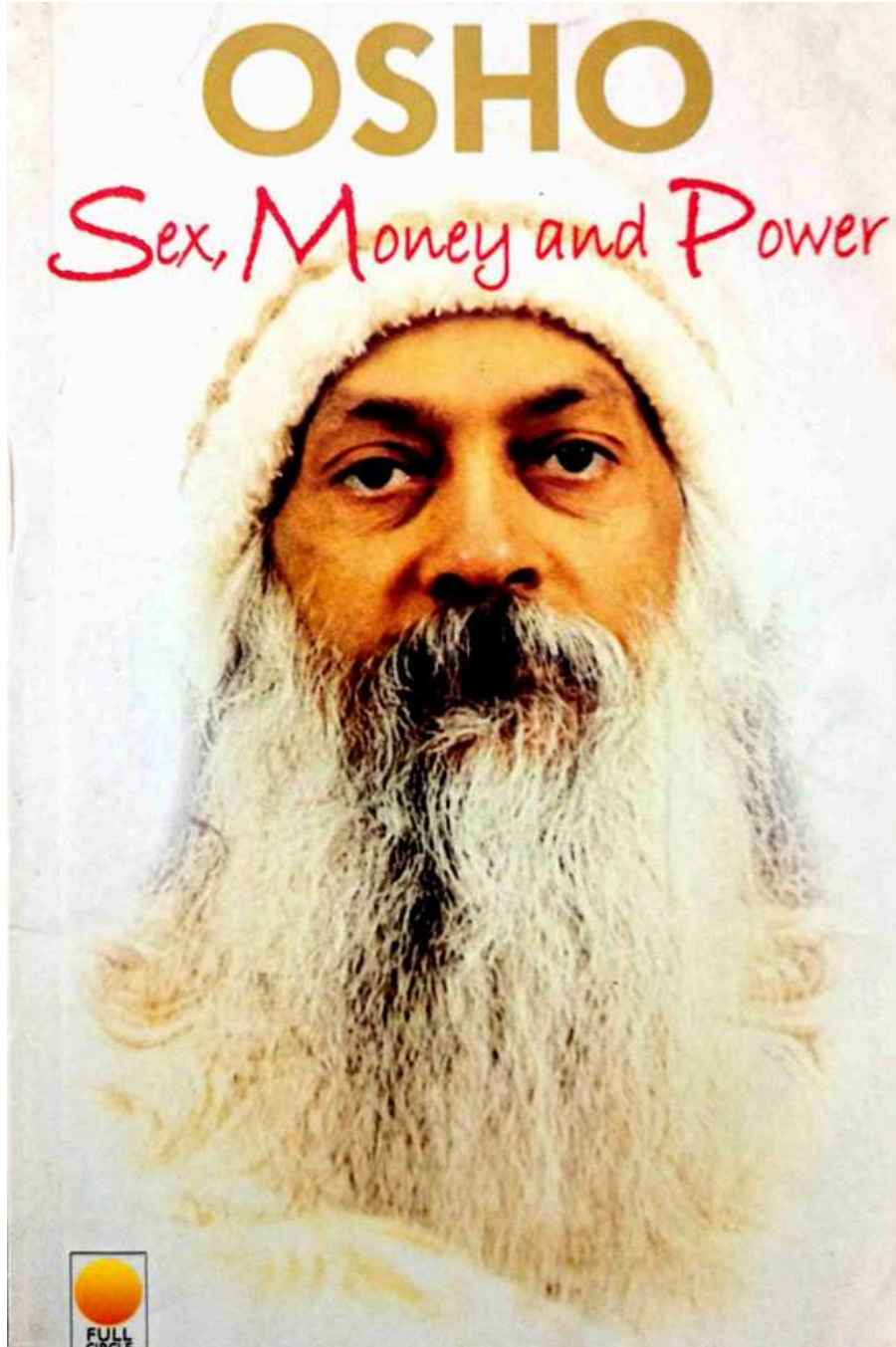
Become an Emoha Eldercare partner today!

+91 98360 68388   
business.partner@emoha.com 

# Book Review

## OSHO (SEX, MONEY AND POWER)

BY OSHO



### About the Author

Rajneesh (born Chandra Mohan Jain; 11 December 1931 – 19 January 1990), also known as Acharya Rajneesh, Bhagwan Shree Rajneesh and later as Osho was an Indian godman, philosopher, mystic, and founder of the Rajneesh movement. His books are available in more than 60 languages from more than 200 publishing houses and have entered best-seller lists in Italy and South Korea. In 2018: Wild Wild Country, a Netflix documentary series on Rajneesh, focuses on Rajneeshpuram and the controversies surrounding it.

## **Introduction**

I found this book from my treasure of old books which I had purchased in 2011. This book travelled to various place because of transfers and this time, I was lucky to catch hold of it. When someone hears the name 'Osho', suddenly an image of love guru is flashed in the mind. Osho always used to be surrounded by his disciples and controversies during his lifetime. Osho has challenged and accused the religions and religious leaders for the misery of the mankind. He advocated sexual energy which would heal the wounds of worldly problems if it is practiced in its purest form of Brahmacharya. The chapters in this book always start with a question, followed by discussion in the middle, and solutions offered in the last leg. In this process, one gains wisdom while reading the book. The book is a journey which becomes humorous with situational anecdotes added in each chapter.

### **Chapter 1: Sex- The Most Vital Energy**

Why Sex is most vital energy? When newness is lost, boredom is created. If you remain alert you will see: first, change of energy in the body, second, dropping of thoughts from the mind and third dropping of the ego from the heart. Sex energy becomes meditative energy; nature and God meet in you and it becomes divine phenomena. This moment onwards sex will not be sex at all. And sooner or later sex will disappear. This disappearance gives you Brahmacharya- then you become a celibate.

There is a discussion of three things- Sex, Society and Religion in this chapter. Osho advocates that sex should never be repressed, it must be allowed to be lived in totality with joy and without any guilt. He also considers society as tragic story of restrictions, repressions and perversions. He believes that religions are acting as an instrument to impose anti- sexual morality and contaminate sex energy.

### **Chapter 2: Religions Contaminate Sex Energy**

Further going deep to find out how religions contaminate sex energy where Osho analysed that sex is deepest dependence where independence is lost. It creates possibility of rejection, hurts ego and behave like as starting point. It explains how sex hurts ego and offers solution to overcome.

### **Chapter 3: Brahmacharya- The Ultimate Fragrance of Eros**

Before reading this chapter on Brahmacharya, my perception on it was that of a person who doesn't want to get married, keeping away from societal pressures and meditates to free itself from the trap of taking birth and death in this world. I was stunned to read the following revolutionary definition of explaining of Brahmacharya.

It states that 'Eros is Sexual Desire, Joy arises out of Eros, anything lived totally will be transcended, Man suffered from anti-eros, Eros has to become religion. ARDHARNARISHWAR is depicted as half man and woman. This is the ultimate meeting, the real orgasm, the cosmic orgasm. When this transcend happens, one becomes a BRAHMACHARIN, one attains to real celibacy. That is ultimate virginity; no need for the other has disappeared'.



---

## **Chapter 4: Be Rooted in Your Body**

The soul is released from the body. Love is released from sex. Sex is a body thing, love is a spiritual thing. Sex is like mud, love is like a lotus. But without the mud, the lotus is not possible, so don't hate the mud. The message is that if you really want to go beyond the world, go onto the world DEEPLY, fully alert, aware. Osho enlightens that if you are involved with your partner then one must get involved deeply, but cautions not to get into unconscious state, but remain alert and aware.

## **Chapter 5: Key to Eternal Life**

There are various ways discussed to repress sex. There are inferences drawn from Tantra (Hindu religious or esoteric text) which says that one has to understand and decode sex. If sex is so vital that life comes out of it, then there must be something more to it. That something more is the key towards divinity, towards God.

## **Chapter 6: Alchemy of Transformations**

Difference between sexual energy and sexual power is explained with great clarity of thought. This chapter also explores how sex is becoming thing of marketplace. How AIDS, homosexuality is created by religions, repressive energies become cancer and create all kinds of distortion. Osho explains how population control is just matter of numbers and is exploited by every religious leader of various communities. He is in favour of birth control as he visualizes that world will be healthy and sex will become joyful exchange of energies.

## **Chapter 7: Sex and Money- A Deep Association**

Osho explains the relationship of money with sex is evolved over period of time. He simply says 'Money is power and purchases Sex'. Numbers don't breathe, don't have heart and soul. Person represses sex and becomes money minded because money becomes substitute for sex.

Sex energy if repressed can become anger energy. Sex energy can be diverted into ambition for fame, power and money. He emphasized to transform sex into love and then love into prayer.

## **Chapter 8: I am not Against Money**

People, who can't love persons, start loving money because money is a means to possess things. Osho is not against the money but believes that money has to be spent in order to extract maximum value out of it. People will not have contentment because deep contentment comes only when you love a person and not loving money.

### **Chapter 9: Politics - A Blind Trip to Ego**

This chapter talks about politics, religion and spirituality. When a person is meditating then he is alone, it is an individual effort, but when politics enters religion, it is collective effort. It talks about real master who wants their disciples to become master of their own fate. It wraps it up by saying 'Politics is collective, religion is individual and spirituality is universal'.

### **Chapter 10: Leave the Politician Aside**

Before reading the chapter, I strongly felt that politicians in present society should be put to rest as the political class is a just a symbol of power and ego. This chapter explores exactly how this arrogant class that do not care about humanity, can be brought down to their knees. Global suicide phenomenon was introduced by Osho where he emphasized on bringing global support of different classes of people like scientists, poets, armies, intelligentsia and artists. It advocates withdrawal of support to politicians. It will create non -political humanity and a balanced force. It will also endorse one globe as one family (Concept of Vasudev Kutumbhakam)

### **Chapter 11: Authenticity - Real Richness, Real Power**

Osho questions mankind's compulsion to reach power and prestige through struggle. It explains how an individual's growth and expansion is used by society for vested interests. How conditioning and scope of improvement is acting as hindrance to individual's progress. He concludes that one should remain true to the heart and nature. **Your intuition is your teacher, what is important is that you are enjoying what you are doing.**



## Summary

This book has opened the flood gates of my thought process on various topics of sex, money, power and politics. Osho is not meant for India but his message was for whole world and humanity. That is why he was having followers around the globe. Osho has talked openly on various taboo topics of sex through his dynamic meditation with great courage. His approach to view and practice concepts of meditation was different. It was quite natural that any new concept which is introduced in society; faces great resistance because the present set and corridors of power have been challenged. For me the concepts of sexual energy and Brahmacharya were quite intriguing. **I found this book quite challenging to read, as the content written was very simple but the meaning it conveyed was deep.** Many questions crossed my mind while reading this book, of which few were answered and few still in quest. I deliberately spend more time to read and understand this book of 123 pages.

## Recommendation And Rating

The book has a rebellion concept but quite simply introduced by Osho to world which makes one to think many times to question of what is happening around us in life. I think we as human beings has complicated otherwise simple life.

My rating for this book is 5 Stars: I think I will read this book again and again, will seek and implement knowledge and will also try to attain Purushartha ("purpose of human being").



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

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



# SecurityLinkIndia

www.securitylinkindia.com ISO 9001-2015 CERTIFIED

(India's Leading Monthly Magazine & e-News Portal on Security, Safety & Fire)

## PRINT & DIGITAL

India's Leading & Awarded Media Platform for Security (Physical, Homeland and Cyber) & Fire Safety

*The Best Reach to the Indian Market*

**SecurityLinkIndia**  
**(Print & Online)**

✓ **Total Readership: 100000+**

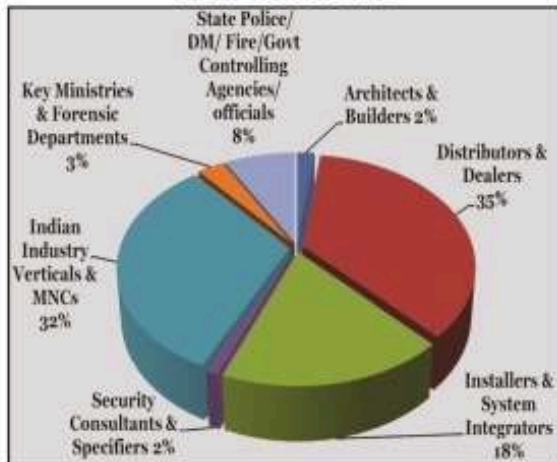
**e-Newsportal: [www.securitylinkindia.com](http://www.securitylinkindia.com)**

✓ **Average Monthly Traffic: 400000+**

✓ **Average Unique Visits: 60000+**

✓ **E-mail Blasts: 35000+**

### READERS PROFILE



**Offering**  
**New Year Discount**  
**on Advertisement &**  
**Annual Subscription**  
**Flat 30%**

**Exciting opportunity for the promotion of your products and services through advertisements and advertorials**

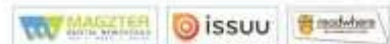
#### Find us at:-

- <https://www.facebook.com/SecurLinkIndia/>
- <https://twitter.com/SecurityLinkIND>
- <https://www.linkedin.com/in/securitylink-india/>

#### Recognized by



#### Online distribution through



#### Reach us at:

**info@securitylinkindia.com; editor@securitylinkindia.com**



**LOOKING FORWARD FOR THE FORCES NETWORK GATHERINGS ACROSS  
THE GLOBE;**

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

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

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

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

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

