



It's not a curfew,
it's care for you –
COVID - 19

**Tip for
maintaining
Sanity :
Learn to see
the situation
as it is, not
better or
worse than
it is.**

Suresh M. Semwal

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Dear Friends Greetings!!!

These are unusual times that we are experiencing in our lives. "Work from home" that was largely a cliché until couple of months back has necessarily become a norm now. Those of us who were complaining of "Work life balance" have suddenly started thinking of "Work Life Integration".

But these are temporary embargos and hopefully all of us should be able to resume our normal life by mid of the month. The flip side of this otherwise dismal scenario is that we suddenly have free time. The mute question that we need to ask ourselves is how are we utilising this time to keep ourselves fit, both physically and mentally? Our development needs cannot and should not be kept on the back burner and we at POSSIBLERS have come up with a series of webinars to help our clients develop the managerial and leadership needs of their employees.

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Please stay safe and healthy and come out stronger.

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Save The Planet?

Suresh M. Semwal



**S T A Y
SAFE, SHARP & HEALTHY**

**“Let your
smile
change
the world,
but don't
let the
world
change
your
smile.”**

Suresh M. Semwal

COVID 19 has been playing havoc for the last three months. The recent lockdown has brought our busy routine (so called) to a screeching halt. Till about four months back humans were making big plans to save the planet, save Tigers (In India), save forests etc. Greta, the youngest crusader of saving the planet had jolted the world leaders with her fiercely talk and we all took a vow to do something about it & at least some of us did do something like cleaning the beaches and planting couple of trees etc...However, within few weeks of the human activity lockdown, Delhi's pollution levels have improved drastically, we can hear birds chirping, wild animals are seen on highways, rivers have become cleaner, air has become breathable, noise pollution is zero, ozone layer is recovering, deaths from road accidents are zero etc. etc. Come to think of it, our mother earth has given us so much that we can't even think about how much we need to repay. How many ventilators we had been using and for years together?

Can you think of repaying the planet for that free supply of oxygen? It is we humans, who are damaging the planet. Our activity is causing environmental degradation and seriously depleting its vital resources. Our biggest contribution is ever increasing population and the resultant pollution. Does it need our active help to be saved? Our absence is sufficient for the planet to flourish. Mother nature is an unrelenting, unforgiving force, so it is probably best if we treat her well, and maybe, just maybe we can make up for the damage that has already been dealt. If that happens, all other creatures will enjoy our planet better. Let's wake up before mother nature takes it into her own hands. Let's respect, replenish and rediscover our life styles.



Falling down is not always about losing ... Tapas Dasmohapatra



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Developing organization by developing people is the theme Tapas Das Mohapatra strongly believes in. Since childhood he has been able to expose himself to various domains of self development which significantly developed a powerful and humanitarian perspective toward life. He tried his hands and became successful in various pursuits like painting, singing, theatre, photography, writing, debate, social service, leadership roles in university etc.

Falling down is not always about losing. Falling down is part of growing just like a baby learns how to walk. Each time a baby falls down it does not consider it as losing.

The baby knows intuitively that it is winning bit by bit. So rejections, criticisms and misunderstandings are part of relationship building specially when you want it to strengthen and sustain.

Because strengthening and sustaining a relationship often goes thru a roller coaster ride of falling down and rising up. Only a passionate person understands and appreciates that it is ok to fall down and this is not always about losing.

Rather this is winning bit by bit. When you are passionate about a profession or a person or a vocation you know that you got to sacrifice something to get the desired result.

Either you sacrifice your time or energy or money or sometimes you sacrifice your ego and comfort. You do all these sacrifices because you know that you are not losing rather you are winning.

So falling down is not always about losing; it is winning in the long run bit by bit. So next time you fall down remember this and rise again just like a baby does. Have a happy life.

Employee Engagement during VUCTA Times

Sandip Grover



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With over 30 years of hands-on management of human and executive resources with prominent Indian and global corporates, Sandip Grover is among India's leading thinkers and practitioners of HRM, cultural transformation, sustainability, and social engagement.

We normally talk about the VUCA times especially when we would explain to the audience how to strategize in the face of any unique challenge. However, the ongoing VUCA is certainly unique in a way, so as to say, it's a threatening VUCA, where even when someone sneezes now appears threatening to your environment. As such, the VUCA has become VUCTA, T stands for 'threat'. The question is during such VUCTA times, how to keep your employees engaged? Let's try and understand, the whole world is talking day-in-day-out about Covid19. How many new cases, how many deaths, which country is losing out on this fight and so on and so forth. Given the onslaught of so much of negative information. And then there is the 21-day lockdown and working people find it extremely difficult to be locked inside their homes. So, what should a HR person do to keep the employees engaged under such VUCTA times?

1. **Trust** : Well Trust was and is an important ingredient to ensure your employees remain engaged and productive. But in these circumstances, it is vital to have trust. Trust your people in these troubled times. They are also worried for their livelihood and would not do anything knowingly to jeopardize their only source of income.
2. **Communication** : Communication has always been the key, but in these times, communication coming from authentic sources and containing some positive bites is the key. This would be in all mediums – Emails, WhatsApp (text/video) and phone calls. Periodic communication can be made giving some information of achievements by some members and positive outlook for future can be shared.
3. **Development** : Development should not wait for good times only. Webinars & online courses for certain relevant topics can be initiated. There are many universities worldwide that offer free courses online. Besides many training companies offer webinars on variety of topics. HR heads should get hold of such information and pass this to their employees. As the popular saying goes – "Tough times never last, Tough people do". The intent is to reinforce positivity amongst employees to ensure they become mentally strong enough to handle the VUCTA times and come out stronger.

Backslide to Race Ahead...

Jas K. Bhatia



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Jas comes with an overall experience of 12 years in Neuro-Linguistic Programming Coaching, Behavioral Training and Sales & Marketing. She has facilitated and coached clients from various industries ranging from manufacturing to IT. Her Mantra of Engineer Your Genius provides her coaches/ participants with simple tools and transformational conversations that lead to an opportunity for performance at the highest level.

Fast paced life day after day is the millennial norm. Breakfast while driving... conversations while dressing up... payments while stopping at the traffic signal... Talking and social media together... We are now humans with as number hands as Indian Deities are shown! The pursuit of good life, happiness, increased luxuries, ambition etc. got us to this point.

At times, I look at peoples' speed and involvement in life's "non-essentials" wondered if they have noticed that their children are growing up and their parents are getting old. No one has the time. Amidst all of this, comes along a virus, COVID and people are house arrested.

BTW, the size of a virus, on an average, is 200 nanometres (1 nanometre = 10^{-9} metre)

It is a good time to realise that in the face of survival, nothing is more important than survival itself. None of us are indispensable. Life goes on even when we do not go to work, eat outside, shop on the weekends, make money, talk and talk...

Ambition, work, money and more likes in your life will definitely give you a feel good factor but what does not touch on the inside, makes you yearning for more and more on the outside. Hence, there is no end of this loop of running around and around in search of the musk, which essentially is on the inside. The scare of coronavirus has slowed us down, let us make it a blessing in disguise.

So there is always time to hold the hand of a loved one, look into the eyes of your parents and see the biography, hold your child and experience the sparkles of curiosity, bathe in the sun, go for a walk and hear the birds chirping.

Once life jumps back to normal, it is definitely going to be different, richer in essence and more meaningful.

#slowdown #reflections #newbeginnings #breakingroutine
#life #oldwaysgottodie

Become valuable to be valued. Give more than you get. You will always be in demand.
Suresh M. Semwal



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We were once broken but God will make us whole again!
Trust his process

**Reflection,
Realization
and
Rejuvenation
is not
locked down.**

Suresh M. Semwal

