

FORCENET

E-ZINE

Magazine for military veterans in the corporate
July 2024, Volume VI, Issue 7



DEMYSTIFYING PHYSICAL SECURITY VERTICAL



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From the Editor

Dear Readers,

In continuation of our last edition we come up with yet another edition of DEMYSTIFYING, this time Physical Security Vertical. The theme for this edition being **“Demystifying the Physical Security Vertical”**. In a world increasingly dominated by digital threats, it’s easy to overlook the importance of physical security. Yet, the need for trained professionals to protect people and assets remains critical. One group uniquely suited to fill this vital role is military veterans. Their experience, discipline, and adaptability make them ideal candidates for careers in physical security, and investing in their transition into this field benefits not just the veterans but society as a whole.

Military veterans bring a wealth of skills and attributes that align seamlessly with the demands of physical security roles. They are accustomed to high-stakes environments, where attention to detail and adherence to protocols can mean the difference between safety and chaos. Their training ingrains a strong sense of duty, discipline, and situational awareness—key components for effective security management. Veterans are often trained in various aspects of security, including surveillance, access control, and emergency response. This training, combined with their practical experience in conflict zones, equips them with a unique perspective on threat assessment and crisis management. Moreover, their ability to operate under pressure and adapt to rapidly changing situations is invaluable in a security context.

Despite their qualifications, veterans face significant challenges when transitioning to civilian careers. They often struggle to translate their military skills into civilian job markets, where their experience may not be directly recognized. This is where **Forces Network** comes to play in helping these veterans in a smooth transition by sharing of knowledge and through our conference and seminars.

Veterans often excel in roles that require quick decision-making and resilience—qualities that are crucial in emergency situations. Their background in structured environments also means they are likely to excel in developing and following security protocols, conducting risk assessments, and implementing security measures efficiently. Veterans possess the skills, experience, and character traits that make them exceptional candidates for careers in physical security. In this edition we hear from the horses mouth the expert advise for transition veterans on how the transition to Physical Security vertical should happen.

So happy Learning



Yours Securely

Capt Rajesh Nair
Editor, ForceNet E-Zine

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[A NOTE FOR THE READERS](#)

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Physical Security +





Demystifying Physical Security Vertical

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Theme Articles

Theme Article

Navigating the Transition: From Military Service to Corporate Physical Security

BY KANWAL KISHORE



Physical Security in Corporate Environments

Transitioning from the structured, high-stakes world of the Armed Forces to the dynamic and diverse landscape of corporate security presents both unique challenges and opportunities for Veterans. Physical security in corporate environments encompasses a wide range of responsibilities, from protecting people, assets, and sensitive information to ensuring the safety and continuity of operations across various industries.

For veterans, the principles of vigilance, strategic planning, and leadership honed during military service are highly transferable and valuable in the corporate sector. However, adapting to the nuances of different industries - from finance and healthcare to technology and retail - requires an understanding of the specific security needs and regulatory landscapes of each.

This article will explore the multifaceted nature of physical security in corporate settings, highlighting how veterans can leverage their skills to protect assets, ensure safety, and add significant value to their new civilian roles. By delving into the critical areas of threat assessment, security technology, and crisis management, I aim to provide a comprehensive guide for veterans embarking on this rewarding career path.

Let's dwell on this topic under following parts: -

Part 1 – Difference between Military Security and Corporate Security

Part 2 – Myths Vs Realty

Part 3 – Subdomains of Security in Corporate Industry

Part 4 – Recommendations for Transitioning Officers

Part 1 – Difference between Military Security and Corporate Security

Understanding these differences is crucial for transitioning officers, as it helps in adapting their skills and approaches to fit the corporate environment.

- **Threat Perception:** In military the threats are severe, including terrorism and physical attacks by hostile forces while in corporate the threats can be more varied but generally include theft, vandalism, workplace violence, and data breaches. The level of physical danger is typically lower. In corporate management seeks business continuity/business as usual without interruptions from external or internal risks.
- **Security Objectives:** The primary objective in Armed Forces is to safeguard personnel, critical infrastructure, and national security interests are paramount. while in Corporate the focus is on protecting employees, intellectual property, physical assets, and maintaining business continuity.
- **Security Measures:** While in military security measures are highly stringent, often involving armed personnel, rigorous access control, surveillance, and regular drills for various threat scenarios whereas some corporations may have armed security, many rely on a combination of access control, surveillance systems, security personnel, and emergency preparedness plans. The measures tend to be less aggressive and more focused on creating a secure yet welcoming environment.
- **Training and Protocols:** Training in military is intensive, covering a wide range of combat and non-combat scenarios, including physical fitness, weapons handling, tactical manoeuvres, and survival skills. Corporate training focuses on security equipment, soft skills, situational awareness, emergency response, conflict de-escalation, and cybersecurity. Physical fitness and combat skills are less emphasized.
- **Hierarchical Structure:** Security operations follow a strict chain of command with clear hierarchies and protocols in military where-as in corporates security teams may still have a chain of command, but the structure is typically less rigid, with more emphasis on collaboration and communication across departments.
- **Technology and Infrastructure:** Military uses advanced, often classified, technologies for surveillance, communication, and defence/offence. Corporate security relies on commercially available security technologies such as CCTV, biometric controls, alarm systems, and cybersecurity tools.

- **Legal and Regulatory Framework:** While military operates under military laws and regulations, which can be more stringent and broader in scope. Corporates must comply with local, state, and federal laws, as well as industry-specific regulations. There is a greater emphasis on protecting privacy and adhering to occupational health and safety standards.
- **Cultural Context:** In Armed Forces security culture is deeply ingrained, with a high level of discipline and adherence to protocols. Security culture varies widely between corporate organizations. Promoting a security-conscious culture can be a significant challenge, requiring ongoing education and engagement efforts.

Part 2 – Myth Vs Realty: Clearing Misconceptions

The perception among military personnel that a career in physical security is not lucrative and low paying can be attributed to several factors.

- **Lack of Awareness about Career Opportunities:** Often Veterans are not fully aware of the breadth and depth of opportunities within the civilian physical security sector. They might not know about roles in executive protection, corporate security management, cybersecurity, and risk assessment, which can be highly rewarding. There is often a misconception that physical security roles are limited to basic duties, without recognizing the strategic and managerial positions available.



- **Perceived Lack of Prestige:** Our lives in uniform provides high levels of respect and honour. Transitioning to a civilian job, particularly one perceived as less prestigious, can seem like a step down. The portrayal of security jobs by those who have transitioned into core business operations due to their acumen depicts security roles as monotonous roles, rather than the dynamic and critical positions that exist in the industry.
- **Compensation Misconceptions:** Many transitioning officers are aware of the lower wages for entry-level security positions, which can create a negative stereotype about the entire field. They might not be informed about the potential for salary increases, career advancement, negotiation skills and the possibility of high-paying positions in corporate security, risk management, and financial security etc.
- **Skill Transferability Concerns:** Transitioning officers might underestimate the relevance and transferability of their skills to civilian security roles. Skills in leadership, strategic planning, risk assessment, and crisis management are highly

valuable in the corporate security sector. There can be a perception that civilian employers do not fully recognize or value military training and experience. One of our most potent weapons is 'Soft Skills' which we have honed over a period are 'Valuable Assets' in corporate.

- **Cultural Adjustment:** The corporate environment may seem very different from the structured and disciplined military culture, making it look less attractive. Adjusting to the civilian work culture and lifestyle can be challenging, however, our transferable skills, esprit-de-corps, teamwork and natural leadership qualities makes us good fit into any organisation.

By addressing these areas, the perception of physical security careers can shift to one of aspiration and opportunity.

Part 3 – Subdomains of Security in Corporate Industry

Transitioning veterans possess a diverse skill set that can be highly valuable in various subdomains of the physical security sector. Some of the roles may require combination of roles mentioned.

- **Corporate Security Management:** Managing the overall security program of an organization, including physical security, information security, and emergency response. These spaces include Head Offices, Corporate Parks, Business Parks etc.
- **Industrial Security:** All types of industries fall under this domain for ex. Oil & Gas, Petrochemicals, hydrocarbons, Steel, Cement, etc. Generally, these industries are on outer fringes of city and have townships plus schools to protect.
- **Hospitality Security:** Security of Hotels, high end & luxurious Malls, Convention Centres, Museums or Art Gallery needs trained security professions with high level of soft skills.
- **Airport and Port Security:** Two different verticals but high in demand; both roles require deep understanding of airport and port operations.
- **Event Security:** Planning and managing security for large-scale events such as concerts, sports events, and corporate gatherings.
- **Loss Prevention and Asset Protection:** Preventing theft and protecting an organization's assets, often within retail, supply chain, transportation and logistics.
- **Security Operations Centres and Facility Management:** Overseeing security operations for facilities, including surveillance, access control, and emergency response. Gathering and analysing intelligence to protect against espionage, terrorism, and other security threats.

- **Executive Protection:** Providing security and protection to high-profile individuals such as executives, celebrities, and politicians.
- **Investigations:** Conducting investigations into security incidents, fraud, or misconduct within an organization.
- **Healthcare Security:** Ensuring the safety and security of healthcare facilities, patients, and staff.
- **Government and Critical Infrastructure Security:** Protecting government buildings, aerospace, military installations, and critical infrastructure such as power plants and water supplies.
- **Crisis Management and Emergency Response:** Developing and implementing plans for responding to emergencies and crises, such as natural disasters, active shooter situations, or health emergencies.
- **Business Continuity and Resilience:** Specialist in business continuity of operations which are likely to be disrupted with disasters.
- **Risk Management and Threat Assessment:** Calculation of TVRA, identifying, assessing, and mitigating risks to an organization's assets and personnel form part of this portfolio.
- **Training and Development:** Designing and delivering training programs for security personnel to ensure they are prepared for various security scenarios
- **Security Consulting:** Providing expert advice to organizations on carrying out risk assessment, mitigation measures, supply of trained staff, planning of security operation centres etc.

There are many other emerging domains such as Energy Security, Data Centre Security etc. By exploring these subdomains, transitioning military personnel can find rewarding and challenging careers that leverage their unique skills and experience.

Part 4 – Recommendations for Transitioning Officers for Physical Security Roles

Transitioning from a military career to a corporate physical security role can be a fulfilling and strategic career move. Here are key recommendations to help Veterans navigate this transition successfully:

- **Leverage Military Skills and Experience:** Emphasize skills such as leadership, strategic planning, risk assessment, crisis management, and operational coordination. These are highly valued in corporate security roles.



- **Showcase Achievements and Impact Quantify Successes:** Use metrics to demonstrate your impact, such as reductions in security incidents, successful implementation of security protocols, or improvements in emergency response times.
- **Pursue Certifications:** Obtain relevant certifications such as Certified Protection Professional (CPP), Certified Information Security Management (CISM), or Certified Fraud Examiner (CFE) etc. depending upon the vertical you choose. Remember

certificate will not give you a job but will arm you with requisite knowledge.

- **Networking:** Your Network is your Net Worth. Engage with Veterans already in the field, join workshops, webinars, international and national security groups. Move out of fauji shell and explore civilian world.
- **Seek Mentorship:** Make a mentor, piggyback his journey, follow his/her footsteps religiously. They can provide valuable advice, support, and guidance.
- **Be Updated on Tech:** Don't shy from reading about Surveillance Systems, Access Control Systems, Video Analytics, Biometrics, Visitor Management System, Material Management Systems, Drones & Robotics, Use of AI/ML in physical security etc.
- **Develop Strategic Plan for Growth:** Define your career objectives and identify the steps needed to achieve them. Whether it's advancing to a senior security management position or specializing in a specific area, having a clear plan will guide your efforts. Look for roles that offer growth potential and opportunities to expand your skill set. Taking on challenging projects and responsibilities can accelerate your career progression.

By following these recommendations, transitioning officers can successfully navigate the move to corporate physical security roles, leveraging their unique backgrounds and skills to make a significant impact in their new careers.



Conclusion

Transitioning from a military background to a corporate or industrial physical security role is both a challenging and rewarding journey. While the environments and expectations differ significantly, the core principles of discipline, leadership, and dedication remain invaluable. Understanding the key differences between military and corporate security, dispelling common myths, and familiarizing oneself with the various subdomains within the industry are crucial steps in this transition. Armed with this knowledge, veterans can leverage their unique skills and experiences to thrive in the corporate world.

For those considering this path, it is essential to remain adaptable, seek continuous learning opportunities, and network with industry professionals. By doing so, veterans can not only make a successful transition but also significantly contribute to the safety and security of their new organizations.

In summary, while the transition may seem daunting, with the right mindset and preparation, military veterans can excel in the corporate security landscape, bringing a wealth of experience and a fresh perspective to the industry. Embrace the journey, stay resilient, and use the recommendations provided to navigate your way to a fulfilling and impactful career in corporate security.

THE IMAGES USED IN THIS ARTICLE ARE AI GENERATED



Col Kanwal Kishore, SM (Retd) served in the Indian Army for 21 years. He was handpicked for a training course in Austria. He is conferred Gallantry Award for rescue operations in High Altitude Areas. Currently he is Head FM at L&T Realty for Residential Projects, Pan India. Prior to this he headed security of Jio World Centre, Reliance Industries Ltd. He has certification in CPP from ASIS international, CBCP from DRI International, CSP from IISSM, India. He has got many awards including Best Security Director by OSPA, Best in Corporate Security by CAPSI, Security Man of the Year by BW India, Best Security Team in RGCS, Reliance Industries Ltd. ,.

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Theme Article

Deciphering Physical Security Sphere

BY VARUN DHAND

Physical security as a term is very simple to understand, but over time, with the evolution of technology and the ever-changing security scenario, physical security has become multifaceted day by day. Physical security is an expertise area where physical protection is provided to assets and people with the help of different layers of security, which include the outer boundary wall, security personnel, software, and hardware. Physical security is getting revolutionized, with a lot of prominence coming from data security. Every aspect of physical security is getting automated, but still, there is always a human element involved to complete the chain. With the emergence of AI, robotics, and quantum computing, there may be a time when robots can try to replace humans in physical security, but the time is still too far to imagine.

Physical security is the bread and butter of every Fauji. Patrolling on land, in the air, or at sea gives every military personnel the first acquaintance with handling physical security. Further working on tactics and making strategies in war and conflict scenarios will make them masters of the field. That is why corporates always prefer veterans to handle physical security and advise them to meet their business objectives.



Aspects and Applications

- **Security Risk Assessment (SRA):** As a security professional, when anyone takes up any assignment, the primary responsibility of the security officer is to do a security risk assessment of the area of responsibility. It involves identifying, assessing, diagnosing, and monitoring the risks involved. Now a days, every company is spending a reasonable amount on identifying risks so that their mitigation becomes easy in the near future. I have done a security risk assessment by developing my own security compliance dashboard. It yielded productive results in early identifying and neutralizing the threat. Subsequently, the management of the company can be apprised of these threats well in advance to avoid any business disruption.



- **Security Operations:** After doing a security risk assessment, it's time to execute the strategies on the ground with the higher-up's approval. These security operations must be controlled by the Security Operations Centre (SOC). SOC is a brain for the execution of smooth security operations where the deployment of guards, any emergency response, security information and event management software (SIEM), and video surveillance can be analysed and monitored. I actually came across civil unrest in a manufacturing plant where miscreants tried to disrupt business continuity. Here, coordinated SOC operations along with timely intelligence gathering helped our team overcome a riot-like situation.



- Revamping Access Control:** Everyone in corporate world expects the security department to give preferential treatment to individuals or departments for access control. This creates shortcuts and sometimes also results in security lapses. Even allegations of favouritism are alleged against the security department if the process of access control is not transparent and accountable. The power to check any personnel is given to the security department, but security personnel should also have the responsibility to carry out duties in an honest, dignified manner and as per the policies of the company. There is a vast field of visitor, vehicle, and material management in access control. All in/out entries in access control are time-bound, and if there is any unwarranted delay, it would result in a loss of reputation for the company and a time loss for the visitors who are coming to meet for business obligations. If any material comes in and it does not reach the shop floor on time, it will hamper production, which will later affect the business's steadiness. Here, the role of the security officer is critical, where he or she guides their team to take on the role of facilitator so that the bare minimum time is spent by the goods and people at the main security gate. All this facilitation should be completed without compromising on verifying the documents required for authorized entry.



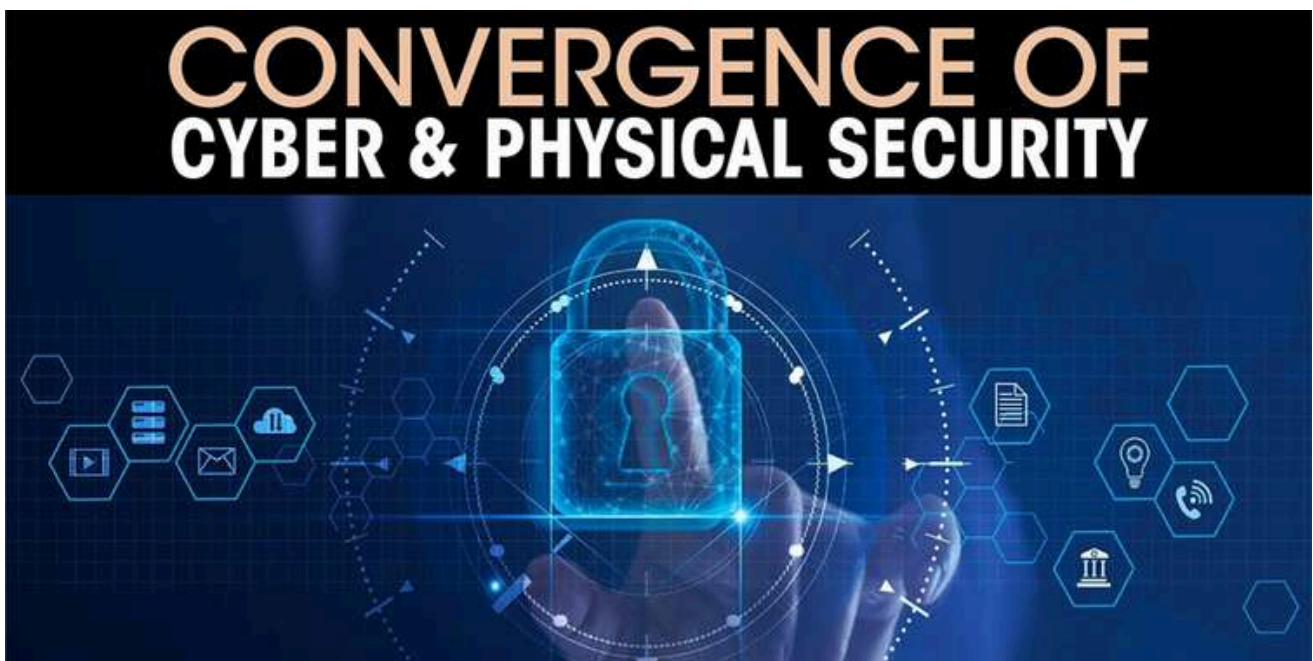
- **Training of Security Personnel:** ‘Training is the bedrock of the discipline’ and as veterans, we know its importance. Training of personnel becomes even more critical when, as a security officer, you know that your department is not revenue-generating. The quality of personnel handling security is not at a respectable level because of the lack of training imparted to them. As a security officer, you always face a crunch to cut down on training or even the manpower allotted. You sometimes have to put your foot down or put the ball in other people’s court by clearly stating the effects of the manpower cut. By imparting clear instructions, we build a robust security-oriented mind in security guards and security supervisors. I always use the carrot or stick policy, depending on the psychology of the individual during on-the-job training. Applauding and appreciating is very effective when someone in your team does a commendable job after being trained well. It motivates individuals to continue doing good work and increase the overall morale of the department.



- **Liaison with External Agencies:** I have worked with five state police authorities, state administrations (Collector, Tehsildar, Patwari's), and municipal and fire establishments. Despite having language barrier, my experience with external agencies was superb. As a security officer, I have used the veteran tag to get things done for my company, and they show respect in return during public dealings. I have been approaching these agencies with candid intentions and have spent time understanding their problems and offering solutions. This resulted in outstanding liaison, where they are just available on a phone call and offer help in any emergency situation.
- **Cybersecurity:** an add on the Security Officer’s Profile: Cybersecurity is the buzzword for governing today’s threat perception. In today’s world, data is a goldmine, and countries are trying to control and preserve the integrity of data through state agencies. Cybercrime is estimated to cost the world \$10.5 trillion annually by 2025. Unethical hackers take advantage of vulnerabilities in the system, and the present security domain is not adequately equipped to tackle these non-state actors.

I envisage seeing cybersecurity converge with physical security for the following reasons:

- Physical security professionals have the natural outlook of focusing on a security-oriented setup. It's a matter of initiative, time, and space to replicate the tasks that security officers are executing physically on the ground on the systems and networks where these cyber frauds are taking place.
- Corporate will endorse individuals who have the capacity to control the physical and cyber components simultaneously. It will be a win-win situation for security officers and corporations.
- Presently, there is a dearth of skilled manpower in cybersecurity. Veterans can fill this vacuum and take it as an opportunity to flourish. Security officers can establish better security frameworks and controls for better security posture using the CIA (Confidentiality, Integrity, and Availability) triad.



My Experiences in Physical Security

It's been 6 years with corporate, where I have handled security operations, administration, transport, facility management, fire, and safety. In this journey, I tried to upskill my skillset to stay on the hunt for my survival. I have manufacturing plant and banking (service industry) experience in my stride. I have seen ups and downs in my corporate career and am sharing my experiences in corporate security services.

- Physical security has a lot of powers and a wide area of responsibility in the manufacturing setup as compared to the service sector. Earlier, security officers directly reported to the plant head, but now a days, security officers come under HR, which is like curtailing of powers. Our predecessors in physical security also have a share to blame, where they don't take stand and align themselves to go hand in glove.
- I have worked both in Indian and American MNC manufacturing setups, but with Indian management. I have seen and faced the brunt of petty ego issues taking center stage. In generic terms, no one is interested in the work or performance; everyone is interested in the ego massage.

- I enjoyed working with my second company as a security officer (independent charge) at Huntsman International India Pvt. Ltd., Vadodara (Gujarat). I was lucky to get Mr. Naresh Mude as my line manager, and he gave me full freedom to tackle security matters. As a result, we both executed good work together. My understanding of security and his backing up as my boss did the trick for us. For me, Naresh is the epitome of transformational leadership, where he placed trust in me and allowed me to work as per my abilities.

In corporate, bucks stop there at your immediate boss; if you are on good terms with him, then your job is safe.



Transition and Opportunities in the physical security domain

I am writing below some direct answers to the questions that are often asked by veterans for their successful transition with their physical security profile.

Q1: How do you start your career in physical security at a corporate level?

Ans. Before writing your resume, do an activity of reminding yourself of what you have done in previous tenures in Fauj. Write down points on a piece of paper and segregate accordingly. Start writing your resume, and remember, you are the best person to write your own resume. Your resume will help you get shortlisted for an interview with the company. Apart from your resume, have an eye-catching and professional LinkedIn profile. The company filters candidates based on their resumes through the application tracking system (ATS) and LinkedIn profiles. Direct referrals are the easiest and most direct way to get a call for interviews through networking.

Q2: Are any certifications required or mandatory in the physical security field?

Ans: I have been in physical security on Civy Street for 6 years. It's not at all mandatory to hold certification; it's good for visibility when you reach the interview. But during the interview, your work from the past and your presentation skills will help you sail through. I have seen my colleagues doing and cracking Physical Security Professional (PSP) and Certified Protection Professional (CPP) certifications which definitely add on

Q3: What are the lucrative opportunities existing in the physical security field?

Ans: If any veteran is starting a career in the physical security field, then it is better to handle independent security profiles like Chief Security Officers (CSOs) of the plant. Independent charge will always help you to think and execute decisions along with your boss and give you a lot of confidence in the initial phase of your career. Now various roles are also coming along with the physical role in the plant. Young CSOs are also handling cybersecurity in the IT department under them. There is a profile of a security operations analyst and a chief information security officer (CISO) in the cyber security field. My advice is to enhance your profile at every appointment so that you grow in your profession and in CTC.

In Nutshell

Physical security as a profession is more about people-to-people interaction, where you must enjoy your journey while in the profession. It will yield dividends for you and your department's reputation. Among the veterans' community, there is talk that if anyone wants to take up a job, they should become a security officer or start the DGR security agency. It is due to this mindset that physical security profiles have suffered a lot in past and present times. I am not saying everyone is thinking in the same direction, but time has come to support each other and contribute more towards the physical security community. Bring technology to this industry so that the technical skills of security officers are improved and the officers will be in a prodigious position to present and stand professionally.



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

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Theme Article

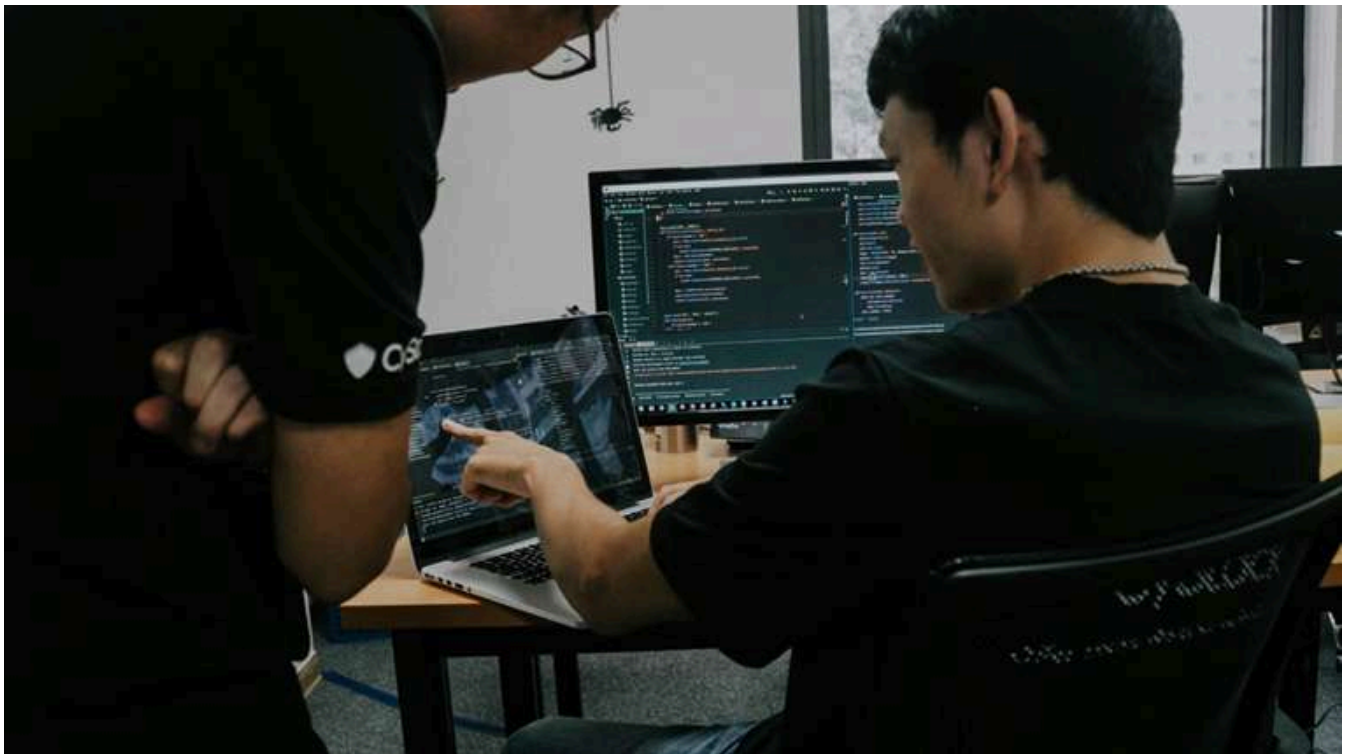
Future in Physical Security and the Impact of Technology

BY ANISH JAIRATH

The landscape of security, both physical and digital, has gone through rapid transformation globally. In India, security concerns span from border defence to internal law enforcement, and the role of physical security has always been of supreme importance. With their extensive training and experience, Military veterans are uniquely positioned to play a critical role in this sector. The impact of technology on physical security is profound and heterogeneous, enhancing the efficiency, effectiveness, and reach of such measures. This article delves into the future of physical security for military veterans in India, exploring opportunities, challenges, and the evolving landscape of security demands.

The Ever-Evolving Landscape of Physical Security

Security entails the protection of personnel, property, and assets from various threats such as theft, vandalism, terrorism, and natural disasters. The domain of physical security has expanded beyond traditional roles with advancements in technology and an increasing focus on integrated security solutions. Modern physical security isn't limited to surveillance systems but has developed into access control, perimeter security, and cybersecurity measures.



Technology has revolutionized the face of security

PIC SOURCE: ~SAHIM HAKY/ UNSPLASH

Opportunities for Military Veterans

Military veterans possess a unique skill set highly transferable to physical security. Their training in risk assessment, crisis management, and tactical operations equips them to handle all sorts of challenges. Additionally, experience in high-stress environments and leadership roles make them the ideal candidates to excel in security management and consultancy.

Security Consultancy: One of the burgeoning areas for veterans is security consultancy; Organizations are always seeking expert advice to assess and mitigate risks. Veterans can leverage their military experience to provide strategic insights and develop comprehensive security plans. This can range from securing offices to safeguarding critical assets, infrastructure, and public events.

Private Security Firms: The private security industry has grown exponentially in India. With the rise of urbanization and the corresponding increase in security needs, private firms constantly look for skilled professionals to grow their teams. Military vets can find opportunities as security managers, trainers and field operatives. Their background doesn't just add a layer of credibility to these firms but also enhances the overall framework.

Technology Integration: The recent boom in technology is a game-changer in physical security. Veterans with a penchant for technology can explore roles in managing advanced systems, including surveillance equipment, biometric access controls, and alarm systems. Knowledge of cybersecurity can further enhance their profiles, as the convergence of physical and digital security becomes more pronounced.

The impact of technology on physical security is profound and multifaceted, enhancing the efficiency, effectiveness, and reach of security measures. Here mentioned are some key areas where technology has significantly influenced physical security.

- **Surveillance Systems**

- **CCTV and IP Cameras:** Modern surveillance systems use high-definition cameras, infrared sensors, and IP cameras, allowing for better image quality, night vision, and remote access. These systems can cover larger areas and provide real-time monitoring and recording.
- **AI and Video Analytics:** Artificial intelligence and machine learning algorithms analyse video feeds to detect unusual activities, identify faces, and recognize patterns. This helps in early threat detection and reduces the need for constant human monitoring.

- **Access Control Systems**

- **Biometric Systems:** Fingerprint, iris, facial recognition, and voice recognition systems have replaced traditional keys and swipe cards, enhancing security and convenience. Biometric systems are harder to forge or bypass.
- **Smart Cards and Mobile Access:** Smart cards with embedded microchips and mobile access through smartphones offer secure and flexible access control. These systems can be easily updated and managed remotely.

- **Intrusion Detection Systems**

- **Sensors and Alarms:** Advanced sensors (motion detectors, glass break detectors, etc.) and sophisticated alarm systems provide immediate alerts of unauthorized access or breaches. These can be integrated with other security systems for comprehensive protection.
- **Perimeter Security:** Technologies like laser sensors, infrared barriers, and ground radar systems enhance perimeter security, detecting intrusions before they reach critical areas.

- **Cyber-Physical Systems**

- **Integration with IT Security:** Physical security systems are increasingly integrated with cybersecurity measures. For instance, access control systems might be linked with network security protocols to prevent unauthorized access to both physical and digital assets.
- **IoT and Smart Devices:** The Internet of Things (IoT) enables various physical security devices to communicate and operate seamlessly. Smart locks, sensors, and cameras can be monitored and controlled through central systems, enhancing situational awareness and response times.

- **Automation and Robotics**

- **Automated Security Robots:** Robots equipped with cameras, sensors, and AI can patrol premises, identify threats, and even engage intruders. These robots can operate continuously and provide a physical presence without the limitations of human personnel.
- **Drones:** Unmanned aerial vehicles offer aerial surveillance, covering large areas quickly and accessing hard-to-reach locations. They can be used for both monitoring and response purposes.

- **Data Analytics and Predictive Security**

- **Big Data and Analytics:** By analysing vast amounts of data from various security systems, organizations can identify trends, predict potential threats, and improve their security strategies. Predictive analytics can help in pre-empting security incidents.
- **Threat intelligence:** Sharing and analysing threat intelligence data across platforms and organizations can enhance the ability to anticipate and mitigate threats.

- **Enhanced Communication Systems**

- **Interoperable Communication:** Modern communication systems ensure that security personnel can communicate effectively across different devices and platforms, enhancing coordination and response during incidents.
- **Emergency Response Systems:** Advanced emergency response systems provide automated alerts, mass notifications, and coordinated evacuation procedures, improving safety during crises.



Cameras have become prevalent everywhere.

PIC SOURCE: ~MATHEW HENRY/UNSPLASH

Although technology significantly enhances physical security, it also introduces new challenges. These include the need for cybersecurity measures to protect against cyber threats such as hackers, privacy concerns, and the requirement for continuous updates and maintenance. Balancing these challenges with the benefits is crucial for effective security management.

Training and Certification

To bridge the gap between military training and civilian security roles, additional certifications and training programs have proven to be quite beneficial. Multiple institutes and organizations offer specialized courses in security management, risk assessment and technology-driven security solutions. Having these programs under your belt can help you stay updated with the latest trends and requirements in the industry.

Challenges Faced by Military Veterans

Transition to Civilian Life:

One of the primary challenges for military veterans is transitioning from a regimented military life to the civilian world. The pace, culture, and expectations in civilian jobs are often significantly different from military service. This transition often requires not only the adaptation of a new mindset but also a new approach to the work environment.

Recognition of Military Experience:

Regardless of relevant skills and experience, veterans sometimes face difficulties in getting their credentials recognized in the civilian job market. There is a need for greater awareness and acknowledgment of the value they bring to the table. Effective efforts should be made to translate military experience into civilian job descriptions.

Keeping Up with Technological Advancements:

While military veterans possess strong foundational skills, the rapid pace of technological advancements in the field of physical security necessitates continuous learning. Veterans may need to invest time and effort in upskilling themselves to remain competitive in the job market.

Government and Institutional Support

Skill Development Programs: The Indian government, along with various non-governmental organizations, has initiated several skill development programs aimed at reskilling and upskilling military veterans. Programs such as the Skill India Initiative and the Directorate General of Resettlement are prime examples of places which offer courses specifically designed for veterans to facilitate their transition to civilian careers.

Employment Schemes: Schemes such as the Prime Minister's Employment Generation Program (PMEGP) provide financial assistance to veterans who aim to start their businesses, including security firms. This not only empowers veterans but also contributes to the creation of job opportunities for others.

Awareness Campaigns: Raising awareness about the capabilities and potential of military veterans is crucial. Campaigns that highlight success stories and the contributions of veterans in various sectors can help change perceptions and encourage more organizations to hire them.

Future Trends in Physical Security

Increased Use of Artificial Intelligence:

Artificial Intelligence (AI) is revolutionizing physical security. From facial recognition systems to predictive analytics, AI can significantly enhance the effectiveness of security measures. Veterans with training in AI and machine learning can find lucrative opportunities in this cutting-edge field.

Cyber-Physical Security Integration:

The blurred lines between cyber and physical security require a holistic approach. Veterans with expertise in cybersecurity can play a pivotal role in developing integrated security strategies that address both physical and digital threats.

Unmanned Systems:

The use of drones and unmanned systems for surveillance and security operations is on the rise. Veterans with experience in handling unmanned aerial vehicles (UAVs) in the military can easily transition to roles involving drone security solutions.

Smart Cities:

The concept of smart cities, with interconnected devices and systems, demands advanced security solutions. Veterans can contribute to the design and implementation of security protocols for these smart infrastructures, ensuring the safety and integrity of these up-and-coming urban environments.

Empowering Communities: A Veteran-Run Security Firm

Another inspiring example is a veteran-run security firm in Bengaluru. Started by a group of ex-servicemen, this firm not only provides top-notch security services but focuses on community engagement and empowerment. Their efforts have not only enhanced local security but also provided employment opportunities for other veterans and civilians alike.

The future of physical security for military veterans in India is bright and filled with opportunities for those willing to adapt and evolve. With the right support and resources, veterans can make significant contributions to the security landscape of the country. Their unique skills, honed through years of military service, position them as invaluable assets in the quest for a safer and more secure India.

In conclusion, while challenges exist, the path forward is marked by potential and promise. Through continuous learning, leveraging government initiatives, and exploring new technological frontiers, military veterans can forge a successful career in the realm of physical security. As the demand for skilled security professionals continues to rise, veterans stand ready to lead and innovate in this critical sector, ensuring safety and stability for future generations.



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

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Col R Srinivas
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M: 7400160159

Survey: Members Speak

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

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

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

Here are the questions we asked them:

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



Captain Manoj Bagoria

Artillery, DOR: 1997

Years in Corporate: 26

CSO, Shree Cement limited

Physical Security: Private versus Military

The requirements of physical security in Armed forces and corporations are entirely different. In the armed forces, it's focused on protecting the borders and sovereignty of the nation. The primary responsibility of corporations is preventing losses caused by theft/ pilferage/sabotage/fraud by protecting the assets of the organization which includes people, property and information. It includes measures taken for risk identification/ risk mitigation and risk management. The main focus is the return on investment

Negative Stereotypes?

The main reason is veterans not equipping themselves with knowledge required specifically for corporate and industrial security.

Salary Variation?

Yes. The manufacturing and IT sector pays better than others

Any Advice?

It is a must to acquire all the necessary certificates and qualifications

Importance of Technology?

SAP/ CCTV/ VMS/ MS EXCEL etc

Recommended sub-domains?

Risk management/ Safety / Fire/ SOC

3 things you like?

1. The satisfaction of protecting the people/ property and information.
2. Maintenance of general safety and discipline.
3. Risk management

3 things you don't like?

Security is seen as a panacea for every problem



Capt. Raveendranath Sudarsan

ASC DOR: 1992 Years

in Corporate: 28

CEO, Fraud Control India

Physical Security: Private versus Military

In the Forces, national security is important whereas in corporate setup security and safety of men, material and information is crucial.

Why the negative stereotype?

This is a fact. Security professionals' job is a challenging one and it is a 24/7 job, hence many people are not very keen to take it up.

Recommended sub-domains?

Data security and Business continuity, Disaster Recovery and Risk Management.

Any advice?

Continued learning to keep abreast with latest developments. Eagle's eyes and owl's ears are a must for a security professional. Keep learning, research, and improve and improvise.

Salary variation?

Yes. Aviation, VVIP security and Data centre security pay higher

3 things you like?

1. Quick Reaction Team 2. Risk Management 3. Technology-assisted security solutions

3 things you don't like?

1. Monotony of guards, not being professional 2. Security officers careless attitude 3. Lack of enthusiasm

Importance of Technology?

Technology is critical and one will do better if qualified with cyber security and an ITIL certification.



Colonel Tapes Chandra Sen

Head of Training (East), G4S Secure Solutions (India) Ltd

Army/ Artillery

DOR:2011

Years in Corporate: 13

Any advice?

If you are looking for aspirational roles in the Security Industry then you should acquire the necessary qualifications like CPP/ CFE etc and prepare for the long haul.

Why the negative stereotype?

Most Military Personnel choose the low hanging fruit of a job in Private Security Agencies which are often low paying but easy to get. There are aspirational roles in Physical Security domain too but they involve a lot of hard work and perseverance which Military Personnel above fifty generally avoid. Getting a foothold in companies like G4S is difficult and once you join, it involves a lot of hard work.

Physical Security: Private versus Military

Physical Security in the Corporate sector is mainly about Asset Protection and Loss Prevention that may be caused by acts of omission and commission by own staff and associates, unlike the military where you are guarding against an enemy force.

Recommended sub-domains?

The various sub domains that Military Officers fit in easily in decreasing order of ease of fitting in are: 1. Training 2. Operations 3. Risk Analysis and Security Audit 4. Fraud Examination 5. Cyber Security

Salary variation?

Yes, they vary from Industry to Industry and Company to Company.

Multinational corporations in cities like Bangalore, Gurgaon etc pay high salaries compared to Indian companies.

Your salary will depend on the vertical you join and the size of the workforce at your command.

3 things you like?

1. Basics come easy to a military mind.
2. The familiarity with other military mates I meet.
3. Familiarity with common concepts and SOPs

3 things you don't like?

1. Dealing with discipline cases and unions.



Lt Col Hema Raghav

PLANT HEAD, VEDANTA ALUMINIUM & POWER, JHARSUGUDA

ENGINEER CORPS

DOR: 2022

Time in Corporate: 6 months

Physical Security: Private versus Military

Need to understand the business first to secure the operational units. Public security and private security are different in terms of tools and ways to mitigate the risks .

Recommended Sub-domains?

Risk manager, security Command centre controller, External affairs manager, Physical security head, loss and prevention manager, IR manager, security Project and infra manager

Salary Variation?

Cannot say for sure about high-paying industries. Amazon and Vedanta are taking as per years of service and bands are fixed, but yes, a lot depends on the negotiation skills of aspirants and the locations of the plant.

Importance of Technology?

Understanding dashboard, data analytics, Understanding business modules excel

3 things you like?

1. Safeguard the people , processes and information and the way look upto in case of emergencies.
2. Liaising with internal and external stakeholders
3. Interaction with business heads to resolve day to day issues and suggestions for deviations.

3 things you don't like?

1. Fear of colleagues from other functions to not let in socially close circles.
2. Sceptto their ical towards security professionals
3. Credibility of the stakeholders.

Any advice?

First have the feel of corporate security without any biases , be on ground and depending on your inclinations towards any specific domain in security do / pursue certifications and courses. Donot wate money without understanding corporate security .

Negative stereotypes?

No , Veterans can add value to the business by being part of enabling functions like HR , CSR , external relations ,HSE and business excellence and can contribute immensely with inputs in core operations. Veterans need to unlearn and relearn to get fitted in the business environment. Resilience and adaptability are two key quantities required.



Wg Cdr Giriraj Punia

IAF, Flying DOR: 2016

Years in Corporate: 8

Director, Running own Security Setup including Anti Drones

Physical security: Private versus military Physical

Security in the Military aims at Security only, whereas, in corporate, providing Security is just one aspect, dealing with people marketing of your services and aligning with the HR of the corporation is more important than actual Security.

Why the negative stereotype?

Yes, Security jobs are lower-paying jobs, as corporations consider them unskilled. More so, the availability of trained Manpower is in abundance. That adds to the reason for being underpaid.

Importance of Technology?

There is no choice than to raise the technology quotient. Therefore, the requirement is to upgrade Technical Skills as per the market and situation demands.

Any advice? They should upgrade themselves with latest Security gadgets and Security Environment.

Recommended sub-domains?

Systems need to be technologically advanced, presenting a common operational picture and accordingly probable actions.

Salary variation?

Yes. Salary varies and is higher in the new-age industries.

3 things you like?

1. Alertness
2. Intelligence
3. Coordination

3 things you don't like?

1. Monotony
2. Long Duty Hours
3. Invisibility of efforts



Col Kanwal Kishore

Infantry DOR: 2018

Years in Corporate: 7

Head FM, L&T Realty

Physical Security: Private versus Military

The differences lie in threat perception, security objectives, security measures, hierarchical structure, training, technology, legal/regulatory & compliance requirements and cultural context.

Why the negative stereotype?

Veterans are ill-informed about the potential for salary increases, career advancement, and the possibility of high-paying positions in corporate security, risk management, and executive protection. Growth exists in this industry provided Veterans want to keep the hunger and are aspirational.

Recommended Sub-domains?

The following sub-verticals where Veterans can do well are:

- a. Corporate Security Management
- b. Industrial Security (Hydrocarbons, Oil & Gas, Steel, Warehouses etc.)
- c. Hospitality Security
- d. Event Security
- e. Executive Protection
- f. Risk Management and Threat Assessment

Any advice?

Certifications a must; will not assure job but will provide: a. Adequate knowledge of vast domains. b. Veteran will be more confident, at par with civil counterpart. c. Veteran will be able to validate his security expertise. d. Veteran gets global recognition from peers and the industry. e. Certification gives a competitive edge in the marketplace. f. Enjoy personal satisfaction and professional achievement.

Salary variations?

Yes, salaries vary in security verticals. It will depend upon several factors – Owner driven or corporate-driven companies. All companies where 'Reputational Loss' is acknowledged will be high-paying jobs. Typically MNCs pay better salaries than Indian MNCs.

3 things you like?

1. Setting 'Security Culture' in the organization
2. Dynamic and Challenging work environment
3. Sense of purpose and responsibility

3 things you don't like?

1. Being treated as secondary function by management
2. No seat in the Boardroom
3. Lack of Budget for security operations

Importance of Technology?

As security systems become more sophisticated and integrated with advanced technologies, security professionals must possess a solid foundation in various tech skills to effectively manage and implement these systems.



Capt Ajay Pandey

Global Head of Security & Sustainability,
International Resources Holding

AAD

DOR: 1995

Years in Corporate: 29

Negative stereotypes Physical Security has evolved from traditional security functions. About three decades back it was restricted to guarding services. However, it went through the evolution such as Loss Prevention to Asset Protection to Business Resilience to current state of Enterprise Security Risk Management (ESRM). The current role has entrenched security into the executive leadership and advisory role to the directors. Physical Security like any other support services (HR/ Logistics/ Admin/ Finance) holds similar status in the corporate. The salaries are as comparable as any of the support functions provided one has credible certifications with them.

Recommended domains?

Physical Security, Cyber Security, Business Continuity and Disaster Recovery Planning, Risk Management, Security Automation, Security Project Management, Logistics & Supply Chain Security, Corporate Executive Protection

Sub-

Physical Security: Private versus Military

Physical security practices may vary between a corporate setup and a military environment due to differences in the nature of operations, regulations, and security threats. In a corporate setting, physical security typically focuses on protecting assets, employees, and sensitive information from unauthorized access. This may involve measures such as access control systems, surveillance cameras, security guards, and visitor management.

Salary Variation

Salaries do vary with industries. Multi-national companies have the best pay structure along with attractive perks and work environments. Large Indian business conglomerates too have excellent salary structure Smaller groups may not have structures matching the above two categories

Any advice?

Military personnel must prepare themselves with appropriate certification relevant to the domain they prefer.

Importance of Technology?

Technology which includes AI and ML is impacting security functions in a big way. awareness or knowledge about the same will give an excellent edge to security professionals and this will keep them relevant to future developments.

3 things you like?

1. Challenging Opportunity to learn cross-functional activities and contribute to success of business
2. Excellent career growth
3. Excellent career growth

3 things you don't like?

There was nothing that I did not like about Physical Security



LT CDR VARUN KUMAR DHAND

Deputy Manager Security, State Bank of India

Executive

DOR: 2018

Years in Corporate: 6

NEGATIVE STEREOTYPE?

Starting a career in the Physical security domain is not lucrative. But as you move up the ladder depending upon your abilities and exposure to opportunities it becomes rewarding. Physical Security remuneration is less because the security department is not revenue-generating as seen by corporations. Also, our predecessors did not set great examples which made early roads challenging.

Importance of Technology?

Yes technology quotient is very much required, I can foresee the cybersecurity aspect will be integrated into physical security profile. Future security officers must have overview knowledge of access control, risk management, networks, control room operations.

Salary Variation?

Yes, it varies from industry to industry. Profiles like Chief Information Security Officer, Chief Security Officer of Plant are high paying in good MNCs.

3 things you like?

1. Investigations and Audits,
2. Working on ground with different departments for smooth security operations, command and control

3 things you don't like?

1. Security profile is subset of HR, it should work independent and report head of the organisation directly. 2. Bending rules for higher ups in the organisation. 3. Security personnel are not looked up well in a generic sense in the corporate despite being doing well in their profession.

Physical Security:

Private versus Military Physical Security in corporate is just one component in administration. Physical security is like guarding company's assets and people. Physical Security is much more in military as everyone trains to be more aware in handling any security situation. Any breach in physical security in military area will lead to high stakes in national security.

Recommended Sub-domains?

Handling Independent Security Operations of the manufacturing plant.

Any advice?

Certifications are preferable but not mandatory. I have seen veterans rising without doing certifications.



Lt Cdr Rajeev Gite

HEAD SECURITY -
MAHA MUMBAI METRO

INDIAN NAVY

DOR: 2019

Years in Corporate: 4

Negative stereotypes

Many Good physical Security professions are available and as Veteran we need to get our best to the Corporate world to prove our expertise in handling Security Profession

Recommended Sub-domains?

We can explore various upcoming Security domains such as Metro projects, Physical Security of Data Centre, Industrial Security etc. I have taken over as Head Security for Mumbai Metro and is presently in this position since last 04 Years

Remarks

Security professional shall take pride in performing his duties and shall make the management realize the importance of Security profession is very important in Corporate Sector.

Physical Security: Private versus Military

The responsibility of different stake holders and the operational availability of the security system is prime responsibility as head Security

Salary Variation

Yes Salary do vary from industry to Industry. High paying industries are the Global MNCs which have there presence in India such as Amazon, Mitkat, GE. Also in India Adani and Reliance are having good pay scale for Veterans

Any advice?

We need to keep ourselves updated with latest certifications and with new technologies utilized in the Security domain, we shall focus on certification through Global Standard ASIS certificates CPP etc

Importance of Technology?

Yes we should have good overall knowledge of the Security equipment which are essential for the Security Operations in your organization

3 things you like?

Upgrading the Skills of Security Professional, Training and leading them in day to day Operations and Satisfaction of being in my dreamed profession

3 things you don't like?

Man-management of Security staff, Sleeping security personnel found on duty, Security staff alertness

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Star of Forces Network

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

IN INTERACTION WITH IQBAL SINGH

Capt Poornapragna G A (Poorna) was commissioned into the Corps of Signals in Aug 1985 from SS40 (OTA). He served in the 31 Armoured Div Signal Regiment and took part in Operations Brasstacks, deputed to Assam Rifles where he served as SO3 (Admin) cum Range Signal Officer. Completed his tenure in the Army as an Instructor in 2 Signal Training Centre. In Corporate, he has worked in Vijaya Bank, Bank Muscat, Goldman Sachs, Wipro and Cisco Systems in multiple leadership roles retiring as Regional Security Director. He was the Founder President of Outer Ring Road Companies Association, Bangalore and Secretary, of the Bangalore Chapter, Overseas Security Advisory Council. Post retirement from Corporate career, he has engaged himself as a volunteer teacher with eVidyaloka Trust, a Travel Blogger, Mentoring veterans in transition and working on independent initiatives.



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

Poorna: I am a hardcore Bangalorean! Born, brought up, and educated in Bangalore. After graduating in science with a major in Physics from National College, I joined the SS40 Course. I was commissioned into the Corps of Signals. Cadets in the science stream, like myself with a B.Sc., had to opt for technical arms. We had no choice!

My journey as an officer began on the serene banks of the River Ravi in Madhopur, Punjab, with the G Composite Signal Regiment. Those early days were filled with the experiences of North Indian winters, runs along the Sarkhanda banks, and memorable moments by the river.

Next, I headed to MHOW for YOs training. Unlike many coursemates, I didn't return to my parent unit after YOs. Instead, I found myself in Jhansi with the 31 Armoured Division Signal Regiment. We enjoyed our time there, surrounded by a close-knit group of bachelor comrades, including a six-month stint during OP Brasstacks in Rajasthan.



In Uniform as Captain

Subsequently, I was posted to Assam Rifles in Range HQ at Jorhat, where I served as a Sparrow and SO3 (Admin) – a unique appointment. Supporting six battalions spread across the China border was a challenging yet rewarding experience, providing valuable insights into infantry operations and a deep respect for foot soldiers.

After my time with the Assam Rifles, I transitioned to Goa - my last posting - where I served as an instructor in the 3 Military Training Regiment in the 2 Signal Training Centre.

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

Poorna: I retired as Regional Corporate Security Director in Cisco Systems, India in May 2022. I joined the company as a Manager in 2007.

When I retired, I was responsible for Physical Security Strategy and Operations for Cisco in SAARC region. I was also responsible for Crisis Management, employee Safety and Business Continuity planning for the region. Cisco has state of the art 30-acre campus in Bangalore which also houses the Security Command Centre for Asia.

Here are my other roles in Corporate sector in Chronological order.

Senior Security Manager, Wipro Technologies, Bangalore, September 2005 to March 2007:-

Responsible for Physical security, Risk management, Employee safety and Crisis management of Bangalore offices of Wipro Technologies – the third largest IT company in India - including the largest campus

India Security Manager, Goldman Sachs, Bangalore, March 2004 to June 2005 :-

Responsible for Security and safety of the global services and development centre of Goldman Sachs International, well known financial services company Headquartered in New York

Manager – Administration, Bank Muscat, Bangalore, April 1998 to March 2004:-

Responsible for General Administration, HR, Security and safety of the Indian Operations of this premier Banking Institution of the Middle East, Head quartered in Muscat, Sultanate of Oman

Assistant Manager - Security, Vijaya Bank, Bangalore, July 1993 to April 1998:-

Responsible for Security and safety arrangements of the corporate office of premier Indian Bank and more than 100 branches in Bangalore.

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

Poorna: Unfortunately, I and others did not and there was no such concept those days! No one guided us; we just went with the flow and adapted ourselves to the organisation's culture, leadership, and company requirements at every stage. However, I did try UPSC exam and passed Prelims but could not go further.

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

Poorna: The biggest challenge military personnel face when transitioning into the corporate world is adapting to the organizational culture and ethos. It happened to me too. The military is disciplined, structured, and hierarchical, whereas corporate environments, especially in American MNCs, are not as regimented.

In the Army, you are given clear instructions and expected to complete your tasks, but in the corporate world, no one spoon-feeds you. You must navigate the company's cultural landscape and quickly adapt.

In the corporate world, you need to take the initiative to seek help, as assistance won't be automatically offered. This proactive approach is crucial, as the corporate environment respects military personnel, giving us a good starting point. However, we must meet job expectations and deliver results.

When working in global companies, it's essential to understand the culture of your team members, and their approach to work, and adjust your work ethic accordingly. The adaptability taught in the Army is invaluable for successfully transitioning and thriving in the corporate world.



Poorna with corporate security team with Chairman of Cisco - John Chambers

IQ: Though you were a security officer working in a Networking product company. Did you have to learn some technology related subjects? How did you do so ?

Poorna: While I was responsible for physical security, I had to learn and understand the nuances of the related technology. Although there was no need to learn coding or other IT-related stuff, I did need to grasp the technology behind smart cameras, access control systems, command centres, and various tools used as part of my core job.

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?

Poorna: Good question! Let me tweak it a bit: If you were transitioning now, how would you approach it?

The most important aspect of the transition process is to decide and prepare early, ideally at least two years in advance, or a minimum of one year. If I were transitioning now, I would approach it by deciding on my career field, upskilling myself, networking, and finding a good mentor. I have written 11 articles on this transition process on LinkedIn, on challenges faced by veterans during the transition.

Another important aspect veterans should understand while transitioning is to have realistic expectations regarding their designation and salary. The focus should be on getting through to a corporate role of one's liking which also has growth prospects.



Poorna briefing the Security Command centre operations to Sri Chandrababu Naidu, CM, Andhra Pradesh

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

Poorna: I think that one should not shift a company or change a job only for money. If the new opportunity helps you grow in your career, allows you to upskill, and provides new exposure then one should.

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?

Poorna: Good question. This being a focused activity, I strongly advise veterans to keep a few hours and evaluate what they want to do after their military career.

A career in govt or corporate? Become an entrepreneur? Become an organic farmer? Run a homestay in the Himalayas? Pursue education? Are you a good Speaker and to make public speaking as a career? Are you a sportsman and want to enter Sports Management? Do you want to convert a hobby into a business? One can also consider the growing NGO sector - especially veterans who would be getting pensions - which pays good salaries apart from bringing satisfaction of doing good to society.

The choices are many. When they do the revaluation exercise - also called the SWOT Exercise - they will see clarity on the further steps to take. They can involve their close friends or whoever they think wishes you good, in this exercise! Taking stock of the financial position will help to make a final decision.



Poorna with his family on his father's 90th Birthday

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?

Poorna: To succeed in the corporate world, one must shed the "Hierarchical military ego." In the Army, officers enjoy many privileges that can foster a sense of ego, but in the corporate world, especially in American multinational corporations, no one cares about rank. While some Indian companies may still adhere to traditional work cultures, MNCs operate very differently.

The Army instils numerous valuable skills such as discipline, adaptability, tenacity, resilience, teamwork, stress management, a go-getter attitude, and leadership. These are all beneficial in the corporate world. We need to build on these skills and demonstrate them in our corporate careers to be successful.

Two critical skills for a successful corporate career are presentation skills and the ability to understand the corporate leadership landscape and manoeuvre through it by building relationships. Volunteering for cross-functional projects can be particularly useful in fostering these relationships.

IQ: What message would you like to give to transitioning military officers who wish to make a career in the technology industry in non tech roles, especially in a product company?

Poorna: Non-technical roles are generally similar in nature, whether in a technology company or a non-technology company.

Veterans should understand how these roles are structured within the specific company they are applying to or have joined and adapt accordingly.

For example, Cisco, as a technology company, invested heavily in security technology and maintained a state-of-the-art command centre. Another company might not have the same vision or capability to invest similarly. It's important to work within these constraints and adjust your approach based on the company's resources and priorities.

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?

Poorna: My father was a railway employee, and we are somewhat of a railway family, as my grandfather also worked in the railways! My mother was a homemaker.

I am the eldest of three siblings, with a sister and a brother following me. We grew up in a typical middle-class family, facing the usual struggles and challenges. Despite this, my parents ensured that we attended the best schools and colleges, placing a high value on education.

Even though there was no family history of military service, my parents supported my decision to join the Army.

My wife - Brinda Poornapragna - has supported me tremendously throughout my corporate journey. She was a banker and even more qualified than I am! At the peak of her corporate career, holding a senior leadership position in a multinational company, she decided to give back to society. She transitioned to the social sector and is now successfully running a well-known NGO in the education sector as its CEO- eVidyaloka Trust.

(eVidyaloka Trust - They teach Rural India (children between the grades of 5 and 10) with the support of volunteer teachers online. They are present in 14 states-



Poorna & Brinda on Beach near Udupi

All readers/subscribers of this magazine, if they want to teach children- can write to Brinda.poorna@gmail.com - to be guided on how easily each of us can make a difference in the lives of Rural Children. ([eVidyaloka](#))



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

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

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Wg Cdr Thiru Maran (Retd)

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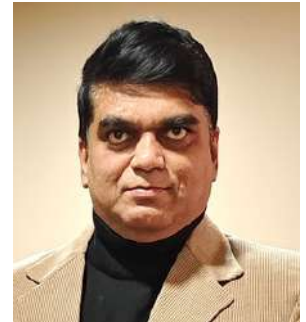
The project has been registered via Maharashtra registration numbers
NECO Officers Villa 1 - P2210005752, NECO Officers Villa 2 - P2210005846
and is available on the website <https://mahajyva.maharashtra.gov.in>
under registered projects.

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

Col P Hani, SM (retd) was commissioned into the Corps of EME in 1996 and took PMR in 2020. He was awarded Sena Medal for gallantry in action insurgents. During his tenure in army, he raised a new unit, a UN tenure, commanded EME Bn and was HoD Computer Science Dept at MCEME, during which he was awarded by the PM for innovation in the field of AI. He along with his friend started Edgeforce Solutions Pvt Ltd, a Deeptech startup in Defence and Aerospace domain.



Col Sriramesh, SM (retd) is a NCC 'C' certificate holder. He got commissioned to the Corps of EME from OTA, Chennai and did attachment with 16 DOGRA. He was awarded SM for distinguished service for contribution in development of MBT Arjun. He also served as Project Officer with BEML for design and development of MBT Arjun ARRV. He also holds a doctorate in Knowledge management and is pursuing his second Phd in Mechanical Engineering.



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

Hani: I grew up in the steel township of Bhilai and studied in one of the BSP schools. I was an academically sound student who also took part in lot of extracurricular activities and was adjudged the best cadet in NCC. I did BSc(maths) from St Thomas college and then got through the CDS exam for SSC entry. I got commissioned to the Corps of EME and did my attachment with 8 BIHAR in Manipur, where I was awarded with a Sena Medal for gallantry for my action against insurgents. Subsequently I got PC, raised a new unit, did staff appointment, a UN tenure and commanded 604 EME Bn in Allahabad. I did well in my courses including winning the DGEME gold medal in the degree engineering course. My last tenure was as HoD, Computer Science Dept at MCEME, during which I was awarded by the PM for my innovation in the field of AI. Some of the primary learnings from the armed forces career were:

- Hard work should be complimented with confidence and belief.
- True abilities and capabilities will help you carry the day.
- A leader is also expected to have solutions to problems.
- Always be abreast of the latest in technology.
- Better to be a 'Master of one,' it can be any chosen field.

Sriramesh: I grew up in Trichy and studied in state board school throughout. I did my BSc in physics in Bishop Heber College, Trichy. I am a NCC 'C' certificate holder. After clearing CDS exam for SSC entry. I got commissioned to the Corps of EME and did my attachment with 16 DOGRA in Akhnoor, Jammu. After Specialising in Tank Technology was posted to 43 Armd Regiment as OC LRW, which is the first Regiment to have MBT Arjun. I was part JRI and major trials of MBT Arjun for its induction into Indian Army. Subsequently was posted to CVRDE, DRDO, where I was working on MBT Arjun Mk II and FMBT project, where I was awarded SM for distinguished service for my contribution in development of MBT Arjun. I also tenated the appointment of OC Wksp of MBT Arjun Bde in Jaisalmer. I commanded my unit, 2 CZW in Patiala and the unit was awarded unit citation and the best minor EME unit. My last posting was as Project Officer with BEML for design and development of MBT Arjun ARRV. I also hold a doctorate in Knowledge management and pursuing my second Phd in Mechanical Engineering. Some of the learnings from the armed forces career were:

- Have an adaptable leadership trait.
- Be positive and try to find solutions to problems instead of giving up.
- Learn your trade and be the finest in it.
- Clarity in thoughts and process. Work life balance
- Grooming, delegation and the conviction to say 'No' to superiors based on correct logic and technical work.

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

Hani: The urge to innovate and be hands on with technology. I have always been good in the field of computers and software. When AI as a technology came to the fore, it was super exciting to be a part of it and be able to do something in that field. My interactions with tech startups while in uniform convinced me that it was a path that I would love to take. What I wished for, while in forces, can I make the same while being outside?

Sriramesh: The challenge in Army was over and wanted to come out of my comfort zone and pursue something in the civil street.

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

Hani: The event was a seminar on AI which was handled and coordinated by me in MCEME, Secunderabad. It involved close interaction with IIIT, Hyderabad, some of the giants of the IT industry and a plethora of tech startups. The innovative products and the pitch by the various founders really motivated me to look at entrepreneurship in the tech domain as an alternative career. Add to it, the experience that I had gained especially in the field of AI, and the fact that it had a great future in defence, convinced me that I could actually be successful if I were to take this journey. The positive policies by the govt to nurture startups finally motivated me to take the plunge.



IQ: Please tell us about your entrepreneurial venture? What was the vision behind starting your venture, and thereafter expanding it?

Hani: Edgeforce Solutions Pvt Ltd, we coined the name Edgeforce because we wanted to give a 'Cutting Edge' to the forces. This was to be achieved by 'Bringing Deeptech to Defence Tech', which incidentally is the slogan of the company. So I had lots of discussions with my best friend Colonel(Dr) N Sriramesh, SM(Retd) who incidentally was already in a very successful job in the corporate. In the end I could convince him to come on board as a partner and co-founder and together we started the company in Dec 2020. We then went about planning a roadmap for the enterprise. It was clear to us that we would have Artificial Intelligence as the core of our technology and the challenge was to identify all the use cases that could help the armed forces in a future warfare scenario. While in army I was fortunate to have been part of a mandate on the implementation of Artificial Intelligence as a part of officer training curriculum in Cat A establishments. That experience gave me valuable insights on how AI and its components could be leveraged and integrated into various equipment held with the forces. Over a period of time, we have been able to give many cutting-edge products to the Army Navy and Airforce. Our primary capabilities are in Unmanned Autonomous Ground Systems, XR (Extended Reality) simulations, Robotics and AI based predictive maintenance algorithms. We continue to innovate and support the requirements of the armed forces in their vision to become **'Atmanirbhar'** or self-sustaining in the field of complex technologies.



In the Defence Expo in Gandhinagar in 2022

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

Sriramesh: The biggest challenge for any startup is funding. One cannot get funds unless one has a product and product development takes money. So, the both of us had to dig into our pension and savings to start off with and hire the initial set of resources at own cost. Once the company got a little footing, we were able to harness the schemes for startups like the Startup India Seed Fund(SISFS), the TIDE 2.0 grant by MEITY, IDEX challenges grant etc. Things only turned real positive once we got through the first Angel funding round by diluting our equity. Since then we have been able to get into a cycle of revenue and use equity funding for scaling up the operations. We have also leveraged the power of collaboration for high value products and have been successful in making autonomous systems like Unmanned Ground Vehicle, which is pretty cost intensive. Our efforts in the field of Defence Technology has also been recognised by the State Govt and we were awarded as one of the most promising startups in Telengana.



Awarded by HE the Governor as 'Promising Startup In Telengana'

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

Hani: Edgeforce Solutions Private Limited (ESPL), established in 2020, is a Hyderabad-based leader in Industry 5.0 innovations for defence applications. Our company excels in developing predictive maintenance systems powered by AI, ensuring equipment reliability and optimal performance. Additionally, our AI-integrated AR/VR training simulators provide cutting-edge, immersive training experiences, while our advanced autonomous vehicles highlight our expertise in embedded systems and intelligent technologies. Our mission is to enhance national security and operational efficiency by delivering disruptive technology to India's security forces and critical sectors.

Our growth strategy is rooted in continuous innovation, strategic partnerships, and expanding our market presence. We prioritize R&D to remain at the forefront of technological advancements in AI, AR/VR, and autonomous systems. By collaborating with leading tech firms and government agencies, we enhance our capabilities and ensure our solutions meet the highest standards. Our customer-centric approach focuses on understanding and addressing specific client needs, fostering long-term relationships. With a commitment to quality and reliability, ESPL aims to transform India's defence landscape, delivering high-impact, dependable solutions that drive national security forward.

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

Sriramesh: Edgeforce Solutions Private Limited (ESPL) is based out of Hyderabad, with a front office and a fabrication unit in the city. We also have offices in Bangalore and Vadodara. While our primary operations are based in India, our influence and collaborations extend globally. We actively engage with international partners and participate in global defence and technology exhibitions, enabling us to incorporate the latest advancements and trends into our offerings. This global reach ensures that our solutions remain competitive and at the cutting edge of technology.

In tackling the challenges of today's competitive landscape, we prioritize continuous innovation, stringent quality assurance, and strategic partnerships. Our substantial investment in research and development keeps us ahead in AI, AR/VR, and autonomous technologies. We ensure that our products are reliable and perform optimally even in the most extreme conditions. Forming strategic alliances with leading technology firms and government agencies enhances our capabilities and expands our market presence. This approach allows us to deliver high-impact, dependable solutions tailored to the evolving needs of our clients and maintaining a competitive edge in the defence industry.



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

Hani: At Edgeforce Solutions Private Limited (ESPL), our team embodies a blend of passion, innovation, and excellence. Founded by Colonel P. Hani (Retd) and Colonel (Dr) N. Sriramesh (Retd), our leadership merges deep military experience with cutting-edge technological expertise, fostering a culture of discipline, integrity, and forward-thinking.

We prioritize an "attitude before aptitude" approach when building our team, seeking individuals with a strong work ethic, a zeal for continuous learning, and a commitment to excellence. We value adaptability, collaboration, and a positive, solution-oriented mindset. Technical skills are crucial, but aligning with our core values is paramount. Additionally, we give preference to children of defence personnel, appreciating the unique perspectives and dedication they bring. This optimistic and inclusive strategy has enabled us to cultivate a cohesive, motivated team dedicated to pushing the boundaries of defence technology, enhancing national security, and driving significant industry advancements.



IQ: How do you plan to tackle the challenges thrown at you in this dynamic, VUCA world where the only constant is change?

Sriramesh: Challenges are expected and we have gone into this journey knowing fully well the risks involved.

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

Hani: The entrepreneurial journey has been very exciting and extremely satisfying till date. The thrill of completing a challenging project after putting in the hard yards with your team and the customer saying that it has exceeded his expectations, is really beyond words. There are very many moments of happiness but the chief ones have to be the recognition of Edgeforce as one of the most promising startups in Telengana and being awarded by the Governor for the same. As also the selection by Niti Ayog and Startup India to represent the Indian startup ecosystem in Slush-2023 at Helsinki, Finland. Each and every IDEX challenge win has been a big boost to us and the team and it reiterates the belief that we are on the right track.

If at all we have to talk of a demanding situation, there are two. The first one was in 2021 when the second wave of COVID hit us and for a new company finding its feet, it was a huge setback. We could not let go of the people whom we had hired with so much diligence and at the same time there was not much money coming through due to the downturn in the market. Thankfully, the situation improved and the intervening time was constructively spent in R&D. The second challenge has to be the time when the second round of equity funding got delayed and then there was no other option but the founders to dig into their own savings to sustain the burn and ensure that there were no slip ups in the salary payments. At no point did we let the employees know that there were financial headwinds facing us and the situation was difficult, but we slowly but surely overcame that phase and were able to get the company back on track.



IQ: What are your future plans going forward?

Sriramesh: Our major plan revolves around manufacturing. We have already got the Defence Industrial License for manufacture and that helps us in planning and scaling up in terms of making some of the products that we had developed. We are also seeking collaboration from entities to support the Make in India initiative and have signed some agreements to be the face of those foreign companies in India. We are also looking at getting some orders from the commercial domain especially for AI based cloud services so that there is a steady stream of revenue into the enterprise. Overall, we have a well chalked out plan for the next 5 years and hope to ride the tide of defence indigenisation and self reliance.

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

Hani: Entrepreneurship and running a business is a very different cup of tea from doing a regular job, be it while in military service or out of it. The most important fact to remember is that the **'Buck stops at you.'** The decisions and choices that you make can directly affect the lives of those 20-30 employees who are under you. Their responsibilities and their families' responsibilities squarely lie on what you do and what you do not do. This means that there is no scope for failure and one has to be extremely sure of what one is going to do. I can speak for someone looking at starting a technology company that you yourself have to be very clear and adept at technology. If in the software field, there is no way you don't know coding or don't know what a 'Sprint' in SDLC is. I did a full fledged 6 months course on Data science and AI and participated in 4 hackathons before I was sure that I know my beans and can talk intelligently to my group of programmers. Hence my advice would be to be absolutely sure footed, have the capability and courage to take risks and be ready to put in your own money to bail out the business if needed. It also makes sense to have a good partner as your co-founder, as even investors like to look at businesses who have at least two founders. One partner should look inwards and the other outwards, to strike the right balance between tech needs and strategic needs.



Army Moments

IQ: What are your current products and the future plans to scale up over the next few years?

Sriramesh: The primary product of ours is the Unmanned Ground Vehicle. It is a fully autonomous platform that has been developed as per the requirements of the Army



DRAX Unmanned Ground Vehicle

Our other primary products are in the domain of AI as well as in XR (Extended Reality) Over the next few years we plan to scaleup our operations based on orders based on successful completion of R&D as well as through our IDEX Projects.



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

Hani: I am a big fan of sports and games. I try to watch as many live games as possible, be it any sport like cricket or kabaddi or volleyball.

Sriramesh: I am a sports person, 10m Air pistol national player and an avid golfer.

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

Both: Our families have been hugely supportive about our decisions. Our spouses being working women, it has helped us that the decision to take up entrepreneurship became just that bit easier as you have some financial support that you can bank upon. The kids are well settled in their studies and professions and it is expected that in the future they would be able to take this legacy and business to new heights and be a part of this wonderful journey.



Some beautiful Family moments



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

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Women Power

Spouses/Daughters of Defence Officers as well as those who have donned the uniform, have immense potential as individuals. While many of them have already established themselves as successful independent entities, a very large number still has to recognise and exploit their inherent hidden capabilities and worth. In this series we plan to showcase the achievements of such women of the members of Forces Network who have carved a niche for themselves through hard work, grit and determination, so as to provide adequate motivation to the others.

IN INTERACTION WITH UDAY K SHRIWAS

Mrs. Pallavi Tanksale. W/O Cmde Kuldeep Tanksale (Retd) have been married for more than 25 years. They have two kids Kaustubh, who completed his degree from BITS Pilani and is now pursuing his goal of becoming a successful Investment Banker and Piyushi who is pursuing a degree in Humanities from St Xavier's. Pallavi is a B.com, M.com, and MSW in Counseling. She is a professional counselor and psychotherapist. As a psychological student, she is trying to understand animal psychology especially how they behave or act in trying to convey their message to their human counterparts.



Uday: Please tell us about yourself and what you do?

Pallavi: My name is Mrs. Pallavi Tanksale, I am an animal communicator. I have the ability to understand and communicate with animals on a deeper level, to hear their thoughts and feelings, and convey those messages to their human counterparts. I have helped many animals and their guardians to better understand each other and strengthen their bonds. I am passionate about bridging the gap between humans and animals and helping to create a world where all beings are seen and heard.

Uday: Navy life must have had influence in your choices as you travelled and grew in personal and professional life, could you please tell us more about the Fauji aspect of your life journey?

Pallavi: Navy life certainly had an influences on the choices that I made. I got married quite young too. In the Navy they have a concept of NAWWA (Naval Wife's Welfare Association) committee. Here I was always ready to help other and form a part of this support system. From there I started to realise that I enjoyed providing help to all those who asked for it. I gradually understood that I had an inclination towards psychology so I perused MSwc in counselling. As I continued learning more from this course I started experimenting these practices on my children. The results were quite astonishing as they became more peaceful and stopped bickering and fighting constantly. While I was studying the gift of animal communication opened up to me. Moreover I got to practice counselling in NAWWA too as part of my field work... I understood other peoples struggles from different walks of life. So that's how the Navy had an effect in my personal and professional life.

After marriage I have always lived in houses close to nature. I slowly developed curiosity and interest in the mystical ways of the world of the animals. Amidst the busy life of being a house wife and attending multiple functions, I started getting closer to nature. Most of the houses that I have lived in were always close to nature. Serene locality and naturally meditative environment helped me to connect with the surroundings.

Uday: Would you like to share more details of the domain/industry you work in, your organisation and your profile in your organisation?

Pallavi: I feel there is no domain as such under animal communication. I think that telepathic communication extends to all that the eye can see. It doesn't matter whether the object of interest is living or non-living. One can telepathically communicate with everything including personal belongings like mobile phones, jewellery, cars etc. So initially I started off with communicating with animals. Later I realised that I could communicate with birds and plants and other living beings. Then as I progressed, I learnt how to telepathically communicate with my personal belongings as well.

I can recall that once it just so happened that my house keys were no where to be found and I decided to try communicating with the keys and I realised that they were in my daughters bag that she doesn't use often, although more she had forgotten to remove it, and indeed my daughter found those keys in the very same bag.



Uday: Any stories of great remembrance and significance you wish to share with us?

Pallavi: Each case of animal communication is unique. Each of the animals that I communicate with have something new to tell. Everyone of the animals have their own different behaviour, often mirroring that of their humans.

So there was once this case where a cat was peeing at different spots in their home, which is a very unlikely behaviour for cats as they are known for their cleanliness. So eventually when I communicated with the cat, she mentioned that a guest will be visiting them soon. But the father figure wasn't very fond of the person. Hence, the cat was peeing in different spots to show the frustration of the father figure. Once this issue was addressed she stopped peeing in different spots.

This is a very significant case as this showed me the deep connection that our animal companions have with us. Their different behaviours suggest what energies they are picking from us. It is their way to show us where we are going wrong and what changes should we make in our own lives...

Uday: We all have mentors and guides in our professional world and they are a great influence, could you please tell us about them from your life?

Pallavi: I discovered that my cat, named Dhampu, is my guide. At first I started communicating with Dhampu as curiosity. Later I understood that he was guiding me through various difficult situations. Often I would ask him questions out of curiosity like *"what my kids are thinking about?, how do they like their lives currently?"* And so on. Every time would cross check his answers with that of my children I would be pleasantly surprised to know how precise they were.

Recently (May 2024) Dhampu passed away. Before he went he had a task to complete which was establishing this telepathic communication with me and my family. He wanted us to know that he will always be able to help us even after his death of physical body. Well a few days earlier I had come to know that he was severely sick, but I didn't want to accept the fact that he was going to pass away. I wanted him to stay longer. Amidst all this mental turmoil I had stopped communicating with my cat. But it turned out that he prolonged his stay for us by almost 5 days just to connect with us again. He wanted to let us know that even after he leaves his physical body behind, we could talk to him telepathically. He wanted to us have faith in him that he will be able to guide us even if he isn't present in this physical realm.

So he guided us through his death as well. He reestablished the telepathic path to continue guiding me and my family.



Uday: What's your biggest source(s) of inspiration?

Pallavi: My biggest source of inspiration is the curiosity of the world in which my cat lived. I was always fascinated by questions like “what does he think?, what is his opinion about shifting?” etc. I always spent my free time wondering about this questions, trying to find answers to these questions.

Uday: Challenges you faced so far, on the way to establishing yourself and how you challenged those challenges? Was there any Turnaround event or moment in your life?

Pallavi: I have faced very little challenges in this field. I feel very grateful to say that my deep connection with nature the feeling of oneness with nature has helped me maintain this connection. I would like to also add that, whenever I practice animal communication, I ensure that I have steady and calm mind. Moreover the animas themselves are very enthusiastic to communicate. They always have something to share for their humans. Plus there is always a deep meaning lesson they share for their humans.

Uday: Live in the present moment and/or Plan for the future? What's your mantra?

Pallavi: Living in reality is the choice that I like to make. It is synonymous to living in the present. I prefer to live in the moment as one cannot forget that only the actions of present have the ability to decide the future. Therefore i don't see why i should waste my time on contemplating about the future. I also don't see the need to waste more time thinking about the past actions, because there is almost nothing u can do to change it. Moreover I have realised that we are always living in the present and we must give our attention to what already exists instead of thinking about the past actions or contemplating about the future. You see I realised that where you place your attention is what you get so that's why i choose to stay in the present. Now, of course you must plan for the future but in such a way that you don't obsess over it.

Uday: Lessons learnt as the world transitions through one of the most challenging times?

Pallavi: The biggest lesson I have learned on the way is to accept that there are multiple realities that exist simultaneously with that of ours. I don't have much knowledge yet on the different realities of different realms, but I aspire to keep learning about these different realities. Moreover it was very important lesson as it helped me to experience these different realms.

Different realities exist, I have less knowledge but I understand the vastness of the reality that we can't see

Uday: What advice do you have, especially for family members (women)from Fauj?

Pallavi: My advice to all would be to be open to the different opportunities that come along your way.

So being a housewife I had ample of time after my daily chores. Moreover the absence of my husband also granted me a lot of time. So I preferred spending my time on turning inwards and start giving importance to these spiritual aspects of life too. So it is important that each one of us who has time available should try to discover their own paths. We must practice our hobbies, and always make time to give heed to your curiosity. Maybe one can learn new hobbies or continue their education. I finished my MSC in counselling only at 40, after marriage! Hence there are many things we can do, but it is important to take some steps forward.

Uday: What is the best thing you love about Fauj?

Pallavi: The security is something that I have adored the most through my life in the Navy. I was always in a very secured environment,, that allowed me freedom for exploring a lot of places physically. I like to say that this secured environment was very helpful for me to grow spiritually. I feel on this path that is less travelled, the sense of security that Navy provided was truly something I would never forget.

Moreover the Navy provided a beautiful community life too. I am a counsellor by profession, so it was possible for me to practice counselling too. Helping people has always been a dream of mine and now I can do so while practicing counselling and animal communication.



Uday: What keeps you going other than the work, what are your likes and hobbies? And how do you make time for your hobbies from your busy schedule?

Pallavi: I feel very blessed when I say that my hobbies are what I practice as my profession every day. So there is no more joy I feel than when I practice my hobbies. It is indeed a path less travelled, so I like to spend my time exploring in the same subjects as my hobbies. Moreover I love reading different books which teach me different methods to strengthen my mental health as well as my spiritual capabilities.

I feel I always wanted to be the person who provided care and support. I achieved that, now I am able to help my children, husband and family. Moreover I feel overjoyed in saying that I get to extend it to all the other people too who come as clients. So I feel so good to know that I am able to make a small difference.

Uday: Last but not the least, rather most important, FAMILY and its role in your life as you excelled in your corporate career?

Pallavi: I feel so lucky to say that I have support from my husband, and kids. I understand that it is not very easy to accept my spirituality out of the blue, to my pleasant surprise they were always supportive of my spiritual dwellings. I would like to also say that I felt the support from the universe too. The universe showed to me by various ways like that of this skill of animal communication. So, I always like to mention this as one of my biggest support. Moreover after starting animal communication, I learned that the animals too showed me their support by their willingness in answering the queries I ask them.



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

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

Moment In Time

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

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

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



Golden-fronted leafbird - Nikon 7500D, Aperture : 4.5, SS- 320, ISO - 400-600, FL - 300-400mm

By Wg Cdr PD Joju - Instagram handle : @joeymiltonpix



Black-headed bulbul - Nikon 7500D, Aperture : 4.5, SS- 320, ISO - 400-600, FL - 300-400mm

By Wg Cdr PD Joju - Instagram handle : @joeymiltonpix



Chestnut-tailed starling - Nikon 7500D, Aperture : 4.5, SS- 320, ISO - 400-600, FL - 300-400mm

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Oriental magpie-robin - Nikon 7500D, Aperture : 4.5, SS- 320, ISO - 400-600, FL - 300-400mm

By Wg Cdr PD Joju - Instagram handle : @joeymiltonpix



Indian white-eye- Nikon 7500D, Aperture : 4.5, SS- 320, ISO - 400-600, FL - 300-400mm

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Knowledge Bytes

PANCHAYAT

BY DHIRAJ BHIMWAL

LIFE LESSONS FROM THE HEARTWARMING WORLD OF



In an era where many shows are dark and intense, web series "Panchayat", running successfully with its third season, offers a refreshing and positive narrative. Panchayat is an Indian Hindi-language comedy drama streaming television series created by The Viral Fever (TVF) for Amazon Prime Video. On 28 Nov 2023 Panchayat as a web series won the first Best Web Series (OTT) award at International Film Festival of India held annually at Goa.

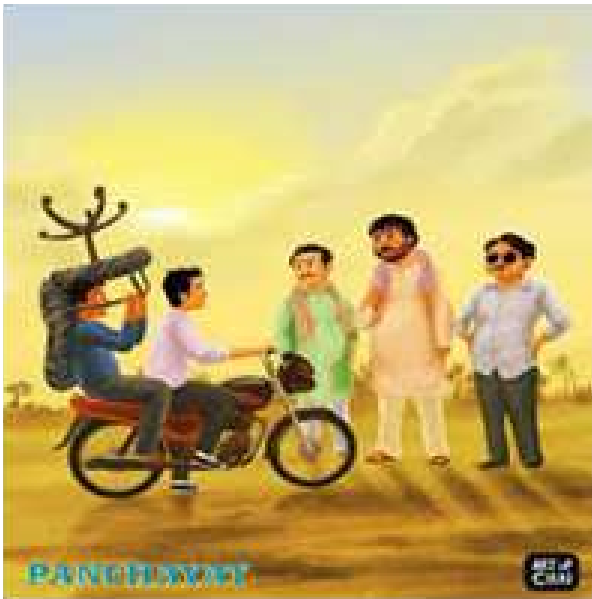
Its feel-good nature, coupled with meaningful messages, makes it a comforting and enjoyable watch. The web series portrays the life of an engineering graduate who, due to lack of better job options, ends up working as a Panchayat secretary in a remote village. This premise strikes a chord with many young adults facing similar career uncertainties.

Despite its rural setting, "Panchayat" addresses universal themes such as aspirations, societal expectations, and the pursuit of happiness. These themes are relatable to a wide audience, transcending geographical and cultural boundaries. The series strikes a perfect balance between humour and emotion. The comedy is subtle and situational, arising from the characters and their interactions rather than forced



gags. This natural humour combined with touching moments adds to the show's charm.

"Panchayat" provides a genuine glimpse into the everyday lives of people in rural India. The depiction of village life, with its unique challenges and simplicity, resonates with audiences, both urban and rural.



The cast delivers stellar performances, with Jitendra Kumar as Abhishek Tripathi, Raghubir Yadav as Brij Bhushan Dubey (the Pradhan), and Neena Gupta as Manju Devi (the Pradhan's wife). Their authentic portrayals contribute significantly to the series' success. The characters in "Panchayat" are well-crafted and multi-dimensional. Each character, from the protagonist Abhishek Tripathi to the village Pradhan and other supporting roles, is portrayed with depth and nuance, making them relatable and endearing.

The web series "Panchayat" now with its third season, has garnered widespread acclaim and popularity among viewers for several reasons to include, relatable and realistic storytelling, authentic representation of rural life, strong character development, humour and heartfelt moments, positive and feel-good narrative, high-quality production values. These factors collectively contribute to "Panchayat" being a highly liked and appreciated web series among viewers.

In the hustle and bustle of modern life, we often forget to appreciate the simpler joys around us. With its endearing characters and charming narrative, "Panchayat" is a treasure trove of life lessons, wrapped in humour and simplicity. Here are a few gems of wisdom we can glean from this heartwarming series.

Adaptability: When Life Gives You Lemons, Make Lemonade

Abhishek Tripathi, played by the ever-talented Jitendra Kumar, finds himself in a classic case of "this wasn't part of the plan." Sent to a remote village as a Panchayat secretary, Abhishek's urban dreams are dashed. Yet, he adapts, albeit grudgingly at first. His journey from a frustrated



city boy to a more understanding and resilient individual teaches us that sometimes, life's detours are the most scenic routes.

The Value of Community: It Takes a Village

In Phulera, everyone knows everyone. While that might sound like a privacy nightmare, it is also a beautiful lesson in community living. Brij Bhushan Dubey (Raghubir Yadav) and his wife Manju Devi (Neena Gupta) show us how tightly-knit communities support each other through thick and thin. Whether it is a wedding or a water pump crisis, the entire village pitches in, proving that shared joy is double joy, and shared sorrow is half sorrow.



Resourcefulness: Making the Best of What You Have

Vikas, the resourceful office assistant, is a master of jugaad (the Indian art of making do). Need a computer chair but stuck with a wobbly stool? Vikas is your man. His ingenious solutions to everyday problems remind us that creativity often flourishes in constraints. Sometimes, the best inventions come from a bit of duct tape and a whole lot of imagination.



Patience: Rome Wasn't Built in a Day

Prahlad Pandey, the deputy Pradhan, is the epitome of patience. Whether he is dealing with village disputes or the often-clueless Abhishek, his calm demeanour is a lesson in itself. In a world that is constantly on fast-forward, Prahlad's approach teaches us the virtue of slowing down and handling issues with a cool head. Remember, good things come to those who wait (and keep their cool).



Embracing Simplicity: Less is More

Phulera's charm lies in its simplicity. From the unpaved roads to the open fields, the village life depicted in "Panchayat" is a stark contrast to the urban jungle. It is a gentle reminder that happiness is not found in the latest gadgets or swanky cars but in the small, everyday moments – a cup of tea at the local chai stall, a leisurely evening walk, or a heartfelt conversation with a friend.



The Power of Education: Learning Never Stops

Manju Devi's determination to educate herself, despite her traditional role, is both inspiring and humorous. Her efforts underscore the importance of education and lifelong learning. It is never too late to pick up a book or learn something new. As Manju Devi might say, "Padhega India, tabhi toh badhega India" (India progresses when its people are educated).



Humility and Empathy: Walk a Mile in Their Shoes The characters of "Panchayat" are wonderfully humble and empathetic. They listen to each other, help without expecting anything in return, and show genuine concern for their neighbors. This spirit of empathy and humility is a lesson for us all. In a world often dominated by self-interest, "Panchayat" reminds us to be kind and considerate.



Dealing with Uncertainty: Embrace the Unknown Abhishek's unexpected journey in Phulera is a masterclass in dealing with uncertainty. His initial reluctance transforms into acceptance as he navigates the ups and downs of village life. It's a reminder that stepping out of our comfort zones can lead to personal growth and unexpected happiness.



In conclusion, "Panchayat" is more than just a web series; it is a slice of life that offers laughter, warmth, and invaluable lessons. So, the next time you are feeling overwhelmed by life's complexities, take a leaf out of Phulera's book – embrace simplicity, cherish your community, and never underestimate the power of a good laugh.

After all, as the villagers might say, " ह्यूमर से ही हम है " (We are who we are because of humour).



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

PHOTO SOURCE: GOOGLE OPEN SOURCE

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Knowledge Bytes

WHY ARMED FORCES PERSONNEL & VETERANS SHOULD CONSIDER MEDIATION FOR DISPUTE RESOLUTION?

BY SUMESH ANTONY

I. Introduction

On 03 May 2024, the Hon'ble Supreme Court in Civil Appeal No 1980 of 2024, Mahendra Nath Soral vs Ravindra Nath Soral 2024 INSC 372¹ quoted as under

“the dispute relating to partition/division amongst family members/coparceners /co-owners should normally be settled through Alternative Disputes Redressal (ADR) Process -The Courts are required to explore these methods for amicable settlement of family disputes – Referred to Afcons Infrastructure Limited vs. Cherian Varkey Construction Company Private Limited (2010) 8 SCC 24: 2010 INSC 431 -. It is ‘properties’ vs ‘proper ties’. ‘Short term gain’ vs ‘Long terms relations’. One can either get share in the properties that too by litigating or can maintain proper ties amongst the family members with little give and take, and not going to the extent of minute details.

As a veteran, one comes across large number of serving and veterans, who are engaged in prolonged litigation with kith and kin, over property issues some of which are inherited and some acquired by them over their service. A general observation was related to their service conditions and how they have not been able to take care of their property which has resulted in legal tangle with their own near and dear ones.

II. Military life & Challenges

The Armed Forces personnel are a unique category of citizens who live a life dedicated to the service of the nation. Most of Armed Forces personnel join the forces at a very young age some even join specialised Military, Sainik schools as young as 10/11 years and finally graduating from NDA, IMA at the age of 20/21 years similar is the situation for the Personnel below Officer Ranks. They subsequently continue living in remote areas in their service and are generally less oriented towards others facets of general life where their civilian counterparts are better aware.

However, outside the military life they face the regular world and interact with their civilian counterparts in many social, commercial transactions. A situation does arise where they end in disputes and litigation and the service conditions put them into a state of disadvantage. While their service is paramount and has no space for leniency, such situation causes immense stress and strain in their performance of duty.

On the other hand the pendency of cases in Indian courts is a pressing issue, reflecting a systemic challenge. The National Judicial Data Grid² officially declares that there are 44945540 (four crore forty nine lakh forty five thousand five hundred and forty) cases which include both criminal and civil matters pending in various courts in India. The share of pending civil disputes is 11019069 (one crore ten lakh nineteen thousand sixty nine). It further has data which shows that approximately 66.84% of the civil cases are pending for more than one year.

It is often questioned as to what are the factors, which result in such pendency of cases in the courts. There are no clear answers as multiple factors have contributed to this back log including inadequate judge-to-population ratios, lengthy legal procedures, and it compounds due to an already existing backlog of pending cases. Overloaded courts struggle to efficiently handle the caseload, resulting in prolonged litigation, increased costs, and frustration among stakeholders. Large numbers of steps have been taken to address this concern and systemic reforms, such as enhancing judicial infrastructure, employing technology for streamlined processes, and improving legal frameworks to expedite case disposal and uphold the rule of law.

III. ADR: Simple solutions

There is also a much underrated process known as the Alternative Dispute Resolution process (ADR) consisting of Arbitration and Mediation which is existing within the legal frame work and is quietly assisting many affected people in dispute resolution. The history of ADR goes back to our traditional system of dispute resolution where panchayat or elders adjudicated over disputes especially which was minor and civil on nature and was mostly acceptable to the parties.

The first attempt to codify this was with The Arbitration Act, 1899 by the British, which was based on the English Arbitration Act of 1889. This legislation provided the legal framework for arbitration in India during the colonial era. This was followed by the Post-Independence Arbitration and Conciliation Act,

1996 was enacted, replacing the outdated 1899 Act and aligning Indian arbitration laws with international standards, including the UNCITRAL Model Law. It was amended in 2015 and 2019 bringing in significant changes, promoting institutional arbitration, time-bound processes, and minimizing judicial intervention. Arbitration has since seen rapid growth and extensive acceptance in India and acceptance of institutional arbitration. Mediation as a word was not mentioned in the “Act”, but was carried out under the cover of conciliation, which is the term used and elucidated in Section 61 in the A & C Act, 1996.

Mediation is an ADR technique in which parties voluntarily seek assistance of an independent neutral third party, the mediator, assists the disputants by helping them create a mutually-acceptable solution to their conflict. He/She facilitates negotiations between disputing parties and may evaluate the relative merits of the claims, defences and assists in generating options. A mediator does not have the power to impose a solution or a decision, as the parties retain ultimate control over the outcome. Mediation is a non-binding procedure, but once a mediation agreement has been made and documented, the agreement is binding on the parties and legally enforceable. The process is voluntary, confidential, and allows for a more collaborative approach to resolving conflicts compared to traditional litigation.

While mediation/conciliation was being utilized in our system, but it was mostly restricted to court annexed mediation for marital cases or under Lok Adalat system under the NALSA Act, 1987³

The acceptance of mediation has grown by leaps and bounds and extensively used as the primary mode of dispute resolution in America, EU and some parts of Asia Pacific. A study about effectiveness of mediation as means of dispute resolution by the US Justice Department published in Negotiation Journal about three decades ago titled “Effectiveness of Mediation: An Independent Analysis of Cases Handled by Four Major Service Providers”⁴ revealed that mediation was capable of settling 78 percent of cases, regardless of whether the parties had been sent to mediation by a court or had selected the process voluntarily.

The Singapore Convention, 2020⁵ was the turning point in formalizing the mediation process akin to the New York Convention, 1959⁶ which was initiated to promote the use of arbitration as a method of resolving international commercial disputes and to ensure the enforcement of arbitral awards across

member countries. Singapore Convention, 2020 formally recognized Mediation as a form of dispute resolution and to overcome international barriers on enforcement of the settlement agreements. The Mediation Bill, 2023 was passed by the Parliament and is now a law in India giving much boost to the acceptability of Mediation and proponents of mediation as a means to resolve disputes.

While most people are likely to benefit from Mediation Act, 2023,⁷ the personnel of the Armed Forces of the Union should in my view adopt it to their benefit. Mediation has the inherent advantage to provide faster resolution and is also cost effective. The availability of technology has telescoped the geographical boundaries with Digital India as all areas of our country, where the Armed Forces operate have internet connectivity and therefore the likely success of mediation is high. The veteran is another community, who can benefit greatly from mediation as it is observed that most of the veterans settle in designated societies or areas, where other veterans are commonly residing across the nation irrespective of the fact that it may not be his/her native place. This choice is mostly due to the common factors like medical facilities, military facilities like ECHS clinics, recreational avenues as also reemployment in the corporate or civil sector. A dispute in such a situation could leave the veteran, where he has to deal with legal process and associated allied issues in an unfamiliar setting. As a lawyer, mediator & a military veteran, I feel that the benefits of mediation fit the template that Armed Forces Personnel and Veterans seek for their private disputes. A few are listed as under:-

- Confidentiality and privacy
- Preservation of relationships
- Cost-effectiveness
- Timely Resolutions
- Control over the outcome
- Emphasis on communication and understanding
- Reduced adversarial approach
- Flexibility and customization
- Promotion of well-being

With the advent of ODR (Online Dispute Resolution) and its recognition in the recently enacted Mediation Act, 2023 further allows effective use of the mediation process for the Armed Forces Personnel and Veterans.

The pertinent question of course remains as to where can be mediation effective for Armed Forces Personnel and Veterans. The First Schedule of the Mediation Act, 2023 lists out the disputes which are not fit for mediation. One

interesting aspect of the Act is the time frame fixed under Sec 18 restricting the process to maximum of four months (120 days) which can be extended by sixty days (60 days).

The other critical question often posed by parties to a dispute is enforcement of mediated settlement agreement and whether it is binding on parties. This is elucidated in Section 27 of the Act which clarifies that the agreement is final and binding and can be enforced in accordance with provisions of the Code of Civil Procedure, 1908, in the same manner as if it were a judgement or decree passed by a court.

IV. Conclusion

The Mediation Act, 2023 is an important legislation and will affect vast majority of the country's population. It offers unparalleled benefits and allows parties who seek to resolve their disputes without getting into the legal conundrum and find solutions which are legally valid and enforceable. It is therefore relevant to serving and veterans who seek resolution methods which do not put them through the processes of the judicial framework, instead it offers solution in lesser time which is amicable and allows them to preserving relationship. Mediation as a method of dispute resolutions needs wide awareness amongst serving and veterans to allow them to reap the benefits of this exceptional dispute resolution process.

1. [43210_2018_13_1503_52849_Judgement_03-May-2024.pdf \(sci.gov.in\)](#)
2. <https://njdg.ecourts.gov.in/njdgnew/index.php>
3. <https://nalsa.gov.in/acts-rules/the-legal-services-authorities-act-1987>
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<https://www.justice.gov/archives/olp/alternative-dispute-resolution-department-justice>
5. <https://www.singaporeconvention.org/>
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7. <https://legalaffairs.gov.in/acts-rules-policies>

Lt Col Sumesh Antony, Retd was commissioned into 1st Bn, The Assam Regt in Sept 2001. Post his PMR, he practices as an advocate at the High Court of Kerala, AFT Kochi, & other courts. He specialises in Arbitration & Mediation and is an APCAM & IIAM certified/empaneled Mediator and Arbitrator. He can be contacted at sumesh.antony@sjaresolve.in

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

Leisure

The Empty Boat by Chuang Tzu

Recently, I came across this wonderful poem by Chuang Tzu. I was so moved by it that I couldn't resist sharing with you all. Especially in the world today, when everyone wants fame, attention, "Likes", own name as some big brand, too much of appreciation, self-obsession and desire for huge number of followers. This "Empty Boat" came as a sharp contrast against all the monkeying above. For a moment this poem made me pause and I introspected on how much I am stressing over in the endless mad competition, just to become somebody that the world will appreciate and hold in awe. Many of my colleagues and patients too are undergoing anxiety, stress and hypertension due to this rat race.

Its not that we should not strive for excellence or stop struggling. It's just that avoid reckless pursuit for attention and fame. Unless you are in a profession that need the attention and votes of masses, why stress on an unnecessary desire to be famous? My take on this is that the focus should be on our own work satisfaction, purpose of life and diligently working on what appeals to us most.

"Karam karo, fal ki chinta mat karo"

To emphasize my point further, let me quote two beautiful dialogues from the movie "Three Idiots"

"Kaamyaab hone ke liye nahin, Kaabil hone ke liye padho!"

"Success Ke Peeche Mat Bhaago, Excellence Ka Peecha Karo, Success Jhak Maarke Tumhare Peeche Ayegi"

According to me, Empty boat is a state of our mind free from judgements, comparisons, reckless ego to become someone special and great in this world.

The lesson that I derived from this poem is to keep working on self-improvement in all aspects like physical, mental, spiritual and professional. Accomplish all our responsibilities in family and society. We all are unique and special in our own ways, therefore find your passion or purpose in life, do and leave back something for the nation, environment and humanity.

Therefore, empty your boat by removing (or atleast checking) ego and recklessness. The wisdom and maturity are in being the best version of yourself.

Sharing this poem,



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The Empty Boat by Chuang Tzu

He who rules men lives in confusion;
He who is ruled by men lives in sorrow.
Yao therefore desired
Neither to influence others
Nor to be influenced by them.
The way to get clear of confusion
And free of sorrow
Is to live with Tao
In the land of the great Void.

If a man is crossing a river
And an empty boat collides with his own skiff,
Even though he be a bad-tempered man
He will not become very angry.
But if he sees a man in the boat,
He will shout at him to steer clear.
If the shout is not heard, he will shout again,
And yet again, and begin cursing.
And all because there is somebody in the boat.
Yet if the boat were empty.
He would not be shouting, and not angry.

If you can empty your own boat
Crossing the river of the world,
No one will oppose you,
No one will seek to harm you.

The straight tree is the first to be cut down,
The spring of clear water is the first to be drained dry.
If you wish to improve your wisdom
And shame the ignorant,
To cultivate your character
And outshine others;
A light will shine around you
As if you had swallowed the sun and the moon:
You will not avoid calamity.

A wise man has said:
"He who is content with himself
Has done a worthless work.
Achievement is the beginning of failure.
Fame is beginning of disgrace."

Who can free himself from achievement
And from fame, descend and be lost
Amid the masses of men?
He will flow like Tao, unseen,
He will go about like Life itself
With no name and no home.
Simple is he, without distinction.
To all appearances he is a fool.
His steps leave no trace. He has no power.
He achieves nothing, has no reputation.
Since he judges no one
No one judges him.
Such is the perfect man:
His boat is empty.

Hope this poem made an impact in your life too. I have shared my lessons, waiting eagerly to see the poem from your angle and hear from you soon. Please share your insights.



Sqn Ldr Meena Arora is a Certified Life Coach, NLP (Neuro Linguistic Programming) Practitioner and Trainer, Author and Clinical Psychologist (Pursuing PGD in Rehabilitation Psychology, RCI Certified Course). She takes Personal Sessions (one-on-ones) and conducts workshops, group discussions and personal interviews in schools, colleges and corporates. She is also an active theater Artist and a Proficient Baker. She believes in following hobbies and a good physical fitness regime as the keys to good mental and psychological health.

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

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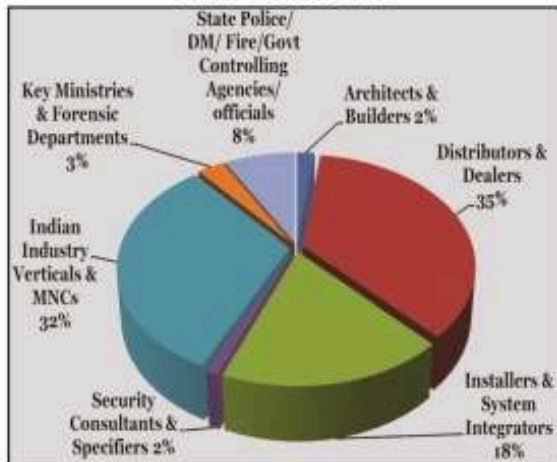
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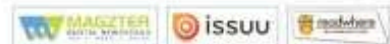
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Leisure

Deep Waters & Dandelions: Some Thoughts on Modern Parenting

In my years of being on mighty warships on the high seas, I've seen countless cyclones & steered thru treacherous waters. But nothing prepared me for the uncharted territory of modern parenting - a sea where raising a child feels more like navigating a paddling pool full of dandelions!!!

The proverb, "**A great ship needs deep waters,**" resonates deeply with the art & science of parenting. In today's world, however, a curious aversion to deep waters seems to have taken hold. We've become adept at building comfortable paddling pools for our children, forgetting that true growth comes from navigating the vast, challenging ocean.

The modern approach often emphasises shielding children from discomfort. Discipline, once a cornerstone of good parenting, is now viewed with suspicion. Consequences are downplayed, replaced by a culture of instant gratification & participation trophies. This creates children who lack the resilience to weather life's inevitable storms. Imagine a grand ship built with balsa wood, designed never to face a wave. How would it fare in the real world?

Competition, too, has fallen out of favour. We strive to create a level playing field, forgetting that meritocracy is a fundamental principle of life. Children who excel at academics or athletics are discouraged from celebrating their achievements, lest it bruise the egos of their less-gifted peers. This not only breeds mediocrity, but also hinders the development of a healthy work ethic. A great ship thrives on skilled captains & a well-trained crew, where dedication & talent are valued.



The erosion of meritocracy extends beyond individual children. We shy away from teaching the value of hard work and delayed gratification. Efforts are rewarded regardless of outcome, fostering a sense of entitlement rather than the satisfaction of accomplishment. Imagine a ship's crew expecting the same praise for listlessly drifting as they would for navigating a treacherous passage.

This isn't to say parenting should be about creating miniature warriors. There's a place for nurturing a child's self-esteem, but it shouldn't come at the expense of developing grit & determination. A safe harbour is important, but a ship built only for calm waters will never explore the world.

The answer lies in a return to deep waters, not by throwing children overboard, but by providing a secure vessel - a loving, supportive environment - from which they can explore the vast ocean of life. It's about setting clear expectations, offering guidance & allowing them to experience the consequences of their choices, both positive & negative. It's about celebrating their victories, big & small, while teaching them to learn from setbacks.

By embracing the metaphor of the great ship, we can raise children who are not just comfortable, but capable. They will be the ones who navigate the currents, chart their own course & ultimately, discover the true depths of their potential!!!

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



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