



WOMEN: THE HARBINGERS OF CHANGE

Extracts of proceedings of Women Economic Forum 2015

Foreword by Dr. Harbeen Arora



WOMEN: THE HARBINGERS OF CHANGE
WOMEN ECONOMIC FORUM 2015



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First Published: August 2015

*Published by Perfect Publications Pvt. Ltd.
B-II/100, Mohan Co-operative Industrial Estate,
Mathura Road, New Delhi - 110 044*

Printed by Red Prints Pvt. Ltd., Okhla, New Delhi



**WOMEN
THE HARBINGERS OF CHANGE**

Extract of the Proceeding of



DEDICATION

*“For ALL the women in the world
who make a difference and to the
men who stand with such women”*

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FOREWORD

Women: the Harbingers of Change

Women today are indeed the Harbingers of Change in all spheres of life- be it the work environment, be it in the new modern home or be it in changing hearts and minds. It is indeed a transformational time. And what better way than to discuss all aspects of the change at the very first of its kind “Women Economic Forum. It was the beginning of something very powerful. It was no less than a miracle.

It was a sheer delight and a blessing to have so many inspired and kind hearted women from across the world and diverse backgrounds come together for the very first time, and yet feel an abiding Oneness of heart and mind. Such was the miracle experienced by ALL at the historic “Women Economic Forum” of the ALL Ladies League in May 2015 in Goa, which coincided with the sacred period of the Full Moon dedicated to Buddha.

Indeed, as the world's largest such congregation of women from over 25 countries – and expected to include 75 countries next year – the WEF 2015 was a celebration of warmth, enthusiasm, commitment, and creativity. Over 400 women from diverse cultures and faiths came together to create a vision of the world as they believe in – a world where the seed of love in every heart is planted again; where the dried up emotions in our hearts are revived again; where the creative energy in each is liberated again; where the great soul power of ALL of humanity shall be expressed again.

We are every day connecting women from ALL parts of the world to foster a worldwide web of women and thus creating a strong collective self for women. ALL Ladies League, also known as 'ALL', is fostering a positive global movement in uniting the world through feminine leadership and via friendship in an era of major individual conflict, depression, anxiety and intolerance due to rising religious fanaticism, extremely competitive environment, decline of value systems and narrow selfish thinking. ALL is also a mindset for change, for introspection, for rationality, for tolerance, for faith, for goodness, for kindness, for generosity, for societal values, for peace and prosperity both of the individual and society, for collective responsibility, for ethics and above ALL for the wellbeing of the entire world as enshrined in the ancient wisdom of praying for the happiness of the entire universe since in that lies the happiness of the individual – “Samasta Loka, Sukhino Bhavantu,” a vedic prayer that means “may ALL worlds be happy and at peace within.”

By joining ALL, first the individual Women and now the Men who have joined us are pledging that "enough is enough" and that they will be the "Harbingers of Change" in moving the world back to retain its values, ethics and the collective happiness of ALL while retaining individual identities as a collective treasure of cultures, thoughts, arts, entrepreneurship,

innovation and ideas that impact us ALL. This collective interconnected self is integral to creating this powerful vibration of Love ALL over the world. Take for example a droplet of rain: Alone, it will simply slide down from the mountains and get lost. But those tiny droplets that get channelled and flow together as a stream and become a full river flowing in ONE direction will definitely – most definitely – reach the Sea. Indeed, when we come together as One Heart and move toward One Purpose, we shall certainly attain it.

In fact, those very aims are the thought and consciousness behind our mega marquee annual global summit, the Women Economic Forum in Goa. It is the blessed site to exponentially enhance women's leadership and women's friendship locally and globally so that women become proactive agents of change in ALL spheres of self and society, including bringing in the much needed understanding among cultures and peace across borders, apart from becoming self-assured in their own personal expressions and driving excellence in industry and entrepreneurship.

Women's role in this task of transformation is to be “Soul-diers” – fearlessly lighting the lamps of love again and again and again, and ensuring that they are never blown out by the tremors of terror, fear, hate and intolerance. It is time for the Goddess within each woman to emerge and walk amongst us a Soul-dier: one who is a Harbinger of Change; one who is proactively Uniting the World; one who with her drive and dedication is Transforming Lives; and one who with her goodness and unending love is Expanding Hearts and Mind-sets eternally. We believe that women once energized and strengthened will LEAD with more vigour and LOVE with more wholesomeness.

Likewise we believe that by scaling up a culture of thinking from the heart and connecting with love above ALL, we shall restore the lost sacred connections between Life and Love, between Man and Nature, between man and woman, among religions, in friendships, in relationships. We believe that as MORE LOVE goes into the hearts and minds of ALL, MORE LOVE will certainly come out ALL.

We believe that we can ALL help co-create a consciousness and a vibrational ecosystem of Love that will bring out the best in ALL. For instance, in Indian music a specific raga has the power to make manifest a specific reality and invoke the elements. So you can materialize the rain, or fire, or winds, through the vibrations you create. Likewise, I believe that the vibrations of Love thus co-created by ALL of us will make Love manifest in every part of the world and in every aspect of life. Therefore: Love is our path. Love is our means. Love is our goal.

A league for ALL Humanity

We experienced in Goa a microcosmic reality of our inspired vision.

Women at the conference in Goa told me that they now felt ‘ready to move mountains,’ and many among audiences told me that they felt in the midst of an “ALL Humanity League” as we spoke for ALL. In fact, this became the defining feedback for us to now accept men as members as well!

India is proud to be leading this movement as I believe this is the destiny of India: to lead with love. The land of sacred spirituality for ALL, India has long been the site of many thought revivals for ALL of humankind, has always believed in the immense power of the Feminine, especially in leading the change during challenging times.

Today when the forces of fear and divisiveness risk destabilizing global harmony and peaceful co-existence, the rise of the collective feminine is rising against ALL odds to lead the way toward peace and progress for ALL.

For it is time to reclaim the long-lost love in our lives, the solidarity and sisterhood that every woman and her family should have much of, and the beauty and generosity that our world needs much more of.

I believe there is no power greater than a woman who decides to make a change. Nowhere was this in greater evidence than at the recently concluded “Women Economic Forum 2015” of the ALL Ladies League in Goa, where each woman present epitomized and embodied the theme of this year’s forum: Women as harbingers of change.

The ‘Healing’ has thus begin. The soul-power within each woman shall express itself and shall reconnect us with larger realities and our deeper selves. We shall reunite Man, Woman and Nature. We shall restore the harmony among faiths. We shall revive the joy in relationships. We shall reinstate the trust in friendships. We shall revisit our conduct. And we shall redo our lives.

It’s possible. It’s happening. It’s here to change. this powerful vibration of Love ALL over the world. Take for example a droplet of rain: Alone, it will simply slide down from the mountains and get lost. But those tiny droplets that get channelled and flow together as a stream and become a full river flowing in ONE direction will definitely – most definitely – reach the Sea. Indeed, when we come together as One Heart and move toward One Purpose, we shall certainly attain it.

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It’s possible. It’s happening. It’s here to change.

Dr. Harbeen Arora
Global Chairperson, ALL Ladies league
Women Economic Forum

Highlights of WEF 2015

A plethora of women champions from across the globe gathered together to lighten the first-ever annual Women Economic Forum in **Goa at Goa Marriott**, from May 7th to May 11th 2015. Along with the women leaders were business leaders, Corporate Coaches, Entrepreneurs, Authors, Icons, Actors, Political Stalwarts, Policymakers, Ambassadors, and Media personalities, who came together at the Women Economic Forum to create a truly vibrant atmosphere of discussion, debate and millennial thoughts.

The **program** of WEF 2015 was spread over a diverse range of topics with exceptionally good **Speakers**. The over 400 **Delegates** from over 25 countries went through much experiential learning and change via the debates and discussion in a unique environment of positivity, enthusiasm, friendship and kinship.

The first day of the forum started with a curtain raiser session introduced by the lady herself **Dr. Harbeen Arora**, Global Chairperson Women Economic Forum and **ALL Ladies League**, world's first-of-its-kind all-women's international chamber. Then it started with the interesting plenary sessions on subjects ranging from religion to violence against women and then to enabling change by amplifying women's voices in **mass media**. Women delegates from **Poland, London, Israel, Pakistan, Morocco, Canada, USA** and other countries shared their exclusive thoughts on the topics of national & international concern.

The second day of forum was jam-packed with interesting breakfast sessions on E-commerce, inculcating work and life skills in school education, art of persuasion and negotiation, grandma stories, **cloud economics, net neutrality, Quality & Innovation** are no longer departments et al. A packed house got a taste of different parallel sessions along with some interesting lunch roundtables on small-scale manufacturing, surviving against all odds, **clinical beauty** treatments, inclusive growth, **racism**, hospitality, socially responsible advertising, househusbands' et al. The plenary sessions included the discussions on “The Business of Beauty, Fashion & Entertainment: defining trends from world over.”, “Exploring – Women Oriented Cinema; A much honored filmmaker, **'Madhurs** movies are splendidly known for their strong female protagonists and out-of-the-box narratives rooted in real life”, “India: The New Global Economic Growth Engine India with its new set of dynamic entrepreneurs and world class CEO's is driving growth not just in India but globally. India is expected to now be a major force in driving global markets.

Those who spoke included renowned director **Madhur Bhandarkar**, **Ms. Meghna Ghai Puri**, **President, Whistling Woods International (Mukta Arts)**, **Ashoke Pandit**, Member of Censor Board & Filmmaker; **Poonam Dhillon**, **Actor & Politician**, **Zarina Stanford**, IBM, Vice President, Asia Pacific; **Alok Bansal**, CFO & Co-Founder, PolicyBazar.com. The day also experienced an award ceremony specially organized to facilitate the **Goan Women achievers** from different spheres of life namely Ms. Odette Mascarenhas, preserver of traditional Goan

Highlights of WEF 2015

culinary arts; Ms. Cecille Lee Rodrigues, an ace Zumba dancing, successfully running a dance academy; Ms. Ethel Da Costa, a prominent media professional and a prolific writer; Ms. Sonia Shirsat world-best Fado singer in India & also the promoter of traditional Goan music; Ms. Archana Bhobe a noted fashion designer.

The third day of forum started with scintillating breakfast roundtables on topics like talk on **meditation** & its power, caretaking of elders, intuitive healing therapies, **consumerism**, **angel funding** et al followed by some compelling parallel sessions on Entrepreneurship at Grassroots, The New Women: Empowered, Enlightened and Inspired, Art of Cross Cultural, '**Yogance**', power of miracle, Social media blueprint et al. Among the parallel

sessions was a candid conversation with **Amruta Fadnavis**, the First Lady of Maharashtra, wife of the state's second youngest Chief Minister, Maharashtra, Shri **Devendra Fadnavis**. Some chit-chat sessions at the round tables were about inter-faith respect and tolerance, **Parenting**, branding influences, protest rallies necessary to get justice, Conversion or Anti- Conversion Laws, experiencing motherhood, “chakra” & “karma” management. The plenary sessions included the discussions on “The Journey of Dhirubhai Ambani”, “The New Young Politicians, changing the world view and how Nations can collaborate in a new world order” , the theme plenary “Women: the harbingers of change”. Those who spoke included **H.E. Dr. Burak Akcapar**, Ambassador of Turkey; **Ms. Mossarat Qadeem**, Chapter Chairperson, ALL Islamabad, Pakistan; **Justina Mutle**, International Speaker and Philanthropist, UK; **Sachin Pilot**, Former MOS, GOI; Dipti Salgaokar, daughter of the legend Shri Dhirubhai Ambani; **V.Balasubramanian**, Group President, Reliance Industries Ltd., ; **Shazia Ilmi**, BJP Spokesperson; Sara Pilot, Founder CEQUIN; **Anar Patel**, Founder and Managing Trustee, Gramshree; **Aruna Jayanti**, CEO, Capgemini. The 4th day of forum started with refreshing breakfast roundtables on topics like talk on attracting customers for business, shattering glass shields in our minds, NGOs or entrepreneurship?, hypnosis, healthcare systems: India, China, US, Africa, Wise or Worldly-wise, Preserving **mother tongues**, children today et al. Some chit-chat sessions at the lunch round tables were about Winning Recipe for success, **Social Entrepreneurship**, Maternal Health, **youth leadership**, personal branding, Freedom of expression and many more. Then, the most crucial sessions started and among others were “**Maharashtra**: the financial capital and leading in growth”, “ Role of Media as Change Agents”, “Effective, Accountable and **corruption free Governance** Police and Administrative Reforms Required”, “In conversation with **Vidya Balan**, Actor and Icon”. Those who spoke included Hon'ble Chief Minister, Maharashtra Shri Devendra Fadnavis; well-renowned actress Vidya Balan; **Kiran Bedi**, BJP; **Umesh Upadhyay**, President, News at Network 18; **Mohan Sivanand**, Editor-at-Large, Reader's Digest; **Pinky Anand**, Additional Solicitor, General of India; **Dr. Habil Korakiwala**, Founder Chairman and Group CEO Wockardt Ltd.; **Prahlad P. Chhabria**, Director, Finolex Cables, Ltd.; **Siddharth Zarabi**,

Executive Director, Bloomberg TV India; Rohit Bansal, Managing Director, TV18; **Bhupendra Chaubey**, Consulting Editor CNN-IBN, Mr. Dilip Piramal, Chairman, VIP Industries.

The fifth day of the forum was specially kept to bid adieu to all the wonderful personalities who made the forum a cherished memory for **ALL**.

Indeed, in Goa, at the magical WEF 2015, we had a great start. It is now up to ALL of us to make it greater.

So we invite ALL to experience this new awakening and also lead this togetherness in motion by participating proactively in the next WEF 2016 in Goa.



Shri Pranab Mukherjee, Hon'ble President of India

He extends his warm wishes for the success of ALL Ladies League's Annual Summit: WomenEconomicForum – 2015

The President of India Shri Pranab Mukherjee, is happy to know that the Women Economic Forum of ALL Ladies League (ALL) is being held from May 7-11, 2015 at Goa.

The President extends his warm greetings and felicitations to the organisers and the participants and sends his best wishes for the success of the event.



Kiran Bedi, an Indian Politician, Social Activist

“Exclusivity of Women Economic Forum is bound to generate some unique ideas, original in content and implementation...”



Madhur Bhandarkar, National Award Winning Director of movies like Chandni Bar, Satta, Corporate, Traffic Signal, Page 3, Fashion, Heroine

“Women Empowerment will come when women realise their own strengths and powers. My movies are ALL about that.”



Soha Ali Khan, Award Winning Indian film Actress

“I believe the WEF is an incredibly important and energizing event - it gathers women entrepreneurs and leaders from all strata of society and all spheres with a truly international reach and gives them a chance to connect, share experiences and lessons, listen to inspirational speakers and gives them all the motivation to continue their amazing work! I hope to attend this year in Goa and wish them all the very best success!”



Pinky Anand, Additional Solicitor General of India

“I believe the world Economic Forum with its farsightedness will develop into a global platform in the rapidly changing world scenario. It is a unique concept and I am happy to be a part of this evolutionary process.”



H.E. Dr. Burak Akçapar, Ambassador of Turkey to India

“I believe that the annual “Women Economic Forum” held by ALL Ladies League (ALL) which is the world's first-of-its-kind all-women's international chamber, will give us a unique opportunity to exchange ideas and experiences on the integration of women in all fields of business and employment.”



Meghna Ghai Puri, President, Whistling Woods International, and leading Mukta Arts with her father Subhash Ghai

As more and more women find themselves in influential positions of businesses and society at large it has become extremely important for them to meet & share their success stories. There is no

doubt that the energy that women can bring to any forum is dynamite and what a great idea to have the Women Economic Forum. I congratulate ALL Ladies League on this wonderful initiative and wish them all the success with all their endeavours."



Alok Bansal, Co-Founder & CFO, Policybazaar.com, India's Leading Financial Website

"India has come a long way as far as women empowerment is concerned. However, we still have miles to go when it comes to encouraging economic participation and entrepreneurship amongst women. Platforms such as WEF plays a pivotal role in raising issues, creating awareness and addressing challenges concerning gender disparities. I applaud WEF for encouraging leadership/ entrepreneurship amongst women."



Zarina Stanford, Vice President - Marketing, IBM Asia Pacific

"Economic health is a matter of importance for every individual, across borders, and all walks of life. Women Economic Forum sets the stage of thought provoking dialogs and exchange on topics key to all."



Dhruv Shringi, Co-founder and CEO, Yatra.com, the second largest online travel website in India

"Women Economic Forum is a much needed platform especially in the Indian context where it can play an essential role in bringing about financial independence of women."



Shazia Ilmi, noted Indian Politician

"The real transformation happens within oneself and the rest follows. Strength of character is an inner journey and the rest is merely a follow up."



Wendy Luhabe, Chairperson, Women's Private Equity Fund, an organization focused on the empowerment of women in business in South Africa

It is time that the hearts of women be opened, nourished and be brought back to aliveness. WEF will do that."



Poonam Dhillon, noted Indian actor and politician

"The global Women Economic Forum is an very meaningful & empowering event where , for the first time there's a forum where women from ALL over the world can meet , learn from each other, bond and become stronger through friendship and inspiration."



Sara Pilot, Founder, CeQUIN, Spouse of former MoS Sachin Pilot and daughter of former CM J&K, Farooq Abdullah

Women and girls have the potential not only to better their own economic status but also to impact upon that of their communities and nations. However, to date, their talent and strength has been under-developed, under-recognized and undervalued. In this context, the Women's Economic Forum is to be commended for using its global reach and establishing cultural connections and giving scale and solidarity to women's entrepreneurship and leadership in all

spheres and across all strata of society. "



Malavika Sangghvi, *Writer and Columnist*

"Increasingly, people are realizing that the absence of women from the decision making process, has resulted in a severe economic, environmental and social crisis for our Planet. I believe the Women Economic Forum and initiatives like it, will certainly redress the situation and usher in a woman's point of view that will bring much needed healing and wisdom to the world."



Sankar Chakraborti, *CEO, SMERA, A Renowned Credit Rating Agency in India*

The Hand That Rocks the Cradle Is the Hand That Rules the World" is a famous line by William Ross Wallace which aptly reflects the immense capability and the fortitude of a woman. The Women Economic Forum is one such unique platform which acknowledges and celebrates the achievements of women entrepreneurs and leaders for their invaluable contribution to the economic development and nation building exercise, globally. I am honored to be a part of this initiative and wish the forum success in their current and future endeavors."



Shefalee Vasudev, *Fashion Editor, Mint Lounge, India's second largest business newspaper*

"The Women Economic Forum uses a fiery integration of focussed ideas around some of the most urgent women's issues today. It questions, it answers, provokes and leads."



Geeta Rao, *Luxury & Beauty Thought Leader; ex Beauty and Health Director, Vogue India*

"The depth and inclusiveness of economic, cultural and global issues under one platform makes the Women's Economic Forum and its agenda truly impressive. Congratulations !"



Denise O'Brien, *CEO of DOME Entertainment & Consulting, A Public Relations Firm in Los Angeles, California, USA.*

"It is an honor and a privilege to be invited to Goa to present on my areas of expertise at the history-making ALL Women's Economic Forum, where we will not only share ideas on leadership and entrepreneurship that can enlighten others, we will also be influenced and educated by other foremost thought leaders from over 23 countries, sisters from around the world also congregating in India to share our common mission to uplift and galvanize women globally and create multi-cultural friendships and international bonds that will last a lifetime,"



Dr. Rita Lustgarten, *CEO, Women On the Leading Edge, Inc., An International Consulting, Training, Leadership & Business Development Company*

"Originating as a spiritual seed in the heart of Dr. Harbeen Arora, the Women's Global Economic Forum in Goa India promises to be a truly inspired, extraordinary, transformative 5 days, touching and changing the lives of its attendees forever. Born of a vision to create change in

the world and uplift the consciousness of humanity, the forum is bringing together over 300 women entrepreneurs, leaders, visionaries and dignitaries from over 30 different countries, in a profound atmosphere of love and trust that cannot help but birth a new consciousness and put women and their leadership on the map. Since Women's Global Leadership and transforming the world through women's economic empowerment is at the heart of my world work, I feel both honored and privileged to be speaking presenting, and being an intricate part of this momentous and transformative gathering.”



Justina Mutale, *Multi Award-Winning African Woman of the Year, Gender Equality Ambassador & Spokesperson, International Women's Think Tank, Advisory Board Member, World Leaders Forum Dubai, Founder & CEO, POSITIVE RUNWAY: Global Catwalk to Stop the Spread (of HIV/AIDS)*

I would like to congratulate Dr Harbeen Arora and her team at the All Ladies League for convening the Women Economic Forum in Goa, a brilliant initiative that aims to elevate the status of women in the 21st Century. The Forum comes at a time when we close the United Nations Millennium Development Goals and embark on the Post-2015 Sustainable Development Goals. The social dimension of sustainable development and its emphasis on equity and equality is the hardest to address as it involves confronting negative social trends such as income disparities and a persistent gender gap. The Women Economic Forum aims to bring to the fore, and to address the pertinent issues that have held women back for centuries, and to empower women around the world to achieve gender equality in order to secure Planet 50-50 by the year 2030”

WHAT DELEGATES SAID



Mossarat Qadeem, Executive Director, PAIMAN Alumni Trust, Islamabad, Pakistan

“Congratulations for organizing this historic forum in Goa. This was really a Herculean task of gathering distinguished professional, experts and leaders from across the Globe.

It is most impressive that you were able to get together such an illustrious group of renowned people from the different continents. The discussions were rich, informative, thought-provoking and worth more than endless hours of reading. History was made in those short three days and I don't know if it would be possible to wait for another one that can come close to the breadth and depth of this forum and the excitement generated from it. I was so elated with all the discussions, heart to heart talks with some new found Indian friends that I felt I could sit through more days of such impressive discussions and deliberations. The beauty of the forum was that everyone wanted to work with each other and was eager to work for building trust and understanding.

Reeta Passi, Educationist and Parenting Expert, Kuwait



I am so overwhelmed and charged with emotion reading your such an inspirational and touching mail. I must thank you at the outset for making me a part of ALL and awakening my latent passion of working for women empowerment. I loved every moment of my presence at the Forum in Goa and what I brought back from there is huge motivation, hope, optimism and enthusiasm that we women, united, can make a massive difference in the world. I have always had a strong desire that, in my humble way, I could do something to transform the attitudes and mind-set of people and interchange it with love, care and compassion. I did have a lot to say but never had a medium or platform like ALL offers to voice and share your inner-most thoughts, ideas and beliefs.

Women Empowerment is my passion and dream. Thanks for giving me an opportunity to live it.

Denise O'Brien, CEO, Dome Entertainment, California, USA



“Yes! We are family! Sisters are we, from around the world! An incredible group of LADIES, with a few good men intermingled. A treasure to expand our networks and have connections in multiple countries with women of like-mind and purpose. Thank you to each woman who shared her heart, mission and soul with me. Thank you to our hosts Vinay Rai and Dr. Harbeen Arora for your generosity!”

Magdalena Sieradzka, PR expert, Poland, ALL Chapter Chair, Warsaw, Poland



Got my own copy of Dr. Harbeen Arora book “Creative Living”. Have been reading it for my entire journey back home to Warsaw and have to say got very inspired by it. Participating in Women Economic Forum ALL never have I thought that ALL, Dr. Arora and the trip to India will inspire me that much and change my perspective on many things. I am very grateful for being part of ALL and part of the Forum. The book and its author definitely empower creative, positive, colorful change that leads to happiness and love. Thank You Harbeen

for being such an inspiration to me and all the women that met this year in Goa. Thank you for making ALL happen.

Neena Thakker, Mumbai, India



It was extra ordinary to see so many women from different walks of life connect and empower each other and spread so much possible energy I really must applaud you for the way you conducted the whole forum with so much grace and dignity, it was by chance that I came for this forum and I'm glad I came as I got a lot of clarity of what I want to do now.

I wish you all the very very best for your future endeavours and hope to see you again soon.

Jesse Wedemeyer, California, USA



Thank you! Dr. Harbeen and Vinay, Sai Ram! Thank you to the rest of you as well, who gave me your cards.

I can say as a man attending a Woman's Economic Forum, that I am better off for the experience. The experience showed me what it would be like if soulful women ran the world. There would be a good chance that humanity would learn to love one another equally. I saw this from the women who created a "feminine dominated world", in the session that I led, as well as the overall forum.

My teacher has told me to "love all, serve all" and the women demonstrated this for all.

Sanjukthaa Roy, Director of PR -Taj Hotels South, Chennai



It was so lovely to meet and interact with you.

Thank you for giving me the opportunity to attend this programme. It was a great way to refresh, update and upgrade one's knowledge and skills and interact with delegates, thinkers, influencers and opinion makers to work with them to empower women in our respective cities. Also it was wonderful to get acquainted with new approaches and meeting with the other Chapter Presidents to share best practices.

Carol'Ann Tappaz aka Divalia, CEO/ Founder – Imago Transmedia Production LLC,
www.divaliachannel.com



I can't even tell you how thankful I am for what you have created at WEF with ALL. All your hard work and amazing organization, everything, every detail was perfectly planned and made us feel great. The first few days in the Hymalayan became a joke that made us (especially Kaye and I) laugh a lot in the end and we will have great stories to tell for years!

The only issue I had was to choose between so many great topics and sessions, awesome speakers; the program was so rich.



Kathleen S. Riguer (Kaye), ALL Chapter Chair, Manila, US, Global Digital Marketing Associate, Intel Continental Hotels Group

My sincerest gratitude for everything! I don't even know how or where to start. I am still so overwhelmed with the event, that I feel like I still have a WEF hangover. I did not just learn a lot, the friendships and connections made with the other ladies are priceless. It's like I have broadened my horizon career-wise and made new friends along the way. And not just ordinary friends. We all already have those in our countries and our own circles. The ALL ladies empower each other and are achievers in their own rights. There was a good mix of personalities, backgrounds, cultures and professions, that itself made an impact on my outlook in life. I may have been one of those who have lesser experience age-wise and career-wise compared to most of the delegates, but talking to them, hearing them talk, knowing and spending time with them motivates me and makes me realize the choices that I have made. That even though some of my previous choices in life were made half-heartedly, they brought me to the choices that led me to where I am now. I couldn't see and understand why things happened before, but everything now just make me realize that all the things in past were bound to happen exactly how they happened. Otherwise, the rest wouldn't turn out this way. And right now, I am just really grateful. Wouldn't have it any other way.



Dipti Shah, Co-Founder, Neoteric Mumbai, Mumbai, India

Don't know what is appropriate – whom do I address first – I heard about Harbeen first and I came with stars in my eyes to experience her, but I actually met Vinay who greeted me as I stepped into this WEF womb of ALL for the first time.



Kiran Sharma, CEO, ITE Exhibitions, Noida, India

The Forum was a Mega Success!!!!.CONGRATULATIONS!!!!!!It was a very good gathering and very good speakers and very well planned programmes.Thank you for including me as part of this prestigious event .The photographs shows your efforts.Please convey my congratulations to Harbeen n Vinayji and of course the whole team,who had put such hard work to make it happen perfectly.



Sarah Makhomet, Principal Broker/Mortgage Broker

It was such a pleasure attending Women Economic Forum in Goa, India. No doubt it was a hit this year!!! I've met so many incredible, powerful, highly successful, and like-minded people from all over the globe. We formed deep connections and friendships that will last a lifetime, and will turn into business opportunities. The information that was presented was very valuable as well.



Carmel Clark, Principal Broker/Mortgage Broker

I attended a women's networking luncheon on taking our work/businesses global and

India to the conference and participate. Easy choice! I chose to extend and travel for a month beyond that. This was the inaugural year for the WEF Women's Economic Forum based out of India and promoting dialogues, collaboration and solutions for women's concerns locally, nationally and globally. I learned more in 4 days of being there than I could in a year of working at it from the U.S. I will be there next year!

DAY 1

7TH MAY 2015, THURSDAY



WEF Global Chairperson Dr. Harbeen Arora welcoming delegates at the inaugural session held at Hotel Grand Hyatt, GOA

PLENARY SESSION 3:00-4:00PM

Religion – new approaches needed for interfaith understanding and accommodation. With widespread increase in strife and intolerance, we need new approaches to restore interfaith understanding across the world'



(From L to R) Magdalene Sieradzka, Mossarat Qadeem, Bhupendra Chaubey, Houda Sayerigh, Radhika Budhwar and Rand Synderman

The WEF started off with its first plenary session held at Hotel Grand Hyatt in Panjim, Goa.

The session was moderated by well-known television journalist Bhupendra Choubey, Consulting Editor of CNN-IBN. Prominent speakers included :

- Houda Sayegrih, Chapter Chairperson, ALL Casablanca, Morocco
- Mossarat Qadeem, Chapter Chairperson, ALL Islamabad, Pakistan
- Radhika Budhwar, Chapter Vice-Chairperson, ALL Pune, India

- Rand Synderman, MD, Hickory-Wind Entertainment
- Magdalena Sieradzka, Chapter Chairperson, ALL Warsaw, Poland

The speakers spoke about various aspects related to religion highlighting the growing strife and intolerance in the world today. They stressed on approaches need to develop understanding and accommodation among various faiths. Some of the key points highlighted in the session were:

Houda Sayegrih said that religion is inherited and it is what our family and parents pass on to us. She said that as a mother she wants her children to go to schools where they learn about all religions and commonalities of religions, rather than differences. She said that education should focus on common values. She spoke about how creative arts like sacred music could be used to connect communities. She concluded by saying that religion is all about being kind to one another

Radhika Budhwar said that she grew up in an environment where she was exposed to multi-religious places of worship. She expressed the view that the identity we give our children based on religion could cause them to fear other religions. She opined that identity should be based on humanity. She concluded by pointing out that differences came from not knowing about each other's cultures and was of the view that shunning religious identities was a solution.

Rand spoke about how most religions in the world had a male God and was thus based on the male perspective. He strongly stressed that first priority is for gender equality and then for religious equality.

Mossarat Qadeem from Pakistan spoke about how all religions were used by politicians for selfish reasons. She highlighted the fundamentals of religions namely peace and love. She opined that the silent majorities (starting with women) have to stand up and speak. She spoke about how important it was for the mother to be educated since she is the one who instills belief. She expressed that education is the answer which will help to create respect for all religions. Commonality among different religions needs to be drawn out. She concluded by earnestly requesting everyone to get together to save the world from the scourge of war.

Magdalene Sieradzka spoke about how the world was based on a patriarchal order, based on war and conflicts. She spoke about the Nazi concentration camps and how there was a perception that it was the Poles? Who were running the camp which exterminated Jews. She concluded by highlighting the need for religious tolerance.

Exploring the idea further, Kumkum Chadda, journalist spoke about the need for tolerance

and education, which starts with the mother. Changing mindset is possible by educating the mother.

The moderator Bhupendra Choubey concluded by highlighting the three takeaways from the session namely – Forgetting Ego; Educating and Gender equality.



Delegates participating in the Q&A session

PLENARY SESSION 4:00-4:45PM

Violence against women – what kind of cultural shifts are required for deterrence? What socio-cultural shifts can help curtail harassment, abuse, violence against women at home, work and public spaces?



(From L to R), Gulrukh Khan, Sandra Biskind, Venkat Narayan, Dr. Rita Lustgarten, Chloe Domange and Monika Burwise

The session was moderated by S Venkat Narayan, Former President of Foreign Correspondents Club, New Delhi. Key speakers at this session included:

- Gulrukh Khan Chapter Co-Chairperson, ALL London, UK
- Chloe Domange Chapter Co-Chairperson, ALL Los Angeles, US
- Monika Burwise Chapter Chairperson, ALL Toronto, Canada
- Dr. Rita Lustgarten, CEO & Founder Women on the Leading Edge, Inc. US
- Sandra Biskind, Transformational Life Coach and Speaker, US

The speakers spoke about the serious problem faced by women in society, namely violence against them. The speakers highlighted the various kinds of social and cultural shifts that could be used to curtail harassment, abuse and violence against women at home, work places and in public spaces. Some of the key points highlighted in the session were:

Gulrukh Khan, Indo-Pak filmmaker from the UK, discussed the historical unity between men and women, looking at the way that in ancient times women were revered in many ways. She discussed the ancient references to the feminine being revered as 'The Divine', as opposed to the male. As God being considered as Female rather than male. In India, and many other ancient civilisations in the Far East there seemed to also have been a great reverence towards women, in accordance with the deities and female forms sculpted and in relief work on monuments and temples. So why is there so much violence towards women in the current times and why have women been cast down from the revered position they had.

Gulrukh contended that violence against women can be curbed and wiped out, once women take responsibility for the way they choose to present themselves to the world. And men take responsibility for the way they are currently treating women. The problem is that currently, advertising trends portray women as being 'objects of desire' who need to dress and act a certain way in order to be accepted, which creates conflict both in men and women and can lead to misunderstandings and then violence.

She noted that size zero was not considered the norm throughout history when we look at ancient sculptures or artwork in Asia or even parts of Europe. And women were glorified as being Creators rather than 'lower' than men in any way. However mindsets today do not reflect that. For example the recent cases in Delhi of the horrific rape of Jyoti who was condemned as having brought it upon herself - as she was out without family chaperones in the evening, and dating a man. Or the extreme case of Farkhunda in Afgahnaistan who was violently stoned by 100 men after being accused of burning pages of the Holy Quran which turned out to be inaccurate. These were shocking and bought to light the painful divide in thinking and attitudes between men and women,

Domestic, racial, religious and emotional violence is really only present because men and women are still competing with each other, rather than seeing that both genders have separate things to bring to the table, in different ways. And need to learn to co- create rather than dominate. It is about being able to listen, compromise and ultimately understand the issues that divide us as genders that will create the changes to bring about a balanced society. There is a big responsibility on women to bring about these changes by initiating discussion and coming together to enable these changes to steadily occur.

Chloe Domange in her speech highlighted some statistics related to domestic violence in US, namely 30% of women faced violence, 25% faced violence by partners and 50% were

victims of psychological violence. She spoke about how women were psychologically manipulated and that despite being the victims of violence, women stayed back because they were still in love, because of children or relied on the promises of the partner. She outlined how abuse can be prevented by unlearning learn behavior, by identifying triggers and working towards eliminating them. She concluded by highlighting the need to work against domestic violence.

Dr. Rita Lustgarten spoke about how statistics related to violence against women were staggering and that the problem was social and cultural. She spoke about the radical transformation needed by women and the need.

She spoke about the need to empower women in order to create change. She opined that women should be aware, address the problem and most importantly engage men and boys. She concluded that governments should change laws especially on marital rape.

Sandra Biskind spoke about how violence was an international war against women. She spoke about how 110 million women disappear every year and how 3000 children are forced into prostitution. She spoke about how highlighting horrors of trafficking helped to end the problem. She gave a clarion call to the women delegation to go back and urged the women of the world, to coerce the men to stop. She concluded by urging everyone to exert pressure on open governments to stop violence against women, as it is most offensive to all women.

Monika Burwise said that violence is a part of human nature and that it has become an epidemic. She said that even sarcasm was a form of violence. She highlighted how attaining self-knowledge could bring about great change. She spoke about the forms of violence – physical and mental. She concluded stressing the importance for people to understand that violence exists and it need to be prevented.

The moderator Venkat Narayan spoke about how violence against women made news and was a serious problem. He expressed his concern on the fact that offenders of serious crimes did not get persecuted. He concluded by thanking all the participants.

PLENARY SESSION 5:00-6:00PM

Enabling change by amplifying women's voices in mass media: how to make it happen? Greater women's voices in our daily discourse and media influences will certainly allow for gradual change in mindsets and collective consciousnesses.



*(From L to R), Anne Hubbell, Amy Hobby, Shubrangshu Roy, Mridu Chandra,
Orly Shay Kess and BK Dr. Sunita Didi Chandak*

The session was moderated by Shubrangshu Roy, Editor-in-Chief of the Financial Chronicle. Key speakers at this session included:

- Mridu Chandra, Chapter Chairperson, ALL New York City, US
- Amy Hobby, Filmmaker & Board Member, New York Women in Film and Television, US
- Anne Hubbell, Tangerine Entertainment, US
- Orly Shay Kess, Celebrity Stylist & Fashion Entrepreneur, Israel

- BK Dr. Sunita Didi Chandak, Nareetva Darshan

The speakers spoke about the topic by discussing how gradual change could be brought about in mindsets and collective consciousness by amplifying women's voice in our daily discourses and in mass media. They also discussed how this could be done practically. Some of the key points highlighted in the session were:

Anne Hubbell spoke about how Hollywood as an industry based its economics on young males. She spoke about the importance of narration in movies as an interpretation of the story. She spoke about shifts behind the scene in movie making when it came to women in media.

Amy Hobby spoke about film direction as a process and how women could be superstars the space being taken up by men at present.

Mridu Chandra spoke about Indian movies like Queen and its projection of women. She spoke about Malala and her work and also about the works of Zoya Akhtar.

Orly Shay Kess made a strong case to point out how in today's world it is important to look good as looking good can change people's perception about us. She spoke about how change doesn't begin outside but from inside. She highlighted the need to take care of the body inside rather than outside.



Delegates at Women Economic Forum 2015

Dr. Sunita Didi Chandak of the Brahmakumaris said that change begins from inside. She spoke about how Shakti, the energy within us can be utilized. She also mentioned that feminism should not take us too far.

The session concluded with the moderator summarizing the session debate by asking people to reflect whether we need to look outside or inside.



Meghana Ghai Puri with Milan hollister



DAY 2

8TH MAY 2015, FRIDAY



Women Uniting the world through a platform Provided by Women Economic forum 2015

BREAKFAST ROUNDTABLES 7:30-8:45AM

E-Commerce: What's in it for the Common Man?



Breakfast Session with Nadisha Kumar Gulati on E-Commerce

Why business should use web technologies? That's the same as asking why any business should do accounting, finance, marketing and operation management or any other major business function. Web Technologies are very vital components of successful businesses and organizations.

You don't have to spend a million dollars to web enable your business. Virtually no business or organization, large or small, can compete without information technology(IT) when we say IT, Web is also an integral part of the IT; today we live in wired world and by the time many realize that, the world is moving towards wireless world.

Web 2.0, the current day scenario of the internet applications such as Social Networking, Wikis, Blogs, Content Sharing, Tagging and E-Commerce together comprise to form the second generation of the World Wide Web popularly know as Web 2.0

So where do we accommodate the websites of businesses and professionals? That's where

the E-commerce comes in; E-commerce is changing the shape of competition, the speed of action, and the streamlining of interactions, products and payments from customers to companies and from companies to suppliers.

The categories of E-commerce can be found everywhere, from common man to president; we can witness the usage of Web based application making life a lot easier.

The major categories and examples of E-Commerce are-

- B2C- Business to Consumer e.g.-Dell Computers selling computers online to end users
- B2B- Business to Business e.g. – Saint Gobain Glass selling to car manufactures
- E- Government- e.g. – Corporation of Chennai providing birth certificate application online
- C2C- Consumer to Consumer e.g. -ebay.com, a marketer place where one user sells to another user

Ever since business evolved, the typical structure has remained more or less the same, there is a seller looking for a buyer and a buyer looking for a seller, thus giving rise to a concept called market place where both buyer and seller can do transactions and complete the process of business cycle. Earlier we had Yards for farmers, then came multi storied commercial complexes, and now we have special economic zones for international level of market place transactions; E-commerce is not too different from the aforesaid marketplace concept, the only difference here in the absence of physical presence or personal one to one interaction, everything is virtual, and the common thing connecting them being the internet and the world wide web, a buyer in Chennai-India can buy a T-shirt sold by a company in Milano-Italy, everything happens virtually. The buyer visits the sellers website, browses and searches the goods needed, compares with other products available, reads on the comments by other who bought these goods and places and order and pays through his credit card, and the goods are home delivered through systemic logistic channel.

So the idea of shopping, be it a Rs. 500 T-Shirt or Rs. 50,000 laptop, you never have to take the trouble of finding something in the yellow pages or asking your neighbors about where to shop, and most importantly there is nothing like store timings, you never have to leave the comfort of home for buying something today- thank to E-commerce.

The seller, has virtually incurred not much of costs to reach the buyer, all that is needed to attract buyers are indeed simple, a well engineered and aesthetically designed website, with secure payment option and of course quality products at reasonable prices Is what makes a good e-commerce shopping site.

What can be sold online through e-commerce?

Anything, well almost anything including-

- Products like cups, phones, fruits

- Services like graphic designs, web hosting
- Experiences like book a trip to Disney land
- Ideas like get Copywriting done online
- Events like tickets to live concerts
- Information like legal contract templates

And almost everything under the sun can be sold online, with the emergence of advanced and open source technologies, all you need to have for starting a web enable your business are to have credit card or a bank account with a nationalized bank, a good web service provider and invest as little as 500\$ for a completely customized e-commerce shopping site right here in India.



Delegates from Morrocco and Pakistan attending Breackfast Roundtable

Inculcating Work & Life Skills in School Education

The Life Skills programme is a school based programme where Life Skills are imparted in a supportive learning environment. They are applicable for all ages of children and adolescents in school. However, the age group targeted is mainly 10-18, adolescent years, since young people of this age group seem to be most vulnerable to behaviour related health problems. The programme is for the promotion of health and well being and targeted group is all children.

Life skills have been defined as “the abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life” (WHO). 'Adaptive' means that a person is flexible in approach and is able to adjust in different circumstances. 'Positive behaviour' implies that a person is forward looking and even in difficult situations, can find a ray of hope and opportunities to find solutions.

The terms 'Livelihood skills' or occupational/vocational skills refer to capabilities, resources and opportunities to pursue individual and household economic goals and relate to income generation. Thus, Life skills are distinct from livelihood skills.

Key Life Skills

Life skills include psychosocial competencies and interpersonal skills that help people make informed decisions, solve problems, think critically and creatively, communicate effectively, build healthy relationships, empathize with others, and cope with managing their lives in a healthy and productive manner. Essentially, there are two kinds of skills - those related to thinking termed as "thinking skills"; and skills related to dealing with others termed as "social skills".

While thinking skills relate to reflection at a personal level, social skills include interpersonal skills and do not necessarily depend on logical thinking. It is the combination of these two types of skills that are needed for achieving assertive behaviour and negotiating effectively. “Emotional” can be perceived as a skill not only in making rational decisions but also in being able to make others agree to one's point of view. To do that, coming to terms first with oneself is important. Thus, self-management is an important skill including managing/coping with feelings, emotions, stress and resisting peer and family pressure. Young people as advocates need both thinking and social skills for consensus building and advocacy on issues of concern.

The Ten core Life Skills as laid down by WHO are:

- | | |
|----------------------------|-------------------------------|
| 1. Self-awareness | 2. Empathy |
| 3. Critical thinking | 4. Creative thinking |
| 5. Decision making | 6. Problem Solving |
| 7. Effective communication | 8. Interpersonal relationship |

9. Coping with stress

10. Coping with emotion

Why is there a need for Life Skills Education?



Lakshmy Shankar as a Discussion Leader

The host of factors that promote high risk behaviour such as alcoholism, drug abuse and casual relationships are boredom, rebellion, disorientation, peer pressure and curiosity. The psychological push factors such as the inability to tackle emotional pain, conflicts, frustrations and anxieties about the future are often the driving force for high risk behaviour. Life skills training is an efficacious tool for empowering the youth to act responsibly, take initiative and take control. It is based on the assumption that when young people are able to rise above emotional impasses arising from daily conflicts, entangled relationships and peer pressure, they are less likely to resort to anti social or high risk behaviours.

The Art of Persuasion and Negotiation: Some Mantras

As a leader, your skills of persuasion are often the most critical determinants of your success. If it's so important then, why do so few people actually develop this competency?

It is a skill that (much like leadership itself) is something many think that you either have it, or you do not. You may even have said of someone, in some awe, "Oh, s/he's very persuasive".

So what is it and how do you develop this skill?

Firstly, what is persuasion? per•sua•sion \per-swey-zhuhn\ –noun

1. the act of persuading or seeking to persuade.
2. the power of persuading; persuasive force.
3. the state or fact of being persuaded or convinced.
4. a deep conviction or belief.

So when we talk about persuading someone, the skill is to persuade or your persuasiveness...

Persuasive Per*sua"sive, n.

That which persuades; an inducement; an incitement; an exhortation. — Per*sua"sive*ly, adv. —

Per*sua"sive*ness, n.

the power to induce the taking of a course of action or the embracing of a point of view by means of argument or entreaty; "the strength of his argument settled the matter"

When approached correctly, persuasion is potentially one of the most important skills in the armour of the business manager. Like power, persuasion can be a force of enormous good for our businesses and for all other aspects of society. The importance of mastering the art of persuasion is vital to the ability of a manager to efficiently address



Breakfast Roundtable Discussion on Various Topics

the many vexing challenges faced in the ever evolving marketplace. Effective persuasion is achieved when managers arrive at shared and mutually beneficial solutions. This ability necessitates that managers utilise negotiation skills that will equip them to guide their employees towards joint problem solving and in joint opportunity finding.

Negotiation skills are honed through careful preparation, innovative framing of problems and arguments, and communicating this evidence in a most vivid manner. By establishing the most correct emotional match with other parties, managers will generate a climate of greater openness and a willingness to move to positions not previously held.

The biggest mistake occurs when a manager attempts to make their case by resorting to an up-front, hard sell approach involving persistence, rational thinking and a lively presentation. In spite of their belief that this will move the negotiation to a swift conclusion, it more likely offers the other party/parties a clear target to shoot at. This method will cause the other party to resist compromise as they will view it as a form of surrender. This approach disregards research findings to the effect that it will not possible for managers to persuade employees/clients to persistently alter their



Seema Kumar and MIT Students at Breakfast roundtable

attitudes, ideas and behaviours without themselves also changing their attitudes, ideas and behaviours.

These managers do not appreciate the fact that persons are only willing to open themselves to persuasion when they are convinced that those are attempting to persuade them accept and appreciate their needs and concerns. Simply by viewing persuasion as a one-way street they fail neglect to listen to employees/ clients and do not include their viewpoints in the negotiation process.

When applied properly, persuasion is potentially one of the most crucial skills in the armoury of the business manager. Like power, persuasion can be a power of enormous good for our businesses and for all other aspects of society. It can create paradigm shifts, break boundaries, embed and strengthen change and stimulate novel and constructive solutions. As a skill, persuasion is essential in effective negotiations. Fortunately, it can be developed and nurtured through specialised training.

*“Agreement is brought about by changing people's minds - other people's.”
-SI Hayakawa*

Meditation and Chanting



Mansi Mahajan reviews on Meditation

Nowadays meditation is widely advised as a practice that helps quieten the mind, relieve it from stress, achieve higher levels of concentration or relaxation, etc. In this article we explain the differences between meditation and chanting, why meditation is difficult to achieve in today's times and why chanting is of greater value to those seeking spiritual growth.

Definitions of chanting and meditation

'Meditation' is used to refer to the super conscious, thoughtless state. This state is experienced after intense practice.

Chanting is the repetition of God's Name.

Following is a more detailed analysis of the practical benefits of chanting compared to meditation.

Uninterrupted spiritual practice: In meditation we need to sit in a specific posture. Consequently, if we suffer from backache sitting in that position can become difficult. Chanting is not bound by these restrictions. In addition, the time required to go into a meditative state when practicing meditation is not required in chanting.

Continuity of spiritual practice: Meditation cannot be done continuously for the entire day, but chanting can occur continuously. It is necessary to perform continuous spiritual practice to unite with the God principle.

Reduction in likes and dislikes: We can chant while eating. When our mind gets absorbed in chanting, we tend to forget what we are eating and this helps us in reducing our likes and dislikes. If we keep chanting while doing every activity, then all impressions are gradually reduced. This does not occur when we practice meditation.

Continuous 'awakened state' or the spiritual experience of God: The seeker practicing meditation comes to the state of being awake from the state of meditation since there is an attraction to the physical dimension. On the other hand, when chanting is continuous then we are continuously in the 'awakened state', i.e. in a way we are in a continuous state of meditation.

Attraction to the physical dimension: Impressions in the subconscious mind attract us to the physical dimension. During meditation the tendencies of the subconscious mind are only suppressed and not eliminated. With chanting they are eliminated to a major extent.

Surfacing of subtle-thoughts: Keeping the mind thoughtless means not paying attention to the outside or inside. However in this state subtle-impressions do surface at some time or the other. On the other hand, when we concentrate on the Name of God, due to deflection of other thoughts or the establishment of a devotion centre subtle-impressions do not surface. Chanting is therefore superior to a thoughtless mind.

Spiritual experiences and spiritual level: The spiritual experiences one has while in meditative states do not indicate one's spiritual level. By contrast, the spiritual experiences from chanting do. For example, achieving a thoughtless state in meditation does not indicate that one has reached Self-realisation, whereas experiencing continuous chanting that occurs automatically is indicative of 40% spiritual level.

True and false spiritual experiences: The spiritual experiences obtained through chanting are real since they occur as a result of blending with the Name, while experiencing void or thoughtlessness in meditation is illusory because one is not aware of this experience. When one is chanting, due to the awareness, one actually experiences it.

Experiencing different states: In meditation we experience a corpse-like state, while chanting gives us the experience of Divine consciousness (Chaitanya).

Artificial and natural states: Meditation is an artificial state whereas through chanting we attain a natural state of communion with God.

Conclusion – Meditation and Chanting

Nowadays many people practice meditation as a psychological self-improvement technique rather than a tool for spiritual growth. Due to this, the benefits derived from such meditation are also at a psychological level.

Based on the above comparison, for spiritual growth in today's era, chanting is of greater value.

If you already meditate with the intention of achieving spiritual growth, we recommend you complement it with the spiritual practice of chanting



Where are our Grandma Stories?



Darshana m Doshi, Seema Kumar, Chitra Jha and other Delegates at Breackfast roundtable with Nadisha Gulati

Storytelling is the conveying of events in words, and images, often by improvisation or embellishment. Stories or narratives have been shared in every culture as a means of entertainment, education, cultural preservation, and instilling moral values. Crucial elements of stories and storytelling include plot, characters and narrative point of view.

Storytelling is a means for sharing and interpreting experiences. Stories are universal in that they can bridge cultural, linguistic, and age-related divides. Storytelling can be adaptive for all ages, leaving out the notion of age segregation. Storytelling can be used as a method to teach ethics, values, and cultural norms and differences. Learning is most effective when it takes place in social environments that provide authentic social cues about how knowledge is to be applied. Stories function as a tool to pass on knowledge in a social context.

Stories are effective educational tools because listeners become engaged and therefore remember. Storytelling can be seen as a foundation for learning and teaching. While the story listener is engaged, they are able to imagine new perspectives, inviting a transformative and empathetic experience. This involves allowing the individual to actively engage in the story as well as observe, listen and participate with minimal guidance. Listening to a storyteller can create lasting personal connections, promote innovative problem solving, and foster a shared understanding regarding future ambitions. The listener can then activate knowledge and imagine

new possibilities. Together a storyteller and listener can seek best practices and invent new solutions. Because stories often have multiple layers of meanings, listeners have to listen closely to identify the underlying knowledge in the story. Storytelling is used as a tool to teach children the importance of respect through the practice of listening. As well as connecting children with their environment, through the theme of the stories, and give them more autonomy by using repetitive statements, which improve their learning to learn competence.

Whether they call them Grandma, Nani or Dadi , kids love their grandmothers. By whatever name, grandmas are special to children, always ready with a hug. They often provide a link to a family's cultural heritage and native language, and they have lots of great stories to tell!

There was a time when children used to go to their grandpa and grandma often. In a playful way, they would learn and absorb the beautiful values of life. But today, when everyone is becoming busier, at such a time, it is only the stories which can bring us closer to the future generation. Those moments at night before sleeping, when we and our little ones enjoy the stories together, are invaluable. In these moments, unknowingly, the love between us becomes stronger, and the children learn the first lesson of their lives—the value of beautiful relationships.

But unfortunately, in today's modern and highly competitive world, the family system is breaking down with families going nuclear. Kids rarely get a chance to meet and stay with their grandparents. As a result, the tradition of grandma's tales to the grandkids is slowly dying. Kids get their stories from TV, mobile, tabs and rarely books. In such a scenario, the personal relationship effect of a tale told by loved ones is lost out to today's children.

Thankfully, families are realizing this and are now allowing children the pleasure of regular interaction with grandparents, so they can learn value for life through the stories told by grandparents. Hopefully, such trends will continue in the future too.



Mansi Mahajan Discussion on Yoga with Delegates

What's the 'Purpose' to our lives?



There's much more meaning in life once you know your purpose.

How do you discover your real purpose in life? I'm not talking about your job, your daily responsibilities, or even your long-term goals. I mean the real reason why you're here at all — the very reason you exist.

If you want to discover your true purpose in life, you must first empty your mind of all the false purposes you've been taught (including the idea that you may have no purpose at all).

So, how to discover your purpose in life? While there are many ways to do this, some of them fairly involved, here is one of the simplest that anyone can do. The more open you are to this process, and the more you expect it to work, the faster it will work for you. But not being open to it or having doubts about it or thinking it's an entirely idiotic and meaningless waste of time won't prevent it from working as long as you stick with it — again, it will just take longer to converge.

Here's what to do:

Take out a blank sheet of paper or open up a word processor where you can type (I prefer the latter because it's faster).

Write at the top, “What is my true purpose in life?”

Write an answer (any answer) that pops into your head. It doesn't have to be a complete sentence. A short phrase is fine.

Repeat step 3 until you write the answer that makes you cry. This is your purpose.

That's it. It doesn't matter if you're a counselor or an engineer or a bodybuilder. To some people this exercise will make perfect sense. To others it will seem utterly stupid.

Usually it takes 15-20 minutes to clear your head of all the clutter and the social conditioning about what you think your purpose in life is. The false answers will come from your mind and your memories. But when the true answer finally arrives, it will feel like it's coming to you from a different source entirely.

For those who are very entrenched in low-awareness living, it will take a lot longer to get all the false answers out, possibly more than an hour. But if you persist, after 100 or 200 or maybe even 500 answers, you'll be struck by the answer that causes you to surge with emotion, the answer that breaks you. If you've never done this, it may very well sound silly to you. So let it seem silly, and do it anyway.

As you go through this process, some of your answers will be very similar. You may even re-list previous answers. Then you might head off on a new tangent and generate 10-20 more answers along some other theme. And that's fine. You can list whatever answer pops into your head as long as you just keep writing.

At some point during the process (typically after about 50-100 answers), you may want to quit and just can't see it converging. You may feel the urge to get up and make an excuse to do something else. That's normal. Push past this resistance, and just keep writing. The feeling of resistance will eventually pass.

You may also discover a few answers that seem to give you a mini-surge of emotion, but they don't quite make you cry — they're just a bit off. Highlight those answers as you go along, so you can come back to them to generate new permutations. Each reflects a piece of your purpose, but individually they aren't complete. When you start getting these kinds of answers, it just means you're getting warm. Keep going.

It's important to do this alone and with no interruptions. If you're a nihilist, then feel free to start with the answer, "I don't have a purpose," or "Life is meaningless," and take it from there. If you keep at it, you'll still eventually converge.

Here was my final answer: to live consciously and courageously, to resonate with love and compassion, to awaken the great spirits within others, and to leave this world in peace.

When you find your own unique answer to the question of why you're here, you will feel it resonate with you deeply. The words will seem to have a special energy to you, and you will feel that energy whenever you read them.

Understanding Cloud Economics

Cloud economics is the branch of knowledge concerned with the principles, costs and benefits of cloud computing.

Cloud computing : It allows application software to be operated using internet-enabled devices. Clouds can be classified as public, private, and hybrid.

Chief Information officers or Information Technology Directors are constantly challenged to deliver information technology (IT) services with the greatest value for the business, they must determine specifically how cloud services will affect an IT budget and staffing needs. In assessing cloud economics, CIOs and IT leaders weigh the costs pertaining to infrastructure, management, research and development (R&D), security and support to determine if moving to the cloud makes sense given their organization's specific circumstances.

Although the cloud can facilitate resource provisioning and flexible pricing, there are several cloud computing costs beyond instance price lists to consider. Pricing usually includes storage, networking, load balancing, security, redundancy, backup, software services and operating system (OS) licenses -- but some cloud computing considerations that affect resource contention, bandwidth and salaries can come as a surprise. IT leaders within an organization must closely examine the economics of moving to the cloud before deciding whether to invest in the expertise and time that is required to maximize cloud investments.

The Economics of Cloud Computing :

Economics are a powerful force in shaping industry transformations. Today's discussions on the cloud focus a great deal on technical complexities and adoption hurdles. While we acknowledge that such concerns exist and are important, historically, underlying economics have a much stronger impact on the direction and speed of disruptions, as technological challenges are resolved or overcome through the rapid innovation we've grown accustomed to.

During the mainframe era, client/server was initially viewed as a —toy technology, not viable as a mainframe replacement. Yet, over time the client/server technology found its way into the enterprise. Similarly, when virtualization technology was first proposed, application compatibility concerns and potential vendor lock-in were cited as barriers to adoption. Yet underlying economics of 20 to 30 percent savings³ compelled CIOs to overcome these concerns, and adoption quickly accelerated. The emergence of cloud services is again fundamentally shifting the economics of IT. Cloud technology standardizes and pools IT resources and automates many of the maintenance tasks done manually today. Cloud architectures facilitate elastic consumption, self-service, and pay-as-you-go pricing. Cloud also allows core IT infrastructure to be brought into large data centers that take advantage of significant economies of scale in three



Ravit Miller review at Breakfast Roundtable

areas: Supply-side savings. Large-scale data centers (DCs) lower costs per server. Demand-side aggregation. Aggregating demand for computing smoothes overall variability, allowing server utilization rates to increase. Multi-tenancy efficiency. When changing to a multitenant application model, increasing the number of tenants (i.e., customers or users) lowers the application management and server cost per tenant.

Cloud computing combines the best economic properties of mainframe and client/server computing. The mainframe era was characterized by significant economies of scale due to high up-front costs of mainframes and the need to hire sophisticated personnel to manage the systems. As required computing power – measured in MIPS (million instructions per second) – increased, cost declined rapidly at first, but only large central IT organizations had the resources and the aggregate demand to justify the investment. Due to the high cost, resource utilization was prioritized over end-user agility. Users requests were put in a queue and processed only when needed resources were available.

With the advent of minicomputers and later client/server technology, the minimum unit of purchase was greatly reduced, and the resources became easier to operate and maintain. This modularization significantly lowered the entry barriers to providing IT services, radically improving end-user agility. However, there was a significant utilization tradeoff, resulting in the current state of affairs: datacenters sprawling with servers purchased for whatever needed existed at the time, but running at just 5%-10% utilization. Cloud computing is not a return to the mainframe era as is sometimes suggested, but in fact offers users economies of scale and efficiency that exceed those of a mainframe, coupled with modularity and agility beyond what client/server technology offered, thus eliminating the tradeoff.



Importance of keeping an Open, Free and Surveillance Free Internet

The Internet is a global system of interconnected computer networks that use the standard Internet protocol suite (TCP/IP) to link several billion devices worldwide. It is a network of networks that consists of millions of private, public, academic, business, and government networks of local to global scope, linked by a broad array of electronic, wireless, and optical networking technologies. The Internet carries an extensive range of information resources and services, such as the inter-linked hypertext documents and applications of the World Wide Web (WWW), the infrastructure to support email, and peer-to-peer networks for file sharing and telephony.

The origins of the Internet date back to research commissioned by the United States government in the 1960s to build robust, fault-tolerant communication via computer networks. This work, combined with efforts in the United Kingdom and France, led to the primary precursor network, the ARPANET, in the United States. The interconnection of regional academic networks in the 1980s marks the beginning of the transition to the modern Internet. From the early 1990s, the network experienced sustained exponential growth as generations of institutional, personal, and mobile computers were connected to it.

Most traditional communications media, including telephony and television, are being reshaped or redefined by the Internet, giving birth to new services such as voice over Internet Protocol (VoIP) and Internet Protocol television (IPTV). Newspaper, book, and other print publishing are adapting to website technology, or are reshaped into blogging and web feeds. The entertainment industry, including music, film, and gaming, was initially the fastest growing online segment. The Internet has enabled and accelerated new forms of human interactions through instant messaging, Internet forums, and social networking. Online shopping has grown exponentially both for major retailers and small artisans and traders. Business-to-business and financial services on the Internet affect supply chains across entire industries.

The vast majority of computer surveillance involves the monitoring of data and traffic on

the Internet. In the United States for example, under the Communications Assistance For Law Enforcement Act, all phone calls and broadband Internet traffic (emails, web traffic, instant messaging, etc.) are required to be available for unimpeded real-time monitoring by Federal law enforcement agencies.

Packet capture (also sometimes referred to as "packet sniffing") is the monitoring of data traffic on a computer network. Computers communicate over the Internet by breaking up messages (emails, images, videos, web pages, files, etc.) into small chunks called "packets", which are routed through a network of computers, until they reach their destination, where they are assembled back into a complete "message" again. Packet Capture Appliance intercepts these packets as they are travelling through the network, in order to examine their contents using other programs. Under the Communications Assistance For Law Enforcement Act all U.S. telecommunications providers are required to install packet sniffing technology to allow Federal law enforcement and intelligence agencies to intercept all of their customers' broadband Internet and voice over Internet protocol (VoIP) traffic.

There is far too much data gathered by these packet sniffers for human investigators to manually search through all of it. So automated Internet surveillance computers sift through the vast amount of intercepted Internet traffic, and filter out and report to human investigators those bits of information which are "interesting"—such as the use of certain words or phrases, visiting certain types of web sites, or communicating via email or chat with a certain individual or group. Billions of dollars per year are spent, by agencies such as the Information Awareness Office, NSA, GCHQ and the FBI, to develop, purchase, implement, and operate systems which intercept and analyze all of this data, and extract only the information which is useful to law enforcement and intelligence agencies.

We have the tools to build a better Internet. All that's missing is for a large number of people to leave the systems and services that make us vulnerable and put their energy and passion to work. The more of us who get on board with safer platforms and modes of communication, the stronger we all become.



Engaging with ennobling opportunities in every day life



Mossarat Qadeem attending Breakfast Roundtable

Opportunities are like the sales people that knock on our door, or call us while we eat dinner at night. We don't want to open the door because we are irritated, we think we know how it is going to pan out, or we are too scared to say 'no' when they ask us a question.

Real opportunities are the ones that we don't immediately see. They come by at the most unexpected, mostly inopportune, times. We are so obsessed with other distractions or our own opinions that we normally miss the majority of opportunity that falls across our path.

When we do see opportunities, we treat them the same way as we treat the inappropriate sales people – with disdain and a bad attitude. Our attitude when opportunity presents itself determines whether that opportunity will make our lives better

The opportunity to experience something new, something different, something more. You would never ask someone else out on a date, or go skydiving by yourself – ok, maybe you would, but it wouldn't be as soon, unexpected, or awesome.

Wouldn't you like to experience more, earn more money, or simply be happier? We all want that, but aren't necessarily ready to take the risks by ourselves. Sometimes we haven't even thought about doing something until someone or something prompts us.

That prompt initiates the spark of an idea in our heads where it eventually barrels through into our forethought like an avalanche. Sometimes it can take months to gather the courage to go for it, sometimes it is only a matter of seconds.

We need to become yes-people (almost). Say yes when you perceive these prompts. Say yes to new life. Say yes to experience. Don't say yes to everything, though, saying yes to every opportunity will burn you out completely. Trust your gut, it will take you down the path that is right for you.

Taking opportunities can be scary, some of them definitely are. To achieve anything in life, we need to take a chance. The beauty of taking chances, is that anything can happen. You might fall, get hurt, or be embarrassed, but what if you could experience something that is completely mind-blowing and changes your life forever.

The next time someone offers for you to go out for a social event, a job offer, or a free ticket to Europe – stop and think. Your usual answer is 'no', but what if this time you say 'yes'. This time, go forth with the intention to learn, to experience, to enjoy.



Barners Dominique attending Breakfast Roundtable

Why Quality and Innovation are no longer 'departments'?



Priya Vishwanathan, Ritu Chawla Mathur Review at Quality & Innovation

The word “innovation” is used widely and inconsistently in media and business literature. Looking to the Latin roots of the word, “in-nova-tion” literally means “in a new way.” Innovation can be defined as the successful conversion of new concepts and knowledge into new products, services, or processes that deliver new customer value in the marketplace.

Innovative products are those that replace or build on current offerings; they provide new features or other advantages that allow users to operate more efficiently and/or less expensively. Classic examples include the electric light bulb, the iPod, and GPS navigation systems. These products introduced radically new options for customers that quickly became widely demanded in markets around the globe while generating handsome profits for their producers.

In some cases, the product is a commodity or staple with a long product life cycle, for example, basic foods and pantry staples like milk and flour. Innovation is still important for competitiveness and long-term success, and the processes related to manufacturing and delivering the product are where changes can continue to offer greater value to customers and stakeholders.

Process innovation is finding better ways to do the job that you have to do. Compared with product innovation, there may not be an ingenious new idea that needs to be built, tested, funded, marketed, launched, and serviced. Process innovation may involve benchmarking another organization that performs a similar process, or an unrelated organization with a process that somehow parallels yours.

Business Model Innovation

While innovative new products and services—along with new manufacturing and delivery processes—are frequently used to improve organizational performance, sometimes the entire business model becomes outdated and ineffective, requiring a dramatic change, as in the increasing use of homecare rather than hospitalized care. The need for business model innovation is often driven by the increasing need for agility in business structure, and this is in turn driven by the increasing speed of change in the market.

Quality in business, engineering and manufacturing has a pragmatic interpretation as the non-inferiority or superiority of something; it is also defined as fitness for purpose. Quality is a perceptual, conditional, and somewhat subjective attribute and may be understood differently by different people. Consumers may focus on the specification quality of a product/service, or how it compares to competitors in the marketplace. Producers might measure the conformance quality, or degree to which the product/service was produced correctly.

Support personnel may measure quality in the degree that a product is reliable, maintainable, or sustainable. A quality item (an item that has quality) has the ability to perform satisfactorily in service and is suitable for its intended purpose.

There are five aspects of quality in a business context:

- Producing – providing something.
- Checking – confirming that something has been done correctly.
- Quality Control – controlling a process to ensure that the outcomes are predictable.
- Quality Management – directing an organization so that it optimizes its performance through analysis and improvement.
- Quality Assurance – obtaining confidence that a product or service will be satisfactory.
(Normally performed by a purchaser)

The subsequent move of the Quality sector towards management systems can be clearly seen by the aggregation of the product quality requirements into one eighth of the current version of ISO 9001. This increased focus on Quality Management has promoted a general perception that quality is about procedures and documentation. Similar experiences can be seen in the areas of Safety Management Systems and Environmental Management Systems.

The emergence of tools like Asset Optimization and 6 sigma is an interesting development in the application of quality principles in business.

Managing quality is fundamental to any activity and having a clear understanding of the five aspects, measuring performance and taking action to improve is essential to an organizations survival and growth.

PARALLEL SESSION – 9:15-10:15AM

Creating your Ideal Life Vision

The parallel session on 'Creating your ideal life vision' was moderated by Jamie Dalton and the lead speaker for this session was Ann Webb.

The session started with a discussion on what exactly an ideal life vision meant, what it envisaged, what were its components and on why any individual would need to have a life vision.

The discussion veered around the use of goal setting methods in define an ideal life vision and also on having a blueprint or plan for achieving the same. How one could achieve one's dreams by creating and implementing an ideal life vision was discussed during this session. Various examples were used of techniques and results to illustrate how one could plan one's life vision and implement it.

The author extensively used examples from her own life to explain how she created a life vision statement and successfully implemented it. From a situation where, she could not afford to get milk for her children to a situation where she has not only made big money but is now a profession trainer was the essence of the speaker's story.

The speaker spoke about how her father introduced her to a motivational trainer whose advice she followed to chart out a life vision and then work towards achieving it. The speaker made it clear that charting out a life vision is not only meant for making money and being successful at a job or career but also for building relationships and improving one's health and fitness.

She even read out some life vision statements including that of a man who was looking for a relationships and how he found his partner very soon after drafting his vision statements.

The key aspects highlighted by the speaker were:

1. One needs to have a detailed life vision statement which should be atleast 2 pages long. The life vision statement should be not in sentences, but in paragraphs, clearly outlining what one wants.
2. The important part is to record this statement in one's own voice, with music playing in the background.
3. The speaker said that the one voice most believable to a person was his/her own voice and so not only should one record in own voice, but also hear it daily to reinforce it.
4. The life vision statement needs to be reviewed periodically and changed, based on

changed situations.

5. Working towards achieving the vision would be helped by the daily listening which reinforces and motivates the listener.

There was a detailed discussion amongst the participants with questions being asked to help clarify the points raised by the speaker.

The session concluded with the moderator summing up the session contents and it was concluded that everyone needs to have a clear cut vision for their life and they need to work on implementing it so they could achieve their dreams.



Jamie Dalton Speaking on Creating your Ideal Life Vision

Busting the Beauty Myth

This parallel session on “Busting the beauty myth” had Nancy Rae Allen as the lead speaker.

This session started with the discussion on beauty myth. There are many myths regarding beauty than what everyone has actually thought about. Many people spend lot of money thinking that the beauty treatment would enhance their beauty.

Nancy expressed her deepest desire to see a world where women everywhere are deeply connected to their true beauty and worth, and live the lives of power, influence, and meaning that they are destined for. She wants to help women to demystify the beauty myth.

Debunk the powerful beauty myths of society and the media which keep women trapped in self-destructive beliefs about their beauty and worth.

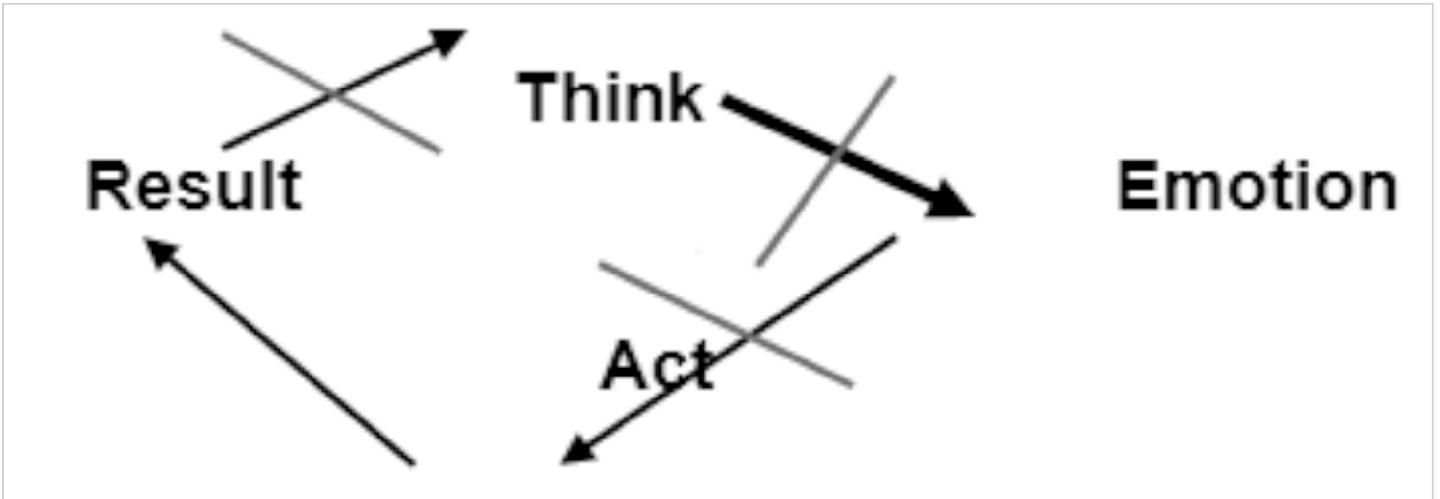
Catalyze a shift that will broaden society's definition of Beauty from solely how we look to how we live Compel the media and beauty industries to depict women and market their products in a way that is socially responsible.

Nancy shared here the true beauty secrets like the sparkle in the eyes when talking about loved ones, the ability to make people smile when they are sad. She is confident that the world changes when the women change the way to see themselves. Beauty comes in all sizes, shapes, colours and ages.

She further encourages women by saying we all are beautiful because we all are different. You are beautiful See it Believe it. The real beauty is not cheap imitation. Perfection is a painful myth Real beauty doesn't hurt.

The session ended with a summary with true beauty secrets as below :-

1. Perception of an individual is the real Beauty.
2. Inner feeling of “Beauty” is the real Beauty.
3. Building Confidence within is real Beauty.
4. Belief & perception must be positive & has to be in one's mind. How? How brain works & how can we educate & condition our brain to function for positive output:-
5. Make up a story within mind to strengthen your Belief & Confidence.



Nancy Rae Allen as a Keynote Speaker at Parallel Session

MOOCS : Revolutionising Education

The parallel session on MOOCS: Revolutionizing education was led by educationist Lalitha Chacko.

The session started with a discussion on how MOOCs can help in meeting the needs of 21st century.

University lectures have not changed significantly in the last 50 years. The speaker claims the last big leap in education was textbooks and the printing press, hundreds of years ago. Modern teenagers interact and learn very differently to how they learnt decades ago – they are more comfortable in the online world. Education needs to embrace technology to better engage students.

Massively Open Online Courses (MOOCs) are taking off, able to teach millions of people at a time using online interactive technologies. The speaker looks at what we can learn from MOOCs to apply in more conventional university courses.

The speakers shared their vision of blended learning, where teachers create the ideal learning experience for 21st century students.

The discussion analyzed why Massive open online courses (MOOCs) are the highly publicized entrant to a rapidly expanding universe of open educational resource.

The discussion centered around The current discourse surrounding MOOCs is powerful, with promises of an epochal shift in post-secondary education, unprecedented openness, democratic pedagogies, less hierarchical knowledge creation, and unimagined scalability.

The speaker further spoke about the relatively low completion rates of MOOC participants have been a central criticism in the popular discourse. The topic implies a binary categorization of learners: those who pass the class by adhering to the instructor's expectations throughout the course. This monolithic view of so-called non-completers obscures the many reasons that a learner might disengage from a MOOC.

The people taking up MOOC should be highly self motivated. For every 1000 people who enroll on MOOC, 265 complete the course and only 60 get the completion certificate. Core education is not done through MOOC.

The speaker added that IIT Kanpur, conducted a MOOC for farmers. The farmers were provided with a toll free number where they need to give them a missed call in their free time to listen to their session. The session on phone was in the farmer's mother tongue. The farmers can listen to the talks by the experts and gained more profits by crop rotation, by gaining more

knowledge on fertilizers and expert talks. This was very successful and more number of farmers are getting enrolled on MOOC. More than 2000 farmers benefitted by the course and received their certificates.

“Swayam” is MOOC started by Government of India for engineering courses. Many students are benefitted by this course. MOOC gives good opportunity to connect with great faculty across the globe. There are no boundaries like age, subject and qualification for MOOC. Now IIT's and IIM's are planning for their own MOOCs. Young Indians are the most in India to register for MOOC.

27% students from USA register for MOOC. USA is in the first place in registering for MOOC. Second place goes to India with 17% and third place goes to China with 13%. MOOC is not accessible especially in the Middle East.

The session concluded with the moderator summing up the session contents and it was concluded that MOOCs could be used to supplement, not replace, traditional classrooms to give 21st century students the ideal learning experience.

Be your own Publicist : Personal and Professional branding through Social Media



Danise O'Brien & Tia Walker as a Speaker

The parallel session on 'Be Your Own Publicist! Personal & Professional Branding through Social media' was moderated by Tia Walker and the lead speaker for this session was Denise O'Brien.

The Session Started with a discussion on what exactly an important role of Social media in Business and Professional life. Social media is considered to be the emerging platform for business marketing and improving clientele base.

There are Social media outlets out of which Face book, Twitter and Google occupy the prime place. A gist on these three social media can be explained as below:

Face Book: It is considered to be a simple networking tool for College Students which allow students to let their friends know where the parties and functions were, and to look at the pictures from those parties later. Through Face Book one can create a Page to run a business and market their products and services and other users can follow.

Twitter: Like Face Book, Twitter is another social networking tool used extensively for business purposes. Twitter uses short messages called "Tweets" that are appeared in the home page of all the Users who follow account. Business Organisations and Company's use these tweets for disseminating information of products and services to market.

Google+ :Google + is a new entrant in the social media market and quickly becoming an important tool to increase the business who like to magnify their presence in the presence in the world of social media marketing .The advantage of Google+ is it gives option for all the users to become groups and then customize the promotional activities.

Social Media is another form of reaching the media. Each social media has its own kind of Brand.

Social Media is a conversation. Millions of people use these sites to connect, create trusted circles and talk to each other.

Social media has taken over the Internet. Never before has the world been so internationally connected, yet the fact is still reasonably recent and there are many out there who are energetically trying to make out the power of social media.

Social media is a way to channel the universal nature of the Internet to effect social action. The inferences of this are enormous and this is just a taste of what's to come in the years ahead of us.

The speaker shared three different ways to use Social Media for marketing individuals

1. To promote the Service
2. To Monitor and Protect the brand reputation
3. It's a great tool to follow what folks say about our competition

Thus the session concluded with the moderator summing up the session contents and it was concluded that the social media has become the user friendly and the dissemination of information can be reached to the world within the short duration. It is a technology, and just like the telephone or computer, it's a tool, not an endpoint. Its uses are only limited by our creativity and imagination.



Parallel Session Be your Own Publist

The Magic of Motivation : 3 ½ Super Secrets of becoming a world class leader



Paresh Rughani as a Lead Speaker, on The Magic of motivation

The parallel session on The Magic of Motivation- 3½ Super Secret of becoming a world class Leader had Paresh Rughani as Lead speaker.

The session started with a graceful thought - 'Smile is like a curve which makes everything straight'. Discussion further continued on Leadership, Transformation of Leader to Effective Leader; Good to Great. Ordinary to Extraordinary & Mediocrity to Mastery.

The speaker spoke extensively about

3 I's were discussed in depth & it's overall impact in real life:-

Inspiration, Influence & Impact

In addition to the above appropriate Tools, Tips & Techniques were also highlighted with mode, methodology & on time use / implementation; for more definite & desired result / Output. He also shared some real time examples and personal experiences. Rughani ended the session with a motivational quote.

PARALLEL SESSION – 10:30-11:30AM



Experiential session on yoga and meditation conducted by Brahmakumari Dr.Sunita Didi Chandak.

Experiential session on yoga and meditation was conducted by Brahmakumari Dr.Sunita Didi Chandak.

Session explored these topics like how it enables a relaxed state of mind, how yoga can help build confidence, and how a confident mind set can help get results in business.

Speaker also explained, in business world, how yoga helps to reduce stress and bolsters creativity.

It was stressed that it will take dedication and patience to reap all the benefits of yoga. The key is to learn to focus more on finding your own peace of mind rather than trying to force yourself to develop a new mindset. Regardless of how your approach morning meditation, it is just important that you approach it. It helps get your day off to a good start and clear your mind.

In fact, yoga is proven to help achieve physical, mental and emotional balance, better health, increased immunity and energy, stress relief, better intuition and more happiness. Meditation, as part of yoga, also helps with focus, mental clarity, alertness, effectiveness, decision making and coping with a hectic work environment.

Dr. Sunita used a number of small activities to make participants understand the importance of detachment and how one should detach from the physical body to meditate and to unite with the supreme power..

She demonstrated how meditation could be used to relax and highlighted the important point that meditation could be done anytime and that one need not close one's eyes to meditate.

She used an audio-visual clip to help participants to meditate and focus on their self.

The emergence of the 21st century Woman and a more Spiritually awakened Society



Gulrukh Khan began by clarifying the fact that women were not changing, but were actually just reclaiming their power which had been repressed for many generations throughout history.

She talked briefly about how the planet was going through huge shifts currently, and that the Divine Feminine was reemerging, in order to alter the testosterone driven way that society was being driven, which often created conflict and aggression - as the energy was too competitive.

It was time for the 'New Woman' to remember her inner power, and that fact that she has an Important role to play - in changing the balance of the energy in the world.

She said that it is time now for the Feminine Energy to become more apparent so we can be more co - creative as a society, and work with 'growth' rather than 'destruction' through wars, conflict and over exploitation of Earth's resources, which is what is happening.

The 21st century woman is one who is aware of her soul purpose; who can use her feminine gifts of gentleness and nurturing to adjust her environment.

The New Woman is strong, open in her thinking, forgiving, and knows how to use the world's natural resources to help humanity progress, in a way that also restores human dignity to those who are underprivileged.

She seeks equality and justice. After all would she want to differentiate between her son or daughter? No, she would love them equally, and with time would learn not to project cultural or societal inequalities upon them. i.e. not making women more subservient to men but more equal.

She also stated how it was important that - rather than try to assert supremacy over men, it was important that we defined equality between the genders. To not make the same old mistakes as men. That women should learn to listen to their needs, as much as we expected men to listen to ours.

We need to realize, she said, that we are all blended beings made up of Stardust....with full power to even move mountains....Once we wake up to understanding our full potential as humans and cosmic beings, living on this beautiful planet spinning through space, spinning though eternity, and that we are all eternal beings and we have always been in existence and always will, then we shall engage in life in all our glory and faith in ourselves.

The myth has remained for centuries that women fell from Grace because eve ate the apple in the garden of Eden.

Could it just be, she postulated, that that maybe we have had cycles of change throughout existence, where women once lead the way. And were revered as Goddesses. Then men resumed the role of power over the planet in order to move things forward. And that is what is indicated by the “fall.” All agreed it was a very interesting and mind-opening interpretation.



Pamela Nine on Discussion Table During Parallel Session

Women have immense capabilities but so do men. Once we harness the commonalities between both genders on a visible level, we will see that we are all capable of developed intuition, peaceful living and enhanced progress.

She recited a few quotes by well-known women who have so far been assisting to empower other women. Many of them came from non-privileged backgrounds, but worked hard to achieve their status

"I hope the fathers and mothers of little girls will look at them and say, 'Yes, women can.'"
—Dilma Rousseff

"Women are leaders everywhere you look—from the CEO who runs a Fortune 500 company to the housewife who raises her children and heads her household. Our country was built by strong women, and we will continue to break down walls and defy stereotypes."—Nancy Pelosi

"I do not feel any less of a woman. I feel empowered that I made a strong choice that in no way diminishes my femininity."—Angelina Jolie on her double mastectomy

"The question isn't who's going to let me; it's who's going to stop me."—Ayn Rand

"We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women's voices are heard and heeded, not overlooked and ignored."
—Sheryl Sandberg

"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent."—Madeleine Albright

"I believe that the rights of women and girls is the unfinished business of the 21st century."
—Hillary Clinton

"We need to reshape our own perception of how we view ourselves. We have to step up as women and take the lead."—Beyoncé

"I am a Woman Phenomenally. Phenomenal Woman, that's me."—Maya Angelou

"Why has the word [feminism] become such an uncomfortable one? It is not the word that is important; it's the idea and the ambition behind it."—Emma Watson

"The idea of being a feminist: so many women have come to this idea of it being anti-male and not able to connect with the opposite sex, but what feminism is about is equality and human rights. For me that is just an essential part of my identity."—Lena Dunham

She continued that if women were to focus on enhancing their own spiritual development through practices such as yoga, meditation and other energy based holistic modalities, either by

reading about them, becoming qualified in them and actually practicing them, then it seems almost certain that people around the would adjust to the way they were. Especially their partners and children.

It is said that once we raise our vibration to the highest level we can, then others will automatically shift. We can see this by the way people respond when a brightly smiling and positive woman walks into a room...or even a male..

Positivity, like laughter is contagious, she noted.

The 21st century woman is compassionate, forgiving, understanding, motivated and willing to be flexible.

These are the tenets upon which most relationships operate.

It's just a question of now putting the past behind us and viewing everything as a learning curve. If we stay reserved and do not step out of our comfort zone the fundamental changes cannot happen.

She said that as you can see we have women here at this conference that are very empowered already, and work in varied fields ranging from housewives, to lawyers, authors and business people. Many of them had to learn to cast off old programming about how they should be, according to what the societal or cultural norms are '.

The delegates shared their ideas also on how they were making changes in their lives and how they were making progress with others just by a change of attitude.

She then quoted Marianne Williamson: “Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, talented, fabulous?' Actually, who are you not to be? You are a child of God. You're playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.”

Lastly, she took the group into a guided meditation and visualization for 40 minutes, where I assisted them to connect to the Earth, to the Heart of the Cosmos and to their own hearts and to merge these as one.

We then called in the colors of the Light spectrum to flood our energy fields and balance us. We also did group affirmations to connect us to the higher collective.

And to affirm our Divinity and our own powers to be the best that we could be. The delegates were all spaced out after this and deeply relaxed.



Rocio Meza, Nancy Rae Allel, Neha Agarwal and Pakistani Delegates attending Parallele Session

Venture Capital and Private Equity Investing



Arifa Khan as ahead Speaker

The parallel session on 'Venture capital and private equity investing in India vs the world: a comparative look was moderated by Seema Kumar and the lead speaker was Arifa Khan.

The session was devoted to understanding how the venture capital and private equity investing models were different in India compared to the global scenario.

The speaker spoke in detail about how the startup ecosystem worked in India and how venture capitalists operated – method of selection, funding process, etc. The speaker also discussed about how VC and private equity investing had evolved over the past decade.

The speaker compared the modus operandi of venture capitals in India and across the world to draw a comparison. A detailed presentation was made on the various measures that could be put in place to ensure greater access to private equity for startups. Various things which could be done to make India a major hub of innovation was discussed with reference to emerging opportunities, lacunae in existing models and challenges that needed to be overcome.

The speaker further spoke about funds flow into India as the domestic market is more. Indian entrepreneurs have no equal across globe. India imports the ideas from west. Innovation comes from wealthy and developed countries as research should be ready for the risk to lose. Innovation and investing should come from educational institutes. Hindrance is exit. “India has very good GDP because of its domestic market”. BSE is one of the best in the world in equities. Indian entrepreneurs are innovative in equities.

The speaker added that the challenges as lack of exits investors struggle. After becoming successful, entrepreneurs stop thinking of innovation as they become paranoid. Entrepreneurs have instincts which professional people loose. Because of instincts they are very fast in decision making. Early adaption is not available in India

The session was concluded with the moderator summing up the session and talking about how Indian venture capital investing can be improved and made from accessible to startups so that more VC funding would foster startups and help to make India a hub for innovation.



Delegates attending Parallel Session

Pressures faced by Women in the Media and Entertainment Industry

The parallel session on “Pressure faced by women in the media and entertainment industry” was moderated by Amy Hobby and the lead speaker for this session was Anne Hubbell.

The session started with a discussion - status of women as on date world over. There was a time when women's education was not a priority even among the elite. Since the last quarter of the 20th century and more so after the opening up of die economy, post-1991, a growing number of women have been entering into the economic field, seeking paid work (remunerative jobs) outside the family.

According to a report of The Economist 'Women and the World Economy' Women are playing bigger and bigger role in economic field.

We can now see women in almost every field: architecture, lawyers, financial services, engineering, medical, IT jobs, media & entertainment. They have also entered service occupations such as a nurse, a beautician, a sales worker, a waitress, etc.

They have demanded equality with men in matters of education, employment, inheritance, marriage, politics and recently in the field of Media & Entertainment.

Women want to have for themselves the same strategies of change which men folk have had over the centuries such as equal pay for equal work.

Their quest for equality has given birth to the formation of many women's associations and launching of movements.

There was a spirited discussion on the above theme among the participants.

The speaker also discussed about the current scenario of women professionals in the Entertainment industry. Women have always played key roles in the Entertainment industry. Women have been breaking social barriers to make a mark in the world Entertainment industry. At present, women play key roles in almost every department of the Media and Entertainment industry.

The Media and Entertainment industry is a gender-neutral industry. Almost every job performed by men is apt for women too. The talent, professionalism, commitment and passion for excellence are the key drivers for success in this industry.

The speaker shared some of the core challenges faced by women professionals. Any person is limited by his/her own beliefs and that becomes a road block to success. The Media and Entertainment industry offers a wide range of options to men and women alike. Having said this, the extended timings and the pressure to perform poses a challenge. One needs the stamina to be continuously productive in this industry.

The session concluded with the moderator summing up the session contents and it was concluded that we must have patience, confidence & charged energy to combat the prevailing challenges; we will certainly win over one day. Make an informed decision based on your attitude, skills, knowledge, interest and passion, Do what you love and be patient, perseverant and committed.



Charlene Macharia, Latifa Kechmir, Magdalena, Kaye Riguer and Bhupendra Chaubey attending Parralel Session

The essence of Image Management



Audience facing kuleit uppal on her sesssion on Image Management

This parallel session on “The Essence of Image Management” had Kuiljeit Uppaal as Lead speaker.

Kuiljeit Uppaal, CEO, KREA, who is also the first person to pursue a PhD in image management. Uppaal provided an insight into communication skills, confidence building, self-esteem, and corporate etiquette, and gave smart tips to build a good personality.

“Authentic, Appropriate, Attractive & Affordable are the four aces of image management,” said Uppaal. She spoke on various aspects of verbal & non-verbal communication, including the right handshake, and the appropriate way to offer & receive a business card.

One needs to 'Have the advantage over competition' in every area of life. This thumb rule is the most pertinent reason to the increasing demand for training in Soft Skills, Effective Communication, Persona and Image Management. Kuiljeit adds the essential polish to aspiring as well as accomplished professionals in areas which are of high value and pertinence in today's scenario.

From providing an in-depth know how of the attributes of verbal and non verbal communication to the correct usage of one's voice, to building confidence when communicating, Kuiljeit gives you the golden tips to 'having that cutting edge'; from the very core fabric of a personality with regard to aesthetics, poise and grace, she offers a larger picture of how to be a well groomed and well dressed person at all times to make the right impact. That apart, Kuiljeit trains on the different types of etiquette required at the work front in the contemporary scenario, including basics of Introductions, Handshakes, Exchange of Business Cards, Building Rapport to Dining Etiquette and much more!



Audience enjoying the discussions in the plenary session

PARALLEL SESSION – 11:45-12:45pm

Digital Media and Animation



Taruna Ummat & Paresh Mehta as speaker on “Digital Media & Animation”

This parallel session on “Digital Media & Animation: The new communication paradigm” was moderated by Mridu Chandra and the lead speakers for this session were Taruna Ummatt and Paresh Mehta.

In this session, the speakers spoke about some notable developments and new animation trends that are most likely to continue in near future like mixed styles, the rise of NPR, organic influences, 3D printing etc..The animated versions convey information, data and statistics through a blend of words and images. The advantage, of course, is that videos have the added dimensions of motion and an audio track, allowing for music, voiceovers and sound effects.

The speakers for the session were professionals who had vast experience in the field of animation. They were involved in the creation of the extremely popular 'So Sorry' political animation videos for the India Today group (Aaj Tak/Headlines Today).

The speakers shared their experiences in creating the animation series and how they worked with Mr.Aroon Purie of the India Today group. They explained the complex nature of creating such an animation series and that they had a team of 40 people who had to work to create

these clips.

Some of the popular clips were played with the speakers sharing interesting anecdotes relating to its making.

They also mentioned that it was a sensitive issue as many politicians would be offended by the clip and that how in case instances they received threats asking them to stop it.

The session concluded with interaction with participants on animation and its applications in all field including education and how it could revolutionise the way we look at things.



Paresh Mehta reviews at Parallel Session

Healing with Nada

The parallel session on “Healing with Nada” had Shruti Nada Poddar as the lead speaker.

The session started with a discussion on Healing with Nada. The concept & the topic was so interesting & relevant to all human being in the present scenario of our life style. Everyone today is health conscious.

Speaker firmly expressed that India was magnificently advanced in intellectual activity during the ancient times. Sages, Rishi muni 's work & contribution are quoted in Holey books like Upanishad, Vedanta as evidence.

We all exist in a state of vibration and have a natural resonance (natural vibration of an object). When one is healthy all the molecules are vibrating at the 'correct' frequency. When we experience pain in the body, mind, soul are in a state of dis-ease, the molecules are vibrating out of their natural resonance and need re-balancing.

By working with Sacred Sound in a number of ways we can bring every molecule within the mind, body and soul back into vibrating together by projecting the correct pitch back into the area.

Making sound by simply humming works to reduce stress levels in the body and mind – this works by balancing the emotional stimulus, increases oxygen levels in the body, increases melatonin levels (natural hormone used in treatment for depression), releases endorphins (natural pain relievers)

Healing, Yoga and Music are interwoven and compliment to each other. Sound (Nada) is all around us, whether in the form of music (which is really just organised sound), in nature, in our speech, in the chaos of the city. Sound is the original creative force, everything is made up from molecules that are vibrating at different speeds, therefore to quote from Sanskrit; 'Nada Brahman' translates to 'the world is sound' – everything is in a state of vibration.

Energy is projected into the 7 major energy centres (known as Chakras) in the body which correspond with Glands recognised in Western Medicine. This allows vital energy to flow through channels (Energy tubes) known as Meridians or Nadis (There are 72 thousand Nadi in human body) to energise the 7 energy centres (and all the others chakras) encouraging the removal of any energetic blocks (Etheric patches) along the way. This can work through a range of methods using Reiki, Sound, Crystal, Intuition- within that there is also scope for hands-on, hands-off and remote

or distant healing.

The Speaker concluded speech with suggestion to audience / participants : If you practice it Honestly ; you will be free from all diseases (be it physical or mental) caused by emotion imbalance or disorder.

The session concluded with the moderator summing up the session contents and it was concluded that Sound (Nada) Music (organised sound), Yoga, Meditation has power of healing by removal of energetic blocks (etheric patches). We must practice it honestly to be free from all diseases (be it physical or mental).



Film producer Madhur Bhandarkar being awarded by Harbeen Arora, Global Chairperson, ALL

Embracing your Purpose to Develop your Leadership

The session on “Embracing your purpose to develop your leadership: How to convert your purpose into an effective vehicle of Leadership” was led by Dr. Milan Hollister and moderated by Lakshmy Shankar.

The discussion began with the speaker stating that, for you to break through the success barriers in your own life, you must aspire to maintain a successful leadership role and become an effective leader. You must develop your management skills and influence others to work with you to achieve your goals and objectives.

Becoming a leader, however, requires that you understand the leadership role and responsibility of being an effective leader. Individuals in a leadership role must strive to make better choices and decisions for the sake of others

Speaker stressed that one of the most important qualities of an effective leader is to maintain a respected, leadership role model, to be the kind of person that everyone else looks up to and wants to be like. An important quality of an individual in a leadership role is that they carry themselves at all times, even when no one is watching, as if everyone was watching.

The panel also discussed and noted that the effective leader always begins with the “needs” of the situation. The most common characteristic of leadership, throughout the ages, is that leaders have “vision.” Leaders can see the big picture. The effective leader can project forward 3-5 years and imagine clearly where they want to take the organization and what it will look like when they get there.

Session pointed out that one can integrate one's own purpose with that of the corporate world by “Increasing shareholder value” “Delighting customers” “Becoming the best in product innovation” “Delivering worldwide more 'X' than our competitors.

The speaker further spoke about the characteristics of a leader.

1. They speak their truth
2. They lead from the heart
3. They have courage
4. Rich with will power
5. Build and create teams and communities.
6. Self initiative
7. Care for others
8. Symbol of hope

Leaders are born not made. Everybody cannot be a leader. Leader should be aligned with their thoughts, words and deeds.

Session concluded in pointing out that one can develop the qualities of a purposeful leader by working with a transformational executive coach. The investment is well worth the reward: your ability to influence the future, your career and your personal-development capabilities.



Milan Hollister at Parallel Session

Cultural Leaders

The Parallel Session started on 'Cultural Leaders-need to evolve leaders and leadership development' and the Lead Speaker for this session was Catherine Cullen & Dipal Gala.

The Session Started with a discussion on need and importance for leadership, fill the gap of underlying deficiencies in the creative and cultural sectors and to meet the expectations at Global Scenario.

The Objective of this session is “Training Leaders globally to impact their World Locally”. Our World is full of significant challenges. As we can see many Organizations have a means to carry out their missions but unable to train leaders to lead globally.

It has been found that there has been a Cultural difference in the preference for Leadership behaviors .As an expectation, there may be some Universal responses to leadership behaviors. For instance, no Culture will respond well to an irritable leader.

To tackle today's Global Challenges, we need to build an in depth bench of talented leaders who can understand the Cultural Expectations of their followers and adapt their approaches accordingly.

The panel also discussed and noted that Women play an important role in transmitting the culture. It seems like today women are better positioned than ever before to rise to leadership roles in technology. Not only do companies have many kinds of support structures in place, such as women's networks and leadership development courses, but there are an increasing number of women at the top who can serve as role models or inspiration.

The speaker suggested some ways that companies can build cultures that support women in technology. There is no silver bullet, but a coordinated approach around properly resourcing networking programs, sponsorship initiatives, and leadership development courses could be a practical way to invest in the success of women on technology teams. Those companies that have committed to giving women skills and access to senior people, as well as providing consistently fair management practices are already seeing a vote of confidence from the women who work there.

In order to create a company that is truly supportive of women, culture change must take place where people recognize that it takes a real concerted, continuous effort on behalf of every employee to build an environment where everyone can thrive.

Leaders must live by the values they espouse, and change must be supported by systems,

policy, and programmatic efforts such as women's networks. If approached in that order, women in the company will be able to advance at the rate that they want to. And so will everyone else. The path to meritocracy is acknowledging that the path is still being built.

Thus this session concluded with the Lead Speaker summing up the session that the above approach builds competencies that enhance a leader's success no matter the culture is. Many of those competencies are extensions of mindfulness, where the leader practices cognitive, emotional and behavioral self regulation.

Impact of Social Issue Documentary Films

The parallel session on 'Impact of Social Issue Documentary Film: How do documentary movies on women's issues create a momentum of change vis-à-vis human rights and mindset change?' had Mridu Chandra as the lead speaker for the session.

The speaker introduced the topic by talking of the various women's issues that were being debated in society and spoke about how documentary movies about these topics can be helpful in ensuring a mindset change.

The speaker spoke extensively about the issues related to women in war zones and conflict areas and the problems faced by women. She spoke about critical issues like prostitution and how the law was not being enforced in a equitable way leading to problems for women. Also mentioned were cases related to street harassment of women and how they need to cope with it, with stress on self defence to be able to handle such situations.

The speaker spoke about various outreach campaigns that could be created through documentary movies where all issues related to problems faced by women could be highlighted.

She spoke about who these movies could be used as a mechanism to try and ensure change in mindsets of people and also change with respect to human rights. She used various illustrations of documentary movies to highlight her point.

LUNCH ROUNDTABLES – 1:30-2:30PM

Rethinking Small-scale Manufacturing

The Small and Medium Industries form the backbone of manufacturing sector not only in this country but even in the developed countries. In India, the small scale sector contributes to 40% of manufacturing. The small industries sector also contributes substantially to the exports.

In the past, the Small Scale Sector existed in a relatively sheltered environment. The levels of protection were high, several goods were reserved for production in the Small Scale Sector, special fiscal incentives were extended to the units in the sector and a number of support programmes were also drawn up to ensure the Small Industries survived.

In the post-reform era, starting from 1991, the situation for the Manufacturing Sector as a whole as well as for the Small Industries has undergone a dramatic change. The tariffs on imports have been reduced very substantially. India is gradually integrating with the world economy; new trade blocs are forming and many countries, including India, are entering into Preferential Trade Agreements, Free Trade Agreements or Comprehensive Economic Agreements to improve trade in areas of their comparative advantage.

In this process the Indian economy is becoming more open and there is an urgent need for the Industry to adjust to the new situation. The Indian Industry will have to become competitive by cutting down overall costs to that extent to survive and grow. The situation confronting the Small Industries in particular provides both opportunities as well as challenges. An opportunity to grow in a global market place is available to access entry into the global value chain by virtue of their being internationally competitive. The others would need to reposition themselves and become competitive to meet the challenges if they have to survive.

Given the economic distress worldwide, the micro, small and medium scale enterprises (MSME) had been hit hard. Large numbers of workers have been laid off because of depressed demand, piled up inventory, pending retrievables and squeezed credit market. A sector which provides maximum employment cannot be left to fend for itself without a major transformation led by the entrepreneurs, policy makers and also other support organizations.

There are several innovative options that one can try at four different levels such as (a) stimulating demand, (b) upgrading technology and skills, (c) promoting innovations for developing new products and services and (d) forging new partnerships among the entrepreneurs and also with the R&D institutions, grassroots innovation networks and the technology students.

There are large number of other ideas that need to be tried in close consultation with MSME

Associations and other knowledge networks. It is unlikely that any idea would work perfectly or comprehensively. At times like these, we have to start imperfectly and improve the ideas through constant feedback and learning by and by. The cost of inertia is enormous. I hope that innovation and initiatives for policy and institutional reform would turnaround the situation faster than anyone can imagine. India should also consider the difficulties of other developing countries and not use protective policies to prevent small-scale industries in those countries to be adversely affected. In the process, we would have taken the leadership that many western countries through protective policies are unwilling to take. It will also make our MSMEs more efficient and globally integrated.

In addition to the innovations in the technology, business method innovations will also have to play a major role in revitalizing the economy. If public sector employees can be given loans to buy goods produced by MSMEs at reduced prices, one could stimulate demand and create domestic spur for growth.

Surviving against all Odds

To be trapped in an impossible situation, alone at the mercy of nature, cut off from human company and society—it's a primal fear, born out of a sense that we would be helpless without the protection of civilization. The truth is that none of us really know how we would respond to such a situation. But, as it turns out, the human spirit can be a surprisingly tough thing.

Early in 2013, three amateur British climbers were enjoying the trip of a lifetime as they scaled the famous Mont Blanc in the Italian Alps. Mont Blanc is famous for its frequent avalanches, which make the mountain one of the deadliest in the world—as many as 100 climbers and hikers die on it each year. And as the three Britons descended the peak known as the Aiguille di Bionnassay, they heard the telltale rumble of oncoming doom.

Two of the climbers, Misha Gopaul and Ben Tibbetts, were just able to get to safety. But the third climber, who asked that his name not be released to the media, was hit full-force by a crushing wave of snow and ice. Desperate to avoid being buried, the climber did the only thing he could think of to escape certain death—he swam.

For over 700 meters (2,300 ft) he swam with the avalanche as it carried him down the mountainside. Of course, it's not technically possible to swim in snow, but the wide, circular motions kept him near the surface. When the avalanche petered out, he was close enough to the top that he was able to pull himself out of the snow and walk to safety.

He swam through an avalanche and walked away without a scratch, and he didn't even want the world to know his name afterward.

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There are many such instances of people who survive in the face of such impossible odds.

One must fight against all odds in order to reach your goals. There are many obstacles in life that prevents us from getting what we want to get done in life. These obstacles can come in many shapes and sizes. They can be physical, mental, emotional, the people around you, the situation you're currently in and even the people who pretend to “care” about you.

Clinical beauty Treatments

Cosmetology is the study and application of beauty treatment. Branches of specialty includes hairstyling, skin care, cosmetics, manicures/pedicures, and electrology.

Cosmetologist

A cosmetologist is someone who is an expert in the care of hair and makeup as well as skincare and beauty products. They can also offer other services such as coloring, extensions, and straightening. Cosmetologists help their clients improve on or acquire a certain look with the right hairstyle. Hair stylists often style hair for weddings, proms, and other special events in addition to routine hair styling.

Cosmecaregiver

Cosmecaregiving is a branch of cosmetology that involves systematic coherent approach of newly developed medical beauty hygienic for hair, nails and skin of bedridden people. Cosmecaregivers are state licensed cosmetologists and barber stylists are registered specialist who practice in health facilities and in-house at the patient's bedside. They maintain ethics, sanitation, do not need supervision and to obtain the patient's consent. Their performance meets basic expectations with patient safety and efficiency. They report to the charge nurse or responsible family member in residence for instruction prior to the service.

Desairologist

Desairology is a branch of cosmetology that involves various phases of cosmetology, a systematic coherent approach to providing highly specialized techniques for the hair, nails and skin of the deceased.

Esthecaregiver

Esthecaregiving is a branch of cosmetology that involves systematic coherent approach of newly developed medical beauty hygienic for skin of bedridden people. Esthecaregivers are state licensed estheticians are registered specialist who practice in health facilities and in-house at the patient's bedside.



Goan great Fado Singer Sonia Shirsat being awarded by Madhur Bhandarkar

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A cosmetologist is someone who is an expert in the care of hair and makeup as well as skincare and beauty products. They can also offer other services such as coloring, extensions, and straightening. Cosmetologists help their clients improve on or acquire a certain look with the right hairstyle. Hair stylists often style hair for weddings, proms, and other special events in addition to routine hair styling.

Cosmecaregiver

Cosmecaregiving is a branch of cosmetology that involves systematic coherent approach of newly developed medical beauty hygienic for hair, nails and skin of bedridden people. Cosmecaregivers are state licensed cosmetologists and barber stylists are registered specialist who practice in health facilities and in-house at the patient's bedside. They maintain ethics, sanitation, do not need supervision and to obtain the patient's consent. Their performance meets basic expectations with patient safety and efficiency. They report to the charge nurse or responsible family member in residence for instruction prior to the service.

Desairologist

Desairology is a branch of cosmetology that involves various phases of cosmetology, a systematic coherent approach to providing highly specialized techniques for the hair, nails and skin of the deceased.

Esthecaregiver

Esthecaregiving is a branch of cosmetology that involves systematic coherent approach of newly developed medical beauty hygienic for skin of bedridden people. Esthecaregivers are state licensed estheticians are registered specialist who practice in health facilities and in-house at the patient's bedside. They maintain ethic, sanitation, do not need supervision and to obtain the patient's consent. Their performance meets basic expectations with patient safety and efficiency.

Esthetician

Estheticians (sometimes referred to as Aestheticians) are licensed professionals who are experts in maintaining and improving a healthy epidermis. An esthetician's general scope of practice is limited to the epidermis (the outer layer of skin). Estheticians work in many different environments such as salons, med spas, day spas, skin care clinics, and private practice. Estheticians may also specialize in machine treatments such as microdermabrasion, microcurrent (also called non-surgical "face lifts"), cosmetic electrotherapy treatments (galvanic current, high frequency), LED (light emitting diode), ultrasound/ultrasonic (low level), and mechanical massage (vacuum and g8 vibratory).

Inclusive Growth : A necessity in the Digital Age

All around us, we can see how digital technologies are transforming the economies in which we live, the cities we inhabit, the way we learn, and the lives we lead. Experience shows that growth and change in the digital age are faster and more pervasive than ever before, affecting more people at greater speed than was possible with previous generations of technology.

However, as the global economic recovery continues, a concern has begun to emerge in countries across the world. It's that while growth -- supported by digital technologies -- has returned, many people feel the resulting benefits are passing them by, and failing to directly affect them and their families. The underlying risk is that exclusion from digital advances may extend into exclusion from social and economic opportunities, leaving millions of people effectively locked out of the next phase of global growth and development.

Ensuring that growth in the digital age benefits populations across the world is one of the biggest issues facing mankind today. It's also a challenge that global business and governments have a responsibility to address. Success will demand sustained effort from many parties worldwide. The goal of all should be to create a world where everyone has the opportunity to benefit from the digital age on more equal terms.

It's an objective easy to state, but whose boundaries are hard to define -- owing to the vast array of elements it involves. From microfinance to mobile communications in emerging countries; from eHealthcare to mobile banking; from smart cities to government services delivered over the web -- all these components will play a role. But arguably the most important factor in creating equal access to digital opportunities is education, a space where technology is opening up new possibilities and capabilities by the day.

We need to find new and better ways to harness, apply and fund digital technologies in education -- and then to carry the benefits forward as students graduate into the workforce.

There are three issues here related to inclusive growth in digital age. The first is that the next step in the evolution of education will be the weaving-in of technology into the social fabric of the educational process, with all stakeholders -- teachers, administration and parents -- fully committed to improving access and outcomes through digital integration. This advance is more imminent in some countries than others, but needs to be pursued everywhere.

The second insight is around the resources needed to enable digital progress. The full power of digital technology to support learning and equality of opportunity can only be realized if sufficient investment is forthcoming. And this investment requires a clear and robust business case. So an ability to measure the tangible impacts of investments in education -- including the benefits both for business and also for society as a whole -- is critical.

Third, as digitization continues to advance, the working environment that today's students will join is changing radically and irreversibly -- heralding sweeping change in employment opportunities and major dilemmas for employers. For example, millennial recruits are ambitious, tech-savvy and self-confident, expecting to advance rapidly to senior management positions. But their older colleagues are working longer. So, as companies grow and opportunities emerge, who'll get the top jobs? Organizations need to work out how they'll answer such questions.

As the world faces up to a new era of digitally-enabled growth, it's entering uncharted territory -- and the danger is that the benefits will flow to the few at the expense of the many. In my view, such a world would be neither fair nor sustainable. Across education and a host of other fields, ALL need to work together to ensure that growth in the digital age is inclusive -- for the good of us all.

Understanding Racism : Can Mindsets be Changed

Racism has existed throughout human history. It may be defined as the hatred of one person by another -- or the belief that another person is less than human -- because of skin color, language, customs, place of birth or any factor that supposedly reveals the basic nature of that person. It has influenced wars, slavery, the formation of nations, and legal codes.

Racism is a major issue in many countries across the globe – be it racism against people of African-American origin or be it racism in India against people from the North East. The fact is racism exists and in many cases it is deep in the minds of people.

If racism has to be tackled, it can be done only by changing mindsets. So, how can this be done?

Determine the results you want. In dealing with such a nebulous problem like racism, it's important to focus on one result. I recommend your result be to create and maintain a safe and productive work environment that is free of intimidation, threats, or harassment.

Identify vital behaviors. Focus on the behaviors that drive your desired result. I recommend two vital behaviors: 1. Eliminate racist actions, including behaviors that any member of the organization finds intimidating, threatening, or harassing. Promote inclusive actions, including behaviors that support diversity in the workforce.

Racism is supported b

y a set of beliefs, behaviors, norms, and structures. The solution must be similarly comprehensive. Research shows combining at least four, and preferably all, of the six sources of influence creates a solution that is ten times more likely to lead to success. Below are four sources of influence organizations combating racism might choose to target.

Structural Motivation: Reward respectful behaviors and punish racism. For example: Establish a zero-tolerance policy for racist talk, writing, and symbols. Make it clear that violators will be terminated as well as prosecuted. Use performance reviews and promotion systems to track and reward people for eliminating racist actions and for promoting an inclusive workplace.

Social Motivation and Social Ability: Use formal and informal leaders to enforce social norms of zero tolerance. For example: Have senior leaders take strong actions that show their commitment to eradicating racism. One of our clients found slurs written in a men's bathroom. Senior leaders brought in private investigators who swept for fingerprints and interviewed employees. The investigation convinced everyone that leadership was serious about eliminating racism. Identify opinion leaders from diverse job titles, departments, seniority levels, and racial groups and have them evaluate, endorse, and partner with managers to lead the initiative.

Personal Ability: Build awareness, share experiences, and teach skills related to eliminating racism and furthering inclusiveness. For example: Expose subtle forms of racism—actions that may be unintentional and yet hurtful. Train people in how to confront and report racist incidents, and make sure they understand their responsibility to report these incidents.

Personal Motivation: To change behavior, make racism a moral issue. People must cringe when they witness or learn of situations involving intimidation, threats, and harassment. Here, the most powerful strategies are those that demonstrate the personal toll of racism. For example: Make the connection between racist actions and violence. Frame the issue in terms of morals and safety. Find formal and informal leaders who can tell stories about how racism has impacted their lives.

When staffing facilities, departments, and projects, have people from diverse backgrounds work together to build understanding and empathy. This can go a long way in helping to change people's mindsets and truly to eliminate the evil of racism.

Why are Hospitality, Kindness and Generosity Waning?

your seat on the tube for a pregnant woman? Would you knock on your next door neighbour's door to offer them a lift to the supermarket? These are questions we ask ourselves from time to time and we are often troubled by our honest responses.

As a society, we appear to have lost the instinct for kindness and the willingness to extend the hand of friendship. Our responses to children, to older people, to strangers, are all conditioned by a concern not to offend and a fear of getting involved.

Our recent public consultation into the social evils of today highlights a real concern for the way in which society increasingly values people for their economic contribution, at the expense of kindness and compassion.

Some blame the nature of regulation – while providing protection for some, it seems to have intimidated the majority. Others feel there has been a general decline in values: individual advancement is seen as more significant than the ability to care for others.

So, how can we go about making the changes we need?

We need to rediscover humanity in our communities. Solidarity is a term little used today.

From allotment societies to arts centres, conservation groups to internet cafes, housing co-operatives to car clubs, civic society is showing itself to be adaptive and resilient. It is demonstrating that solidarity is a product of a more serious, more engaged political discourse that is willing and able to respond to the challenges of the 21st century.

Closely associated with this is the notion of hospitality, and the desire to create a world that is genuinely hospitable. A hospitable world is one that is a good steward of the earth, able to ration in the interests of generosity, not plunder in the pursuit of greed. It is a world in which the stranger is welcomed, the weak are supported and the dispossessed are empowered.

Civility is at the core of an active, vibrant and welcoming society.

Without fear of being nostalgic, it is time to reclaim these values – the future of our society depends on them.

Socially Responsible Advertising

For an ad campaign to be considered socially responsible, the advertising used in the campaign must meet an ethical standard. Corporate social responsibility marketing has been a focus of several major ad campaigns, but if the ads used in the campaign are seen as deceptive by the public, the company is unlikely to be considered socially responsible regardless of the theme of the advertisements.

Truth in Advertising

Truthfulness is the first requirement for any socially responsible advertising. However, this requirement is not as straightforward as it may appear. Factual information can be presented in such a way as to deceive the viewer, while an image can be manipulated yet still create an accurate final impression. For example, if an advertisement says a certain product is inexpensive without revealing that it will wear out very quickly, then the information is factually accurate yet deceptive.

Any customer buying the product would be likely to end up spending more money rather than saving, because it would have to be replaced so soon. Another ad might use camera tricks to create the visual impression of a juicy steak, because the unmanipulated image of the steak would look dry and unappealing. If the steaks being advertised are actually juicy, the ad is not deceptive even though the image is manipulated.

Messaging

Socially responsible advertising should not promote or contribute to anything damaging to society. If an advertisement makes use of racial or sexist stereotypes, shows irresponsible parenting practices, encourages irresponsible use of alcohol or sexual behaviors, or attempts to emotionally manipulate a vulnerable audience such as children, then many would consider it to be socially irresponsible.

Of course, most of these standards are a matter of opinion. Any advertising message could be considered emotionally manipulative depending on how you look at it, so in practice it comes down to a subjective assessment of what is appropriate and what is not. There is always a risk that your ad campaign could unintentionally offend customers.

Corporate social responsibility marketing is the practice of combining a company's charitable activities with its marketing campaigns. Instead of just writing a check to a selected charity, the company would tie the amount of the donation directly to sales, and would make the fundraising campaign the focus of its advertising.

Corporate social responsibility can benefit the company in more than one way. It can improve the public perception of the company, increase sales and improve employee morale.

Avoiding Public Cynicism

While donating money to charity is a positive activity for its own sake, corporate social responsibility marketing can backfire on a company if it is perceived as cynical by the public. For instance, if overuse of your product is associated with higher cancer rates and you run an ad campaign for cancer awareness, then some people might see the campaign as deceptive and unethical.

The same thing can happen if your ad campaign raises money for environmental causes by selling a product with high carbon emissions or excessive packaging. Before you make social responsibility the theme of your advertising, you should first make sure there is no contradiction between your message and your business practices.

Do Women make Better Parents?

In the era which the equitability between men and women plays a fundamental part in our daily life, it is believed that men are as good as women in educating and taking care of children. However, women have a greater role which is irreplaceable in bringing up their kids based on their familiarization with caring for children, natural instinct of mothers and their opportunity to contact with the children.

Firstly, women have to get accustomed to cooking and taking care of children much more than men do. Unlike men, since they were teenage girls, they have been taught that their future responsibility is to make diligent mothers, not successful businesswomen. Furthermore, due to the belief that women who are not good at domestic duties will have difficulty in their family life, prodigious amounts of pressure were brought to bear on them, and they have to get themselves familiarized with household tasks such as cooking, washing and bringing up children very early so as to become good mothers.

Besides, men who are in charge of preparing foods, getting household tasks done or rush into the market in the morning to buy food may be regarded as ridiculous, which results in their unwillingness to get themselves involved in such tasks. Hence, they are usually overshadowed by women in the role of parents.

Secondly, it is the women's nature that counts as an advantage in being better parents. Obviously, women are gentler and more tolerant than men, thanks to the close and sacred relationship with their little angels from the very first day of pregnancy. Hence, children may have a tendency to listen and confide their personal problems to them without their being worried and hesitant.

Contrarily, there is always an unbridgeable gap between the father and children in a family in view of their conceiving their father as a strict and serious man, which also makes children reluctant to open their hearts. In consequence, women are considered not only better mothers but also close friends or even outstanding psychologist by their kids.

Last but not least, women have more chances to contact with their kids. As you know, the belief that the women's sole responsibility is to raise their children has been deeply rooted in our society for many years.

Men are sole financial providers and have to work very hard to support family, and thus projects deprive them of invaluable time to spend with children. Their significant contribution to the family is undeniable, but in educating and taking care of kids, their wives seem to outweigh them. Not only do women have to work from morning till midnight to meet deadlines, but they also spend much time caring for children about physical and emotional aspects.

Even if the husband is on his business trip, delicious meals are always ready and assignments are forced to be finished before going to school, thanks to the "super" mother!

In conclusion, although men are able to try their best, women still outweigh them in terms of taking on child rearing.

Househusbands

Now that more women are high powered and high earning, their husbands are choosing to quit work and raise the kids. An inside look at today's domestic role reversal, where just like housewives, we now have the concept of house husbands.

Breadwinning moms and their caregiving male partners are not just growing in number: they are overhauling the way we think about gender, success and domestic life. “Today's generation of young parents were the first to grow up watching most of their mothers work and many of their fathers actively participate in domestic labour,” says Nora Spinks, the CEO of the Vanier Institute, which tracks social trends among families. Whether these couples are making a conscious choice to buck the norm, struggling with the practicalities of raising a family in an expensive city or simply doing what feels right to them, they are testing the liberal truism that an enlightened woman can bring home the nitrate-free bacon and her man can fry it up.

The trend toward domestic role reversal has come as a direct result of the rise of mothers in the workforce, which crucially crossed the 50 per cent mark in the '80s, when today's generation of young urban professional parents in their 30s were growing up. Last year, a Harris-Decima poll found that Canadian women are the primary breadwinners in a staggering 26 per cent of married or common-law relationships.

This generation of stay-at-home dads grew up in the '80s and watched *Three Men and a Baby* and *Mr. Mom*—movies that placed their finger firmly on the cultural bruise that working women had left behind when they walked out of the house in a power suit and high heels.

Some of these dads complained to me of feeling trapped by their new roles. To remedy their isolation, they've developed a “dad culture”—in which fathers meet and mingle in a manner previously reserved for their female counterparts. There are now dozens of daddy bloggers who proudly share jokes about baby puke, parenting tips and photos of their kids at the park, at the cottage, in the tub and watching sports with dad.

David Eddie, a Toronto-based columnist and author, stayed home to look after his three boys when they were small, while his wife, Pam Seale, an anchor on *City News*, worked to support their young family. The experience formed the basis for his book *Housebroken: Confessions of a Stay-at-Home Dad*. Looking back on those years, Eddie feels that his kids got the best of both worlds: a dad at home and a professional mother who would come home after a hard day at work and—instead of opening the paper and drinking a martini by the fire—dive right in. “Sometimes she'd come through that door just as I was about to friggin' lose it,” Eddie says. “And thank god, she'd kick off her high heels, change out of her suit and into sweats, and get involved.”

The social rules for stay-at-home dads are still being written. Syrovoy has noticed that some of her girlfriends are wary of including her husband in their circle of moms. Her stay-at-home mother friends still insist on texting her, rather than Tim, to set up play dates, even though they know he's the one they'll be meeting with. "I think they just feel uncomfortable connecting directly with him because they're worried about how it looks. It doesn't matter how many times I explain to people, 'I have no idea what's going on at home during the week.' They think I'm the point person."

Slowly but surely, the stigma against stay-at-home dads is disappearing. "I was honestly expecting a lot more prejudice," says Brian Sinasac, a 42-year-old former animator with one-year-old twins. When his wife, Elizabeth, a 40-year-old senior policy analyst with the ministry of education, finished her maternity leave earlier this fall, Sinasac (who had also taken a year-long leave) decided to say home for good. "I've had a few Mr. Mom jokes," he admits, "but what gets me is when people ask if I'm babysitting. I want to say, 'I'm not 13 years old. These are my children. It's called parenting.'"

Here's the thing: if men choose to forgo their careers and stay in the home and are good at it, then a working mother can absolutely have it all—a high-flying career, secure children, a clean house and dinner on the table every night. The problem is that most educated, high-earning, ambitious, successful women tend to pair up with educated, high-earning, ambitious, successful men. And when children come along, those ambitious women face an impossible choice: outsource their children's upbringing or dial back their careers. Most still choose the former.

Is it possible to Defeat the Scourge of Tobacco?

The world is facing a pandemic of epic proportions. Tobacco, the only consumer product proven to kill more than half of its regular users, will be responsible for 4.9 million deaths worldwide this year alone. Today, that burden is fairly evenly shared by industrialized and developing nations.

If current trends continue, however, the cancer burden in the developing world will more than triple in the next 25 years—resulting in a global total of 10 million deaths worldwide each and every year. Seven million of these will occur in the developing world, in the nations least prepared to deal with the financial, social, and political consequences of this global public health tragedy.

If we fail to act to prevent this tragedy, the consequences will most certainly be dire. Five hundred million people alive today, 250 million of them children, will die as a direct result of tobacco use. Half of these people will die in middle age—when they are most productive for their economies, their societies, and their families. In the last century alone, tobacco use killed 100 million smokers. If left unchecked, tobacco use will kill more than a billion people in this century.

This extraordinary suffering and death is not inevitable, however. Without intervention, the tobacco pandemic will be the worst case of avoidable loss of life in recorded history. Yet, with comprehensive, concerted action, we can eliminate the global scourge of tobacco and save hundreds of millions of lives within the next few decades.

How will we do it? We must help current smokers quit and prevent the tobacco industry from using its nefarious marketing techniques to lure more of the world's children into deadly addiction. If we choose to act, the number of lives saved could potentially be astronomical. For example, if we were able to cut adult cigarette consumption by just 50 percent worldwide, we could avert more than 200 million needless deaths within the next 50 years. That's 200 million real people...mothers and fathers, children and siblings...people who enrich their cultures, people who sustain their economies, and people who are loved by their families.

And how will we accomplish such a lofty goal? After all, 'Big Tobacco' is a formidable economic and political juggernaut, and it has set its sights squarely on the people of the developing world.

As smoking rates decline in the US and many other industrialized nations, the tobacco industry has dramatically stepped up its efforts in emerging markets in Asia, Africa, and Latin America. Because tobacco kills the majority of its customer base, the industry must persuade

millions to take up smoking each year just to break even. In the unrestricted markets of the developing world, that means that no one is immune from the industry's tactics, especially the most vulnerable people of all—children.

Fortunately, thanks to the rigorous educational, scientific, and advocacy efforts of dedicated tobacco control activists worldwide, many nations of the world are taking a stand against tobacco by supporting the world's first global public health treaty—the Framework Convention on Tobacco Control (FCTC). In fact, the campaign to reduce the global burden of tobacco-related disease celebrated a significant victory in November 2004, when Peru became the 40th nation to ratify the FCTC.

Developed by the WHO and formally adopted by the World Health Assembly in 2003, the treaty required ratification by 40 nations before it could become legally binding on the countries that have adopted it. Ratification of the FCTC was a tremendous milestone for global public health, putting us on the track to sparing the millions of lives we know we can save each year just by reducing tobacco consumption.

Scenario in India

Tobacco Cessation Clinic is an initiative by the World Health Organization (WHO) and the Ministry of Health of India. Tobacco cessation activities formally began with the opening of 13 tobacco cessation clinics in key cities in India. Tobacco cessation clinics were renamed to tobacco cessation centers in 2005. Five more tobacco cessation centers were established, making a total of 18 centers.

The services offered at the clinic include individual intervention in the form of behavioral counseling, medication, and nicotine replacement therapy. The centers also intend to create awareness among the general public about the negative effects of tobacco and about tobacco cessation through awareness programs, exhibitions training programs on tobacco cessation for various professionals, and information booklets & manuals aimed at specific groups of the population.

PLENARY SESSION – 3:30 – 4:45PM

Pursuit of beauty becoming big business, with big bucks chasing it. What's the inside story and where India Stands?



(From L to R), Geeta Rao, Poonam Dhillon, Meghna Ghai Puri, Ashoke Pandit, Malavaika Sangghvi and Shefali Vasudev

The plenary session on “The Business of Beauty, Fashion & Entertainment: defining trends from world over.” was held at 3:30 PM in Goa at Goa Marriott.

Ms. Meghna Ghai Puri, President, Whistling Woods International (Mukta Arts) moderated the session.

The speakers for the session were :

- Ashoke Pandit, Member of Censor Board & Filmmaker;
- Poonam Dhillon, Actor & Politician,
- Shefalee Vasudev, Fashion Editor, Mint Lounge;
- Malavika Sangghvi, Writer and Columnist and
- Geeta Rao, Former Beauty Editor, Vogue.

The session witnessed interesting talks on the growth potential of the luxury, beauty, fashion and entertainment market in India and also highlighted the impact of 'Make in India' campaign on these emerging markets. Counted among one of the fastest growing market, India strives towards being a prominent luxury hub of the world.

Ms. Meghna Ghai Puri, President, Whistling Woods International (Mukta Arts) moderated the session and while talking about the beauty, fashion and Entertainment, she said “India has a long way to go with respect to the beauty, fashion and luxury market as an fastest growing world industry; but I think that the 'Make in India' Campaign is a really good one. The training and skill development that I see is a progressive one. We have grown watching west and I really hope 'Make in India' campaign reverses the current situation.” She also expressed the hope that India will not just be influenced by the West but can influence the west.

Ashoke Pandit, Member of Censor Board & Filmmaker, talked about entertainment and said that “Entertainment industry is a very large industry and a very glamorous one having a huge impact on the Indian masses.” While talking about the future and growth of the Industry, he added “We have been working till date without any proper support and have successfully competed with several world class movies and represented Indian Cinema on International platform; so think if given a support, where this industry can lead. I really hope that the future of Bollywood as a brand is turned away the way we are perceived presently and Indian cinema touch global audience.”

He spoke about how Bollywood had so much difficulty in getting the industry status and that how issues related to film industry were never debated in Parliament. He also expressed his anguish that none of the film stars who made it big in politics ever became the I&B minister. He called for respect and dignity for the film industry and hoped that a pressure group could be created to make the industry rise with the support of the system.

Poonam Dhillon, Actor & Politician said that “In Industry, beauty is something people relate with the beautiful face not with the smart brain that she has. While the things are changing presently and media is defining roles for everyone; marketing is something which is defining beauty in this competitive era for the film industry. To uphold the real beauty, we as a women need to hold that inner peace & beauty of our soul and it is what is reflected in your beautiful personality.” She hoped that with proper marketing, presentation and packaging, we can sell to the world the product they wanted, which India could deliver.

Shefalee Vasudev, Fashion Editor, Mint Lounge said that “India is a repository of ideas and what India is doing right now is collaborating ideas and using its tradition to transform fashion and beauty industry. India has opened a dialog that is 'what you want to be... Sexy or Traditional' with its changing fashion sense. ” She spoke about who trends and ideas can be leveraged and gave examples of how west appropriated Indian traditions like Yoga and made it popular. She spoke about the need of going back to the past and appropriating old ideas and transforming them and

selling them after proper packaging.

She spoke about how Indian weavers created unstitched magic and how every second designer is working with Indian textiles. She opined that we need to create a mart where designers, craft practitioners can come together and create a cottage industry. She closed with a presentation on the Indian sari and how it was being used creatively.

Malavika Sangghvi, Writer and Columnist said that “Luxury is among one of the fastest growing market in the world and I really believe India should stop behaving as a consumer and should work towards leading the section.” She gave an example of how champagnes were marketed and wondered why Indians cannot market the samosas like champagne, she expressed the opinion that we don't know how to tell stories. She spoke about how we need to use our traditional products which were embodiments of luxury and weave stories around them. She concluded by speaking about the need for spreading messages that go more than products and services.

Geeta Rao, Former Beauty Editor, Vogue discussed beauty & fashion and said that “Beauty is a celebration of who we are and what we are. Most women have created beauty empires in India and abroad. These women found a gap in the marketplace and utilized that with an ideal to succeed in the international sphere. But today women want products which are a mixture of science and nature and India somehow lacks behind. So the major question arises 'While other countries succeed in selling their brands, India still needs to catch up.'”

She spoke about how women were conditioned to believe beauty is shallow and expressed her view that no woman should apologize for following beauty. She spoke about how Western brands are excited about India and that we have to create brand India in traditional India. She spoke about how India was going to be 'the' place for cosmetic procedure and how the business of looking good is here to stay. She concluded by reiterating her view that if we can make products that mix beauty and nature then we can make millions and rule the market.

The moderator Meghna Ghai Puri concluded the session by stating that she would like to see Bollywood the brand and Indian cinema reach out to foreign audiences across the world.

The session ended with the audience interacting with the speakers on their views

PLENARY SESSION – 5:00-5:45PM

Straight from the Director's Heart: Madhur's exclusive insight on 'Women Oriented Cinema'



*Dr. Harbeen Arora, Global Chairperson, WEF in conversation
with noted filmmaker Madhur Bhandarkar*

Goa experienced an interesting conversation with the 4 times National Award Winner Madhur Bhandarkar on the much thoughtful topic “Exploring – Women Oriented Cinema; A much honored filmmaker, Madhur's movies are splendidly known for their strong female protagonists and out-of-the-box narratives rooted in real life” which was held at 5:00 PM in Goa at Goa Marriott.

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – an initiative by ALL Ladies League, world's first-of-its-kind all-women's international chamber, moderated the session with an introduction to the dynamic persona and journey of the huge success of the ace director.

The session witnessed a candid conversation with Madhur Bhandarkar, while he spoke on how the trend in Bollywood is taking a 360 degree turn with such huge acceptance of women centric cinema on the Indian and global platform. The session also highlighted the challenges and impact of women oriented movies on Indian audience and he also spoke about his movies and why they are splendidly known for their strong female protagonists and out-of-the-box narratives

rooted in real life.

He saluted the power of women and said “After his early struggle to follow his passion for films, he understood one constant truth and it is that 'Success is not constant.' Life is with me today but it may not be tomorrow. One should always check and recheck his success as reality check process.”

Madhur spoke extensively about his early career and his struggles and how his work as a video cassette delivery boy helped him to understand and learn a lot about films. He spoke about his early days in Bollywood as an assistant to Ram Gopal Verma and finally how he got an opportunity to make a film, which unfortunately did not succeed. He spoke about how he would visit parties uninvited in order to meet people and increase his links and network.

He then spoke about how he visualized and created the movie 'Chandni Bar' which was made with great difficulty. The success of the movie and the awards and accolades it won helped him to become big. From then on there was no looking back and Madhur went on to make hit after hit movies and won many awards for his movies including national awards.

He spoke about how he believed in making message oriented films just like Shyam Benegal whom he admired. He also spoke about how he believed that his films should entertain along with having a message.

He spoke about how all his films were heroine oriented be it Chandni Bar, Heroine, Fashion. He also spoke about his new upcoming film Calendar Girls which would have five new girls playing key roles. He spoke about how in the film and glamour industry, 99% were failures and only 1% succeeded and made it big. He said that no one wants to know what happens to the 99% who failed.

He concluded the session and said “The biggest strength in women is the belief in the conviction and they should not stop believing strong enough for themselves and their community and life.”

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – ALL Ladies League, said while wrapping the session in her concluding remarks that “In a male dominant world like we live in presently, having a man like Madhur Bhandarkar with such a realistic approach and easy to go attitude, it gets easier for the women like us to inspire ourselves. We need more man like yourself who support women and their concerns in this very gender biased world.”

The session ended with Madhur Bhandarkar being awarded the 'Iconic Man of the Decade award' by Dr. Harbeen Arora, Global Chairperson of WEF.

PLENARY SESSION – 6:00-6:45PM

ALL Women Economic Forum 2015 honors Eminent Goan Women Achievers



Women Achievers Award Winners with their Award

A preserver of traditional Goan culinary; another an ace Zumba dancing, successfully running a dance academy; other a prominent media professional and a prolific writer; another among world-best Fado singer in India & also the promoter of traditional Goan music; yet another a noted fashion designer...these real-life heroes & inspirational women from Goa were honored by the Women Economic Forum today at Goa Marriott in Goa.

Women Economic Forum – an Initiative by ALL Ladies League, held the 'Goa Women of the Decade Award' to honor women achievers from Goa, for their exemplary contribution in their respective fields from entrepreneurship to media, fashion to dance. ALL – WEF 2015 honored some phenomenal women leaders from Goa for their contribution in the diverse sectors and upholding the cause of womanhood on several national-international platforms.

Here's what the awardees had to say.

Ms. Odette Mascarenhas, famous as the 'Culinary Queen of Goa'; awarded for her immense dedication in preserving and promoting Goan culinary tradition on various national &



international platforms, said that “When I started with Taj, the journey was extremely exciting and inspiring. I started with a 9 to 5 job and ended up writing a book which was also awarded in 2008. It's like a dream come true and I have not stopped dreaming yet. I am extremely thankful the ALL Women Economic Forum for this recognition.”

Ms. Cecille Lee Rodrigues awarded for transforming Zumba dance into a vehicle of self-expression for women, said that “Following your heart is extremely difficult even in the cosmopolitan city like Goa. But I am thankful to my parent who supported me and I am here now receiving this award for uplifting Zumba and dance.”

Ms. Ethel Da Costa awarded for being a renowned media icon for her outstanding work in journalism, said that “I am thankful to everyone who supported me, especially my mother and daughter. Through many ups and downs, it is my family who has kept me going and I am standing here because of their support.”

Ms. Archana Bhoje awarded for providing a new dimension to fashion, lifestyle and creative entrepreneurship in India, said that “I am extremely happy to be here and receive the award. I have always followed my heart and will continue to contribute society with all the dedication.”

Ms. Sonia Shirsat, Entitled as the Ambassador of Goan Music and one of the best Fado singer of India; awarded for immense contribution in uplifting Goan culture and music on several national and international platforms, said that “For following something unknown and presenting a new world to everyone is always difficult. I have had the opportunity to represent India on international platforms and I hope I continue to make India proud again and again.”

PLENARY SESSION – 7:15-8:15PM

India, the major force behind driving Global Markets



(From L to R), Alok Bansal, Shveta Raina, Amy Kazmin, Zarina Stanford and Pradeep Gupta

Counted among one of the fastest growing economy in the world, India potentially proves to be a major driving force in the global market. With more than 1.2 million populace, India's booming economy creates new opportunities for industries and markets around the world.

ALL Women Economic Forum, a global summit and meeting ground for young entrepreneurs and woman from all over the world, experienced a panel discussion on 'What makes India a major force in driving global markets with its new set of dynamic entrepreneurs, innovative & unique ideas and world class CEO's'.

Plenary Session on “India: The New Global Economic Growth Engine India with its new set of dynamic entrepreneurs and world class CEO's is driving growth not just in India but globally. India is expected to now be a major force in driving global markets.” was held at 7:15 PM in Goa at Goa Marriott.

Ms. Amy Kazmin, Financial Times, UK moderated the session.

The speakers for the session were :

- Zarina Stanford, IBM, Vice President, Asia Pacific;

- Alok Bansal, CFO & Co-Founder, PolicyBazar.com;
- Shveta Raina, Founder & CEO, Talerang (Advantage Group);
- Pradeep Gupta, Past President, TIE Delhi & CEO, Cybermedia.
- Kiran Mazumdar Shaw, CMD, Biocon (Video message)

The session witnessed interesting talks on how rapidly the Indian economy is progressing and how fast the progress has become a major contributor in global economic growth.

Ms. Amy Kazmin, Financial Times, UK said in her opening remarks that “Today India has many challenges as well as lots of opportunities and its all on us to capitalize the opportunities being provided.” She spoke about the need to capitalize on the economic growth engine of India

IBM, Vice President, Asia Pacific, Ms. Zarina Stanford, said “India needs to facilitate women by providing them proper training. As far as 'Make in India' campaign is concerned, India needs to plan long term impact in the manufacturing sector.”

Mr. Alok Bansal, CFO & Co-Founder, PolicyBazar.com said “Women need to participate more in the economical development of the country and help India change its traditional working module. India is progressing and with the future prospective India has a long way to go.”

He spoke about how more girls are joining IIT's and would help to change the image of India. He called for growth-oriented policies to harvest employee potential and improve their efficiency.

Mr. Pradeep Gupta, Past President, TiE Delhi & CEO, Cybermedia said “IT companies policies in India have been very liberated and have changed the image of our country worldwide. What is lacking in India is Entrepreneurship. Being one of the youngest country and a global growth engine, India needs to promote more entrepreneurial mindset and provide right framework





Delegates at Women Economic Forum, Goa, 2015

to the start-ups.”

He also spoke about how nowadays, many companies were having women CEO's and VP's, which were a welcome trends and more such positive changes would happen in future.

Ms. Shveta Raina, Founder & CEO, Talerang said “In general entrepreneurs don't want failures. More female entrepreneurs are needed in India. Strategies in favour of women employees are the need to make them contribute more effectively to the company”.

She also spoke about how 5 million graduates are entering the job market every year and how scientific system for placing students needed to be worked out to foster growth. She also highlighted the need for incentives to employees to encourage their growth.

In a video message, Biocon CMD Ms.Kiran Mazumdar Shaw said “Women play transformational role in the economic growth. In technology sector, 40% employees are women and almost 40% of those in research are women”.

She also outlined how the new company laws would ensure that every company would have atleast one woman director, which was a positive sign for women.

DAY 3

9TH MAY 2015, SATURDAY



BREAKFAST ROUNDTABLES – 7:45-8:45AM

A Talk and experiential session followed by meditation



Chloe Domange, Charlene machario, Sandra Bisking, at Breackfast Roundtable

Meditation is a practice in which an individual trains the mind or induces a mode of consciousness, either to realize some benefit or for the mind to simply acknowledge its content without becoming identified with that content, or as an end in itself.

The history of meditation is intimately bound up with the religious context within which it was practiced. Some authors have even suggested the hypothesis that the emergence of the capacity for focused attention, an element of many methods of meditation, may have contributed to the final phases of human biological evolution. Some of the earliest references to meditation are found in the Hindu Vedas. Wilson translates the most famous Vedic mantra 'Gayatri' thus : "We meditate on that desirable light of the divine Savitri, who influences our pious rites" (Rigveda : Mandala-3, Sukta-62, Rcha-10). Around the 6th to 5th centuries BCE, other forms of meditation developed in Confucian, and Taoist China and Hindu, Jain and Buddhist India.

The term meditation refers to a broad variety of practices that includes techniques designed to promote relaxation, build internal energy or life force (qi, ki, prana, etc.) and develop compassion, love, patience, generosity and forgiveness. A particularly ambitious form of meditation aims at effortlessly sustained single-pointed concentration meant to enable its

practitioner to enjoy an indestructible sense of well-being while engaging in any life activity.

The word meditation carries different meanings in different contexts. Meditation has been practiced since antiquity as a component of numerous religious traditions and beliefs. Meditation often involves an internal effort to self-regulate the mind in some way. Meditation is often used to clear the mind and ease many health concerns, such as high blood pressure, depression, and anxiety. It may be done sitting, or in an active way—for instance, Buddhist monks involve awareness in their day-to-day activities as a form of mind-training. Prayer beads or other ritual objects are commonly used during meditation in order to keep track of or remind the practitioner about some aspect of the training.

Meditation may involve generating an emotional state for the purpose of analyzing that state—such as anger, hatred, etc.—or cultivating a particular mental response to various phenomena, such as compassion.

The term "meditation" can refer to the state itself, as well as to practices or techniques employed to cultivate the state. Meditation may also involve repeating a mantra and closing the eyes. The mantra is chosen based on its suitability to the individual meditator.

Meditation has a calming effect and directs awareness inward until pure awareness is achieved, described as "being awake inside without being aware of anything except awareness itself." In brief, there are dozens of specific styles of meditation practice, and many different types of activity commonly referred to as meditative practices.

Caretaking of our elders : A Crisis

Life is often about being taken care of in childhood, or being a caretaker for others. The lessons are sometimes about nurturing, love and compassion. Be sure the senior you are helping gets the best care available and understands their changing needs.

No one wants to live with, and take care of an old person who is ill and generally difficult deal with due to physical and emotional problems, that often require more care than they can provide. It is hard to see someone you love slip away. With the aid of a good home care provider, the burden is eased, yet some of these people leave a lot to be desired.

Not everyone is a caretaker. Some can care take children, but not the people with special needs and illnesses, at any age. Others have no problem caring for an older person with whom they feel a soul connection.

Sometimes senior citizens are able to live normal lives and care for themselves, but as most people age, they need care takers at some point.

Lack of a caretaker is a serious problem for older people who have chronic conditions and limitations on their ability to care for themselves and their homes. Their problems are often compounded by increased medical costs due to poor health and the need for more supportive services.

Unfortunately, those who are most vulnerable are also most likely to live alone and to have limited incomes. Eighty percent of those living alone are women and nearly half of people aged 85 or older live alone. Older women, the very old, and minority elderly, have, on average, the lowest incomes among the older population which severely limits their ability to purchase the health care, goods, services, and housing options which could help them to remain independent. There are agencies that supply aid to these people.

Taking care of the elderly is not easy. Emotional issues, buried for decades come to the fore and are tested. Money, inheritance, is often a generating factor in the relationship. In most cases there is a love behind the pain, which may never be shown, or may be spoken about before the person crosses over. Learning to say, "I love you" or "Forgive me", is very important to the souls involved.

Care taking the elderly is difficult and depressing much of the time. Watching someone die is not easy, especially if you love them. We all have our limitations.

Care taking an aging parent, while trying to handle your other responsibilities is often as difficult as the parent who raises the child alone and struggles to provide proper care and attention. Life moves in these cycles, through time.

But when do we say we can no longer care take? This is an family decision, which involves finding a suitable home for the person who is ill and then care taking them at the home. Finding a proper home, or home care attendant is not always easy. This is a major decision that is not easy to deal with in families, as generally one person is the care taker to the person who is ill and feels that they must care for the person till they die. It could be a child or a spouse or sibling. When is it the correct time to place someone in an assisted living facility or nursing home?

What happens when the government comes in and takes the sick person's life savings, when it was to be left to the family? There seems to be lots of permanent splits in families after someone dies and inheritance is not distributed fairly. After the person dies, there are often members of the family who vent their anger, grief and years of stored up resentment, as it all 'hits the fan'.

How can Natural Therapies help Women?



Deepshikha Balwani, Annie Mutale at Breackfast Roundtable

Gulrukh Khan began the session by first clarifying what the meaning of healing and therapies were. She established that no one heals anyone, and that we are all self-healers.

As a professional Complimentary or Holistic Practitioner of 20 years, working with a wide array of modalities Ranging from Clinical Aromatherapy and Acupressure massage to Advanced Theta Healing, and Scalar wave Light Therapy...she found that clients usually looked to her to heal them from their emotional, spiritual, psychological and physical ailments. What she always says to her clients is that she is just a conduit for The Divine to assist raising their frequency, so that they remember their own Divinity and heal themselves - through their surrendering to letting go of their judgements on themselves. Therein the healing starts to happen.

The delegates asked many questions about how particular modalities would help them, and discussed how it was important for individuals to take responsibility for doing things like meditation and yoga to help open themselves up- and be in the Eternal Now...as there is only the present moment, which requires absolute focus and a willingness to expand beyond our fears.

Delegates discussed how it is easy to give one's power away to others and make them Gurus or Healers. So it's time that we all should start seeing ourselves as our own Gurus and healers as we all have the capacity and hold higher wisdom in ourselves. Letting others facilitate us is a way of being shown how to activate that potential within us, so we can then develop and grow to other levels.

Conversation : Celebrating the men in our Lives

On Father's Day, we celebrate in our life. Not just our dads and the fathers to our children, but all the men who have made a positive impact on a child's life.

A number of recently published studies call attention to the effects of good fathering. Men who play an active role in their children's lives stimulate all aspects of development: emotional, academic, behavioral, and social, even when those men don't live in the same home as their children.

But we don't need a study to understand that the men in our lives matter, whether he's a husband who lives at home, an ex-husband who lives across town, a stepfather, a grandfather, an uncle, or a mentor in the community.

Even from a child's conception, a supportive father makes a difference in the lives of mothers, their children, and the world-at-large. In fact, research shows that women with supportive partners experience fewer health complications in pregnancy and have better attitudes about the inevitable physical changes to their own bodies.

Studies indicate that even labor and delivery may be shorter and easier when your partner is by your side. Men lend a sense of self-control. They model their work ethic. They make us laugh and help us develop a sense of humor. Men teach self-reliance, self-confidence, discipline, independence, and the ability to deal with frustrations, large and small. They help their daughters to understand how to relate to men and the meaning of trust and intimacy in all relationships. They help their sons understand what it means to be husband and a father and a man.



Gulrukh Khan as Discussion Leader

Deconstructing Divorce

Marriage is a counter-cultural act in a throwaway society.” —Dr. William H. Doherty, noted marriage scholar and therapist

Evolution of Divorce

It is commonly believed that 50 percent of marriages will end in divorce. The statistic has been roughly accurate for the last 40 years, but there is much more to the story. Changes in the law and society may explain why the rate of divorce has increased, and why it may increase again. Divorce is both very personal and all too common.

Over the course of history, divorce has been viewed as pathogenic. Variety of reasons, the media and the general community tends to view divorce as bad. Objective in this article is to deconstruct and thereby demystify what happens behind closed doors during the divorce mediation process.

An approach to the divorce mediation process with the caveat that each mediator has their own style, and that there are many right approaches. Although It has been outlined an approach that assumes the couple has children, use the same approach in a more contracted fashion, for couples without children. It is also important to note that mediation process taking five sessions, many clients are able to complete the mediation in fewer sessions, and a few clients, especially those with more complex situations, may require more sessions.

The reality of divorce is that most clients have similar issues they need to address such as the house, the pension, and college education for the children. Therefore follow the tenet that mediation can be approached in fairly structured manner so as to maximize the productivity of sessions by keeping clients focused, and expedite a resolution before the conflict is allowed to escalate.

Nevertheless, It is also believe that the process should also be flexible to properly address the uniqueness of each couple.

Some reasons for Divorce are observed during studies or research are :-

- Parental Conflict
- Parent's Mental Health/Parenting Style
- Third person interference
- The Financial status .

Impact of Divorce and Its Effect on Children :-



Arti Sanghai attending Session

Based on a review of the research, it is clear that whether children thrive or found may not be due to the divorce itself, but rather:-

1. The level of conflict between parents,
2. Children's exposure to the conflict—including whether parents involve their children in the fighting,
3. Parents' inability to meet their children's needs,
4. Parents' mental health,
- 5). The financial status and
6. Children's own perceptions about the divorce

Preventing a divorce can be a tricky thing to do as it is a journey fraught with dangers, and navigating your way through troubled seas of arguments, hurt feelings, broken hearts and the countless small niggles of married life seems overwhelming to the point of desperation for many men and women. Finding out how to prevent divorce, therefore, becomes a confusing grey area where logic and solutions seem to mean nothing as raw emotions bring everything crashing down.

The first barrier is the hostility that develops within problematic marriages. Both people have hit a point where they will not back down as they feel hard done by and do not want to lose the argument to save their face and to prove a point that is probably not really the issue at hand. The problem is that everyone seems to be keeping score and wanting to be right, wanting to WIN, which is a poisonous attitude in a relationship where you are supposed to be working together and understanding each other on a level of intimacy that only lovers can reach. If you can leave the ego at the door and learn that keeping score does not matter, you may take some barbed comments but you will find your partner will not continue to attack if you do not attack back. Only when the hostility is gone will you be able to talk properly.

Most arguments seem to revolve around small insignificant things or "niggles" such as "household chores, minor money matters or small personal habits. You probably know that this is not the real reason or might be baffled as to why it is a problem, but all these niggles either have a kernel of truth to them or are a signal of some other larger marriage threatening problem.

Consumerism : Is it a necessity or a Luxury?



Consumerism as a social and economic order and ideology encourages the acquisition of goods and services in ever-greater amounts.

In the domain of economics, "consumerism" refers to economic policies placing emphasis on consumption. In an abstract sense, it is the consideration that the free choice of consumers should strongly orient the choice by manufacturers of what is produced and how, and therefore orient the economic organization of a society (compare producerism, especially in the British sense of the term).

DO YOU feel guilty when you have just bought the latest touchscreen smartphone to replace your still functional old phone, or did a wave of elation sweep over you the moment you had your hands on it? Increasingly, our lives involve making choices on what products to buy and in many cases, the brand of the goods, even when we cannot afford it.

Consumption takes place in all human cultures, but it becomes problematic when the scale or magnitude of this consumption is so pervasive that many people think retail therapy can even drown their sorrows away.

Sociologist Jean Baudrillard argues that human beings mythically believe that they have certain needs that can only be satisfied through consumption; yet human needs can never actually be satisfied through the process of consumer goods.

Using latest figures available, in 2005, the wealthiest 20% of the world accounted for 76.6% of total private consumption. Breaking that down slightly further, the poorest 10% accounted for just 0.5% and the wealthiest 10% accounted for 59% of all the consumption.

Many products are bought as status symbols, where consumers purchase their own symbols to convey status. In other words, most consumer goods are not satisfying a basic need but are instead used to satisfy desires.

We are persuaded by the appeals of the status a car would convey as opposed to the value of the car itself, to the point where we are willing to sacrifice performance from consumption in order to improve our social status.

Baudrillard states that we become what we buy. Others have argued that consumerism is a phenomenon associated with the rise of mass communication, growing affluence, and transnational corporations due to globalisation.

This has serious implications on people developing a sense of who they are, as more people place a growing emphasis on products that they can relate to, through consumption.

The result of spending using credit cards — debts have doubled in the last four years, prompting the Ministry of Finance to tighten credit card regulations.

Do you really want to be labelled by the products that you purchase, where people judge you for buying a certain product without a brand? Consumption is universal, but the key to avoid overspending and debt is prudence. Think Yourself...!



Nancy Rae Allen Reviews Discussion Table

Childhood Trauma & Neglect: The devastating impact on brain development, physical health, future relationships and financial well-being

The session started with the speaker introducing herself and talking about how she spoke to Mr. Vinay Rai first and how he mentioned that it was his wife's idea to start Rai Foundation to help educate girls. She spoke about how she was deeply touched by that level of support.

Dr. Morse spoke about how while everyone needed a strong foundation to grow from, some weren't as fortunate as others in that regard. However, she asserted her belief that no matter what had happened in our lives, the gift of an education was a gift of love. And, the effort that we make to educate ourselves was an act of self-love that could never be taken away from us.

She introduced her presentation and spoke about how it would explore the neurobiological effects of attachment-related disorders and how it would help to understand self-destructive and aggressive behavior. She said that the research was the subject of her Doctoral dissertation and upcoming book: **The Bio Psycho Social & Spiritual Implications of Early Childhood Trauma & Neglect**. She said that she had written the book to offer insight to a significant social problem, with consequences that would leave their footprint well into future generations.

She introduced the topic of 'Complex trauma and Post Traumatic Stress Disorder (PTSD)' and outlined how it is often found in individuals who have experienced early failed attachments, chronic childhood abuse and neglect - or ongoing domestic violence.

Speaking about the topic, she highlighted the following points:

- Traumatic experiences get encoded in the child's developing brain and body. These events stimulate alarm in the system and trigger survival responses of fight and flight and freeze defenses. A chronic state of hyper-arousal takes its toll on the physical health and development of the individual over time. Chronic exposure eventually impairs a child's ability to self-regulate and self-soothe. It increases the risk of developing serious learning challenges and psychiatric disturbances. It's often the root of anxiety, depression, and disease.
- Early childhood trauma directly impacts memory and the ability to stay on task, or cope with everyday life challenges. Rejection and acceptance, closeness and distance stimulate alarm in the body – often without awareness to clear or present danger. Abused individuals report long-term relational issues and often withdraw into themselves and isolate. Sometimes they minimize and downplay difficult situations, develop amnesia to traumatic events, or dissociate.
- Encoded experiences powerfully influence perception, emotional wellbeing, and

behavior. Chronic traumatic exposure evokes primal animal defenses, or survival responses that drive aggressive action. Early childhood trauma is the root of neurobiological changes and the propensity towards self-harm, suicide and homicide.

She spoke about how it was often the most vulnerable that suffered from abuse.

Dwelling further on this topic, she spoke of how according to the World Health Organization - WHO (2001), over 40 million children under the age of 15 are abused and neglected every year. Over 53,000 children die as a result of homicide between the ages of 0 - 4, and 15 - 17 years of age. It's no coincidence that these are some of the most critical, most vulnerable, and often most frustrating stages of development for parents to navigate.

Pregnant women and children with disabilities were frequent targets as well.

Physical abuse included: corporal punishment, violent beatings (using whips or other implements), slapping, kicking, tying up, sexual abuse, and genital mutilation/cutting. Physical violence was often accompanied by cruel and degrading forms of punishment that scares, humiliates, degrades, threatens or ridicules.

Physical abuse often led to a negative view of others and the tendency to want to distance in adult intimate relationships. She said that while physical cuts and bruises may heal, the psychological injury from emotional abuse was devastating. Forms of emotional abuse included: Intermittent and inconsistent care, multiple caregivers during infancy, emotional indifference, isolation and abandonment. Insults, name calling, belittling, bullying, threats, sexual coercion, forced hazardous labor, prostitution, trafficking, and pornography. She highlighted that many forms of emotional abuse are both physical and emotional.

Emotional abuse led to a negative view of the self and anxiety, with a pre-occupied attachment style that was related to a fear of rejection in adult relationships.

On a day-to-day basis, a victim learnt to recognize abusive behavior as normal. Chronic forms of abuse often drove acts of self-harm and flights from emotions in the form of eating disorders, addictions and suicide - the third leading cause of death in adolescents around the world.

From neurodevelopmental and emotional problems, social isolation to serious health problems. Chronic abuse resulted in structural, functional and chemical alterations that had an enduring influence throughout development and the majority of life. Victims of abuse were generally blind to the connection of their troubled past, and this caused ongoing self-blame.

She spoke about how we could help heal and support those who have been through so much tragedy, loss and pain?

She said that while there was no one size fits all form of treatment; generally, several trauma-focused treatments are used together when treating individuals with complex trauma and PTSD. She spoke in brief about these treatments as follows:

- EMDR was proven to be highly successful in working with individuals who have been chronically abused. Eye Movement Desensitization Reprocessing (EMDR), was an evidence based approach and the 1st line form of treatment used by various institutions, including the Department of Defense.
- Sensorimotor psychotherapy was another form of therapy that helped individuals tap into the effects of trauma that remained in the body.
- Yoga and dance movement therapy also helped in this regard.
- Mindfulness-based techniques and meditation were used to target issues with affect-dysregulation and aggressive behavior.
- And, cognitive behavioral therapy was frequently used in acute trauma cases and when working with children.
- Drawing, coloring, painting, or writing about one's feelings could help to get in touch with, learn to cope with, and move through challenging situations and losses. Art was used in therapy to help reduce stress, process and heal traumatic events, and improve self-esteem. While traditional talk therapy requires verbal communication to express feelings, art therapy allowed for more abstract forms of communication that are often difficult to access. Art therapy also supports a therapeutic relationship as less threatening.

Dr. Morse stressed that creativity and art were fundamental to brain development.

Speaking about this in detail, she said that working artistically helped a child develop fine motor skills, as well as fostered imagination and self-expression. Programs, where we were stimulated visually by what we see, auditorily, by what we hear and then experientially through direct practice - helped increase our understanding of subjects. Art strengthens academic performance by helping us grasp and understand concepts more readily. It fosters cultural awareness, social skills and problem solving abilities. Art helps us make sense of the realities of a given situation, and often provides deeper meaning.

She spoke about how unfortunately, programs that involved creativity were often among the first to be cut with increasing budget cuts to education. She spoke about that how Home Ec in Middle school was one of her most significant classes. With both parents (increasingly) working away from home, lifestyle programs that involved creativity became important in helping children learn to care for themselves as adults.

Strong social support was also linked to a variety of positive benefits, including the potential to improve symptoms of PTSD and adult attachment styles. She stressed that we must

remain open to new relationships and life experiences that nurtured, supported and helped to heal. She exhorted people to join clubs and groups of interest where they could meet new people and get to know them. While there were studies that reflected that creativity was thought to increase in 20 to 30 year olds, peaking between 30 to 50 - before declining; she strongly believed that it was never too late to learn something new and grow from it. Exploring hobbies and interests gives us a sense of passion and purpose. Finding things that we enjoy doing, helps heal injuries to our self-esteem. Often, this comes over time through practice, dedication, and the development of skills that we feel good about. A sense of purpose can be experienced through the efforts one makes as a mom, wife, artist, professional, philanthropist or volunteer. When one loves what one does, it often inspires and ignites movement and potential in others. Creativity was one way of expressing our passion, and it helps add balance to life as a professional.

She stressed that while it was important to reach out and connect with others, the most important relationship we would ever have was our relationship with ourselves.

Self-care is critical to healing, but was often foreign to individuals who've been neglected as children. She said one must practice being 'Mindful.' She said that we must pay close attention and journal about: what we say to ourselves, what we feed ourselves, our sleep habits, home and work - environments. Observe what we feel with the significant people in our lives and how their behavior affects us. We are often doing and being treated in ways that mirror what was done to us as children. It takes awareness to shift a critical voice and negative self talk, towards a more positive way of relating. Be curious and make adjustments to thoughts, diet, sleep, what we do, and who we spend our time with as necessary.

She also highlighted the point that we also need to help shift cultural ideologies like “boys in the world should have more opportunity than girls.” And, one of the most significant ways that we could move past these barriers is quite simply by becoming better advocates and more positively involved with our children. When children felt nurtured and cared about, they felt good about who they were, and they then attracted opportunities and others cared about them as well.

She mentioned that individuals who maintained some sense of spirituality generally had less depression, anxiety, or injury to their self-esteem. A strong spiritual life was associated with positive physical and mental wellbeing, and a higher quality of life. Spirituality was known to support an individual from falling into despair, hopelessness and suicide.

Lastly, she said that we need to put any sense of shame where it belongs. Don't ever blame yourself for another's bad behavior or mistreatment when you were a child. Shame belongs to adult perpetrators, and stems from personal issues and a lack of awareness. Much too often these individuals are repeating what has been modeled for them as children, and this continues in multiple generations. It's up to all of us to help put an end to the devastating impact of early

childhood trauma and neglect.

She concluded by thanking the delegates for coming and expressed her gratitude that she could spend this time with all of them. She thanked them for sharing from their hearts and supporting one another the way that they had. She expressed that the conversation they had was a wonderful gift. She signed out by saying that the audience could learn more about her and her upcoming book *The Bio Psycho Social & Spiritual Implications of Early Childhood Trauma and Neglect*, along with other supportive programs through my LifeDr.com website. She shared her email id and requested to be in touch with her Tina@LifeDr.com.

Are most women control freaks?

If you're a guy, and you've always thought, “my wife is a control freak!”

A woman's biggest fear is that she's going to lose those things that she loves most.

She wants to feel like her family is close-knit, her kids are safe, and everyone is secure. When something threatens that—because the kids are pulling away, or everyone's too busy, or you're distant—we feel out of control, and start issuing orders to compensate.

Reasons some women are control freaks:

The Woman was raised by a controlling mom

Insecure women might become control freaks

Masculine protest and controlling women: Masculine protest is a psychological term used to describe the case where a woman hates her feminine role as a result of feeling that its the inferior role.

Controlling women choose weak men

What does a women want?

Don't react to what we do; react to what's going on inside.

And then step up and be a man. Start talking to us about decisions. Get involved in the family. Listen to our concerns. And then develop your own opinions about what you think is best. Show us you care. Show us you've thought about it, too. Relieve us of the burden of messing stuff up, all on our own. That's what we really want you to do, regardless of what it may look like.

Here are some ideas that helped me deal with a control freak.

1. Separate controlling behaviour from good stuff

If someone controls us much of the time, we may justify their control of us. Why would we do this? Well, perhaps they are really good to us in some ways. Maybe they work hard, perhaps they are generous, and maybe they have done you loads of great favours. But to deal with their control freakery, you need to compartmentalize it in your mind. Otherwise you run the risk of being held ransom by an emotional blackmailer.

If someone was wonderful to you most of the time but once a month stole money from you, then that's what you have to deal with – regardless of all the other times they are nice and decent.

In this way, if you do confront them and they try to do the "after all I've done for you" stuff, you can be clear in your mind and communication that it is not that to which you are referring.

Give the control freak a chance to control their behaviour. Take them to one side and say: "Look, you are wonderful in many ways, but in this specific context I find that you keep trying to control me and boss me around. Can you possibly control this tendency, please?" Some control freaks really don't know how dictatorial they are until it's pointed out.

2. Stand your ground with the control freak by not arguing

Arguing with the control freak seldom works. Why? Because they are an expert at justifying to themselves and everyone else why they are right. They are world authorities in being "right". They have spent whole lifetimes practicing "being right". So trying to out-argue them can be nigh on impossible.

Instead, state your position but don't always feel you have to justify it to them. If you want to buy a certain pair of shoes and they feel you should get the pair they think are right for you, then don't fall into the trap of trying to come up with lots of reasons to justify your decision. Just stick to the most unarguable statement you can think of – such as "I like these shoes!"

3. Use the "broken record technique" to confound the control freak

If your control freak tells you why you should buy the shoes they think are best, use the broken record technique:

Control Freak: "You should get these other shoes because they are better value for money!"

You: "I know, but I like these shoes the best!"

Control Freak: "These other shoes are better made and will last longer!"

You: "I know, but I just like these other shoes!"

Control Freak: "These shoes are more fashionable at the moment!"

You: "I know, but I really like these other shoes!"

Control Freak: "You know what? Why don't you get your blessed shoes, then?"

In this example, the control freak had to do all the work because you just had one reason which you stuck to and it was a reason with which they couldn't really argue. They could argue that the shoes weren't fashionable or even value for money, but they couldn't disagree that you liked them the best. Give one reason and stick to it until they run out of steam.

4. Use humour to manage the control freak

All of the harsher dictatorships in history have taken a dim view of humour because

laughter and flexible thinking feel like threats to prevailing dogma.

Control freaks have a need for high status and may often show a lack of humour, especially where they themselves are concerned. People who can laugh at themselves tend to see the bigger picture and therefore don't always try to inflict their limited viewpoint as the only possible viewpoint.

You can gently start to introduce humour into your dealings with the control freak. In this way, you can gradually introduce more flexibility into their approach without directly confronting them.

One woman I knew said that a particularly controlling colleague (not a manager) kept issuing 'orders' to her as if she were a slavish minion. Eventually my friend took to bowing deeply and saying: "My role in life is to hear and to obey." As you can imagine, the control freak was a little disconcerted by this, but soon began to correct his own behaviour. This woman's over-the-top reaction to his bossiness gave him a chance to observe his own actions objectively. Don't underestimate the power of humour.

A word of warning here, though: Use humour by all means, but if you really feel the need to confront them about their bossiness, then making jokes may send the message that you are not serious about how annoying you find them. So make jokes as a way of tempering their dictatorial attitude but when you mean business, don't mix your messages.

5. Be prepared to walk away – let them control other people

Ultimately, it's not your role to control a control freak. A mature human being knows what they can and cannot influence and control. Compulsively trying to control everything is what children do when they still think they are the centre of the Universe.

If they will not change then get out of their way if you possibly can. Because whilst you are being controlled too much by someone else, you will never be free to develop.

If you are happy with being controlled or really do feel it's a small price to pay for having this person in your life, then discount all of the above. But if you feel pushed, pulled, and directed and are fed up with it, then it's time to act.



Student from Touch School of Business attending Session

The attitude of 'I' : is it 'Ego' or 'Ownership'

The breakfast roundtable on the topic “The attitude of “I”: is it 'ego' or 'ownership’”. The discussion leader was Monika Burwise.

The discussion started with a simple question “What is ego? Is it really bad?” Ego: the “I” or self of any person; a person as thinking, feeling, and willing, and distinguishing itself from the selves of others and from objects of its thought. The key to a well-lived life is equilibrium, so ego should not be eliminated on the whole. Rather, ego wishes to be fostered and embraced in a way that can considerably improve your performance and increase your self-confidence. Kept in proper check, ego is something every capitalist needs to achieve.

It is not being egotistical to know you are good at what you do. Egotistical is when you don't have the capability and knowledge to back up your confidence. So long as you have the capability and character for good decision-making, your confidence in the task will require the right amount of ego to motivate others. A fearful or hesitant person doesn't make a good leader. Ego affirms a leader's capability to take charge. Just keep in mind your ability to check your ego demonstrates good leadership to others.

Sometimes it's only with a little added ego that great innovation happens. The skill to believe in yourself requires a vigorous development of ego to process your environs in a way that ropes your big dream. Use the tactic of non-judging scrutiny on the negative ego itself. Be susceptible with people. Never negotiate your self-esteem by changing your interior values. Be pragmatic about your outlook of others. Suspend the passive-hostile nonsense--be straight. Recognize that a large part of life is laced with unknowns. Hold confrontation--it really is sometimes the only thing you can do. Take accountability for your own cheerfulness.

Nathaniel Branden, the father of the self-esteem movement, believed that taking responsibility was the first step to developing a healthy sense of self and that we internalize the idea of taking responsibility when we realize, “no one is coming.” It's a energizing notion. The accountability is yours, and it starts with developing a belief or habit of mind that you, as an entity, are responsible for the value and suitability of the result, even when you're working with others. Recognizing the variation between fault and responsibility, we can avoid the blame game and take ownership of difficult problems. There's a big difference between fault and responsibility. A leader may be responsible for a situation even if it's not his fault. The blame doesn't matter.

Often, we have to deal with scenarios for which we're not at fault. But fault is looking backward and responsibility is looking forward. Fixating on blame delays taking curative action and inhibits learning. Focusing on responsibility offers a sense of peace. The ownership can make us to drive outcome. The most industrious people and those most likely to succeed were

those who were proactive about discover and solve problems, and contented acting with growing autonomy and decreased oversight. All of us can believe of many times when the leaders we well-liked declined to wait for help and instead initiated solution. It's only when we, as persons, take full responsibility for a problem that we focus our full concentration on it and feel the heaviness we need to compel results.

Taking ownership means you hold manually responsible for your actions and how you do your job. You are a individual provider or a team leader, back up your actions with assurance and maintaining your word. Developing a readiness to learn through the good times and bad will lead to new opportunities and build your self-assurance even if it is intimidating to raise your hand for challenges. The key is to have an open mind pooled with the keenness to do what is best for the organization, willingly accommodating what you did well and what areas need to advance.

Careers frequently get hindered not from the lack of education or inadequate opportunities but a unwillingness to step up and take accountability of a project that no one wants or terrain in to help your fellow coworkers reach organizational goals. When you take ownership at work you are in spirit creating an awareness of a problem solver and that's exactly what employers look for in the next generation of leaders.

Angel Funding or Devil Funding

The breakfast roundtable on the topic “Angel funding or Devil Funding!”. The discussion leader was Pradeep Gupta.

The discussion started with Bilateral and multilateral Development Finance Institutions (DFIs) are government-controlled and invest in private sector projects in developing countries. These institutions have a long history. However, over the past few years there has been a sharp increase in the amount of support they offer to the private sector, on the basis of non-overseas development assistance (ODA) sources of revenue. This gives these institutions a greater role in the field of development finance. Since 2002 the International Finance Corporation (IFC) has increased its investment commitments six-fold and in 2013, it stood at more than \$18 billion. At the European level, from 2003 to 2012 the consolidated portfolio of the 15 members of the association of European Development Finance Institutions (EDFI) increased from €10 billion to €26 billion, which represents a 160% increase. However, serious questions have been raised about the development impact of these investments and the lack of transparency and accountability of these institutions.

DFIs and development agencies are frequently interlinked, as most DFIs receive transfers from shareholder governments to support their activities. These resources are aimed at private sector beneficiaries either through direct subsidies or indirectly through the conditions under which DFIs operate. However, each institution presents different features in this regard and currently it is difficult to know how many DFI operations are reported as ODA because of the lack of harmonised reporting standards and poor data.

Building an “Enterprise” for successful strategic exit.

For this, identify first-generation entrepreneurial teams and liberate them, to fulfill their dream. Venture capital funds offer a transparent and well-regulated platform with ease of investing in promising entrepreneurs and start-ups. Success requires the angel investor to monitor his direct investment in a start-up which means to be fully engaged with the founding team.

Angel investors are the rich and affluent individuals seeking to make start up investment funding in the companies showing good growth prospects. Start up investment funding is a high risk investment where angel investors invest their own money; hence seek high returns on the startup investment funding.

Angel investors seek as high as 15-30% ownership in the invested company in lieu of the startup investment funding. Angel investors make start up investment funding to earn as high as 10 times returns on the investment in the first 5 years of investment. In addition to the start up investment funding the angel investors also provide their contacts, advice, knowledge and

experience to the start up enterprises.

Angel investors providing start up investment funding expect the enterprise to offer suitable exit strategy which is in the form of selling the company or releasing the IPO of the company. The exit strategy enables the angel investors to get their investment capital back along with any profits if available on the startup funding investment.

Angel investors often join together in syndicates, groups, networks and firms. It is preferable to approach the angel investors from one of these syndicates for startup investment funding. It is better in the sense that these angel investors cannot keep non genuine conditions for startup funding investment, as these angels are being watched by the entire group and may even be side lined by the group in case of any complaints.

PARALLEL SESSIONS – 9:15-10:15AM

Changing Hearts and Mindsets

The topic on “Changing Hearts and Mindsets: What must be done to make this the century of gender equality and safety and respect for women in ALL echelons of society” was addressed by Oriah Mirza and moderated by Riz Mirza.

Chair opened the discussion in asserting that though we live in economically challenging times, gender equality is not a bonus of good times. Equality rights are human rights - a basic principle that shapes the way we live, in good times and hard times. We must take responsibility for the choices we make between cutting costs today and missing out on the immediate and longer-term benefits of an investment in gender equality.

Session pointed out that it simply means that women and men have equal conditions for realizing their full human rights and potential and to contribute to national political, economic, social and cultural development and benefit equally from the results. Equality is essential for human development and peace.

Discussion noted that Women's advancement in the corporate workplace has taken significant strides over the last century. However, that despite an increased presence of female employees in mid-management positions, executive positions continue to be male dominated. Women are underrepresented in areas of governance, directorship, and executive leadership. This seems to contradict the apparent momentum of the promotion of women.

The session touched more aspect on present issues women face in social and corporate structure. Women face two types of structural issues; some are found in society generally, and others are found in corporate settings. Societal issues are those forces which are deeply rooted in culture and public policy.

Contributing factors to the limited career advancement for women include some aspects of social programs and policy, limited human capital and the societal expectation of female participation in service industries such as education, health services, and social and community services

Session concluded saying that it is in this overall context that we need to consider the use of 'zero tolerance' in public discourse, especially one that invokes, even implicitly, the criminal justice system, however, The problem with it is that it makes for good populist politics and rhetoric which generally translates into regressive and ill-informed public policy

especially in the area of criminal justice. Even while striving to end violence against women, we must guard against further legitimizing discourses such as 'zero tolerance'.

The speaker spoke extensively about her own life and the problems she had to face including three failed marriages, sexual and physical abuse. She spoke about how she rose above her problems and managed to succeed in life and find happiness and how she became a motivational trainer, so she could help and guide others who face similar problems in life.

She spoke about how she changed her heart and mindset, which allowed her to take on her problems and finally ended up with peace and happiness.





Orly Shah as a lead Speaker in Parallel Session

This parallel session on “Leading with Power, Possibility and Promise: Women in 21st Century” had Dr. Rita Lustgarten as the Lead Speaker.

As Founder and CEO of an international consulting, mentoring, seminar company specializing in 21st century leadership and business development for women of influence, Dr. Rita knows of what she speaks.

For more than 25 years, her company has provided high-level mentorship, business and personal development coaching, executive leadership strategies, brand consulting, transformational programs, Global Leadership Summits and a Global Leadership Academy for high-achieving women entrepreneurs, executives and business leaders.

Through her many years of coaching, mentorship, and leadership work, Dr. Rita has formulated and introduced a powerful learning technology that has been shown to transform women leaders in ways that have allowed them to additionally leapfrog in their abilities to think further “outside the box,” access new possibilities, and perform even more extraordinarily than they had formerly experienced – or were aware they even had within them.

Dr. Rita's particular expertise in promoting greater emergence of the Feminine in women-owned businesses and those businesses' leadership practices has created enormous positive change. Her mantra specifically encouraging women to take a powerful stand for themselves as being the greatest untapped resource, and her gift for being able to empower high-achieving women of influence to define success on their own terms, to engage in meaningful endeavors, and to become an integral part of the new economic force reshaping the world, has seen no equal.

Dr. Rita was featured in Forbes magazine as “Game Changer” for her outstanding work with women business leaders globally. She has been recognized for helping women to dynamically distinguish themselves in the global marketplace and become a powerful part of a new economic force reshaping the world. She has recently received the prestigious honor of being knighted as “Dame” of Honor by the Orthodox Order of St. John, Russian

Grand Priory (the oldest humanitarian order on the planet) for her philanthropic endeavors and lifelong service to humanity.

Speaker summarized her speech as below :-

1. I can see the potentialities why can't you ?
2. Self actualization , self analysis opens the doors of possibilities
3. Possibilities are just an assumption not the real but then possibilities are near to the reality. By your belief system you can make it happen
4. Self realization is a powerful tool needs to be practiced to minimize the gap between achievement & non achievement .
5. Women in 2015 can bring transformation within & create positive environment, energy surrounding to transform others.
6. Sacrifice has a great power; do it which will pullout from darkness to brightness.
7. Transformation is essential for power.



Arifa Khan as a Lead Speaker in Parallel Session

What India can mean to India and to the rest of the world?



Rhythma Bhatia, Niti Singh, Gulrukh Khan, Chitra Jha at Discussion Table

The parallel session on 'What India can mean to Indians and to the rest of the world?' was led by Jesse Wedemeyer.

The speaker said that India being one of the ancient civilizations of the world has an all-inclusive world view and an empowering philosophy of 'Vasudaiva Kutumbakam – The world is one big family'. This was the central theme which the speaker dwelled on while trying to explain how Indian philosophy could enrich the world.

The speaker spoke about how India through its rich heritage and its profound philosophy as given in its scriptures and holy texts, could give a new cultural and spiritual direction to the world.

Indian philosophy had an universal discourse of Dharma and Karma, which were the pillars of Indian thought and which were widely appreciated concepts across the world. There was an enriching and lively discussion on what would be the role and contribution of the world in these aspects.

The speaker energized the session with meditation and says that India has produced great people like Ramakrishna Paramahansa, Gautam Buddha, Swami Vivekananda, Yogananda and many more enlightened beings. India is land of karma and land of dharma. Many people in west like Einstein, Steve Jobs respected and read about the enlightened yogis in India.

The session concluded with the speaker summing up the session by highlighting the importance of Indian culture and philosophy and how it would influence the rest of the world.

There was an interactive and lively question and answer session where participants asked

questions and shared their views about Indian philosophy and spirituality.

Entrepreneurship at Grassroots : Its all in Mind

The parallel session on 'Entrepreneurship at Grassroots; It's all in the mind' had Dr. Nilayini & Arifa Khan as key speakers.

The session started with a discussion on Entrepreneurship. Interrogative mind thinks

Are they by Birth? Or they are made?

On both the aspects & possibilities; Speaker delivered her analytical views. Without any prejudice she expressed It could be any. It's all one's mind set. Some get as heredity or genetic & some develop it out of their inquisitiveness as mind set.

She cited many live examples; their outstanding achievements & success. Such people don't believe in COPY CAT instead they establish new dimension & set new Goal or Standard; which opens door / opportunities for many. However he himself faces many challenges, ups & down but always enjoyed the roller coaster of ups & down. They are always prepared & conditioned their mind to tackle the risk of indefinite magnitude.

The behavior of women entrepreneurs in terms of making business pitches, confidence levels, financial education, and gender biases were prominently discussed.

The speakers shared how much she struck and inspired by the truly entrepreneurial spirit. In developing countries entrepreneurship is born out of necessity however, whether it be out of necessity or passion, there are literally entrepreneurs everywhere we turn.

The participants felt that women are becoming more economically independent and are better able to use opportunities available to them nowadays.

It certainly helps to have strong technology skills or expertise in a key area, but these are not defining characteristics of entrepreneurship. Instead, the key qualities are traits such as creativity, the ability to keep going in the face of hardship, and the social skills needed to build great teams.

The session concluded with the moderator summing up the session contents and it was concluded that Entrepreneurship is the field of dynamicity which opens the door / opportunity for many; It must be our endeavor to torch them all who willingly adopt as their career pathway.

The New Women : empowered, Enlightened and Inspired



Ex- UGC Chairman Mr. Hari Gautam with his wife Shakuntala Gautam attending Parallel Session

The Parallel Session started on 'The New Women-Empowered, Enlightened and Inspired' and the Lead Speaker for this session was Sandra Biskind.

The Session Started with a discussion on how women can bring change in the enlightenment of Society. Her strengths to withstand adversities and diversities and brings inspiration to the society. The ability to understand concerns and share lot of Love and affection makes her to position her self top in the society.

The recent studies says that a women leader is more assertive and persuasive ,have a strong will power to get things done in a more systematic manner makes her empower in the society and domestic scenario at large.

Some of the innate Qualities of a Women are mentioned below which may bring the success of enlightenment to the society:

- Women Leaders are more Persuasive than male Leaders.
- Women Leaders have an inclusive and team -building leadership style of problem solving and decision making.
- Women leaders are more likely to take risks.

The session Concluded with the speaker summing up the session contents and it was

concluded that by accepting the challenges and difficulties accompanied by Women leadership Qualities would bring forth a new paradigm in the society and Global scenario at large .



Caral Ann Tapaz as lead Speaker in Parrallel Session

PARALLEL SESSION II – 10:30-11:30AM

Power of Miracle: What do we call a miracle?



Mossarat Qadeem attending Parallel Session Lead by Carol'Ann Topaz

The Parallel Session started on the topic 'The Power Of Miracle' and the Lead Speaker for this session are Carol'Ann Tappaz aka Divalia.

What do you mean by 'Miracle'?

People use that term rather loosely—frequently, not at all in a scriptural sense. And what are those tell-tale traits that identify the miracle and distinguish it from a natural phenomenon? If folks only knew what to look for in certifying the miraculous, they surely would be aware that supernatural deeds are not being performed in this age.

How does one define a miracle?

A miracle is an event which the forces of nature—including the natural powers of man—cannot of themselves produce, and which must, therefore, be referred to a supernatural agency (Fisher 1900, 9).

A miracle is a divine operation that transcends what is normally perceived as natural law; it cannot be explained upon any natural basis.

The Session Started with a discussion on meaning of Miracle and how to create miracles .On Continued discussion it is understood that miracle is the abstract of the Concrete Idea. Later the meaning of the word Miracle has extend to “Shift in Perception”

- To be more specific, the word Miracle tends to imply that
- Miracle is a shift that we ourselves accomplish.
- It is nothing to do with any other or physical healing and
- that it has nothing to do with others, that it is strictly internal, as opposed to interpersonal event.

It has also been discussed on mind –body connection. It has been discussed that meditation, yoga and relationship techniques can bring about physiological changes including a lower heart rate, lower breathing rate, and decreased muscle tension along with positive changes in brain waves.

Mind-Body techniques that elicit this relaxation response have been found success full in treating many stress related disorders.

The speaker spoke about how she once jumped off a cliff hoping to fly and ended up in hospital. She spoke about the many miracles in her life, including her recovery and her ability to walk and live a normal life.

She spoke about how her visit to this conference was also a miracle, starting with how she got her visa, how she got free cosmetic products, her meeting up with a Chinese expert and signing a contract. She highlighted the role of miracles in her life and how small miracles could happen in everyday in everyone's lives.

Thus the session concluded with the lead speaker summing up the session contents and it was concluded that miracles happen based on concrete ideas and cognitive nature of an individual. It is necessary to have a body mind in control in order to have the clear thought process.



What's your Signature?

The session 'What's your signature' had the lead speaker Dr. Milan Hollister, who was a well-known motivational speaker and coach.

Other than the signature we use to sign documents and cheque, there's a signature word that defines us. The signature word defines our personality and is a mark of our individuality. The speaker in this session started by explaining the concept of signature and signature word and its importance in today's competitive world. He also spoke about how most people are not even aware of their signature word.

The speaker highlighted the signature word and how it's a personification of one's character. He also clearly explained about the various things that would help an individual to be aware of their personality traits and use that to define their signature word.

The speaker then through the use of various illustrations explained how to create a signature that personifies us. And she spoke about various ways by which we could use the signature to set us apart from the crowd and thereby giving us a competitive advantage over others when it comes to a comparison of personalities.

The Speaker ended summarizing the session highlights and outlining the importance of creating a signature that could help us to make a mark for our self:-

- Signature reflects thoughts, words & deeds.
- It reflects complete alignment with passion & purpose.
- To judge others on two main qualities
- Warmth
- Competence
- Warmth + competence = inclined to help ,
- Cold + competence = unwilling to help.
- It takes 100 milliseconds for you to create you signature with stranger.
- It takes 6 months to change what people think about me.
- Body language reveals - 55%
- Tone of voice reveals – 38 %
- Words reveals – 7%
- It's not what you say but how you say.

Now ask yourself :-

- What does your signature say about yourself?
- How do you present yourself to the world ?

- How do you change your signature
- Love – unconditional, selfless service to others.
- Truth – Integrity.
- Peace – Being centered & calm.
- Right conduct – Create positive impact.
- Non violence – Not being violent in your thoughts, words or deeds.

The Art of Cross Cultural Communication

This parallel session on “The Art of Cross Cultural Communication: Living, Working & Flourishing in a Global Community” session had the lead speakers Denise O'Brien & Dr. Rita Lustgarten and moderated by Radhika Budhwa. The speakers started the session with advices, ideas, comments, shortcuts, tips and information on business leadership for doing business globally. Some of the key points discussed during the session were:

The processes of globalization in today's world have brought about a rapid increase in contact among representatives of different cultures. The wide variety of values, attitudes and mindsets we encounter in a global world, the diversity of approaches to solving management tasks, various leadership styles and different ways of social interaction excite, amaze and enrich everyone who plays on the international field.

Cultural differences may spur certain positive outcomes in the course of cooperation. If, however, they go unrecognized or are not sufficiently taken into account, these differences can cause difficulties and conflicts in business relations with partners from other cultures.

The speakers spoke about the challenge of relations between different cultures is particularly acute in business communication: about one third of all international projects suffer to a considerable extent precisely from a lack of cultural awareness. Culture is often at the root of communication challenges. Exploring historical experiences and the ways in which various cultural groups have related to each other is key to opening channels for cross-cultural communication. Becoming more aware of cultural differences, as well as exploring cultural similarities, can help communicate with others more effectively.

The speakers further expressed their view that multicultural communication is very important to gain knowledge and for business. Every person should communicate properly and should be valued for it. Communication is not merely about talking but also receiving.

By effective communication the mindset of the people can be changed. Successful people are the best communicators across the globe. Communication is dynamic and content.

The session ended with the moderator summarizing the session highlights and outlining the importance of cross culture communication.

Engaging men and boys in the discussion of Women's Issues

Session on “Engaging men and boys in the discussion of women's empowerment and peace-building gender equality cannot be achieved without the involvement of men and boys. Hence it is required to support gender equality to yield benefits for whole society” was addressed by Patty Liston

It is argued in session that gender equality can build on a high level of agreement in society; men's role was debated right from the start.

But gender equality policies need an institutionalized and coherent perspective on men. The inclusion of controversial issues in this process has proved to be crucial for the development of gender policies.

It is asserted that the involvement of men is the key to the success of the gender-equality movement, but changing long-held social structures and convincing men of the importance of equal opportunities for women will not happen overnight

It also came up in discussion that Policies alone can't do it - we need to start looking for ways to engage boys and men so that they start to see the value in equal opportunities for girls.

According to discussion, when it comes to gender equality, men generally fall into three categories: those who acknowledge that women and girls deserve equal rights but fear that boys will lose out if girls are allowed to enjoy these rights; those who do not believe in equal rights - the largest group; and those who believe in equality and put these beliefs into action - the smallest group.

Session discussed, as gender-based violence continues to be endemic in different forms, the need for various tools to combat it is enormous. It's a move to contribute towards adopting a holistic approach to the fight against gender-based violence.

Women's empowerment efforts should engage all sectors within a society, including political, educational, and religious, including families and the local civil society. This is the best way to ensure that those advocating for women's rights are effective.

Session concluded by articulating that the Real change must start at home. "If a boy sees his father treating his sisters and mother with respect, he will pick up on it; if he sees his father beating his mother up, there's a much higher chance that he too will be abusive," Despite the positive developments towards attitudes regarding girls' education, gender roles back at home that put too much pressure on the girls makes the whole environment unfavorable to girls".

Discovering your innate creativity

The Parallel Session started of “Discovering innate Creativity” and the Lead Speakers for this session are Dr.Tina Morse & Annette Aldridge.

The Session Started with a discussion on unleash the potential of an individual through his inner creativity of knowledge, skills and talent. It has been said that every individual has an creativity and the thought process makes him to unleash his own creativity.

Some of the qualities of an individual like Challenging nature, ability to think, handling different adverse situations makes him to think creative. The creativity may be inborn or may rise due to development over the period of time. The parallel session also highlighted on different parameters of making an individual creative and what makes creative people different. On discussion, it has been analysed that three factors in particular make individual more creative.

1. **Biology:** Creative people have different brain activity than others, specially lower levels of cortical arousal, meaning their thinking is less inhibited and they are more likely to come up with dream like and innovative ideas.
2. **Motivation :** Creativity is strongly linked to intrinsic motivation. Creative people are not calculative and evaluative. They are focused on process and hence the results will come automatically.
3. **Personality:** Creative people conform almost to the most popular stereotype.

Thus, the session concluded with the lead speaker summing up the session contents and it was concluded that everyone needs to have a creativity to enhance their skills, talent and able to handle situations which comes through continuous practice on thinking abilities and vision on thought process .



PARALLEL SESSION III – 11:45-12:45pm

A conversation with Amruta Fadnavis, Maharashtra's first lady



First lady of Maharashtra Smt. Amruta Fadnavis with Dr. Harbeen Arora

Devendra Fadnavis in 2014 became one of the youngest Chief Ministers of Maharashtra. The first lady of Maharashtra Smt. Amruta Fadnavis is in the news for her active participation in social service activities. She also is in the news for continuing her career, even after becoming the CM's wife.

ALL Women Economic Forum, a global summit and meeting ground for young entrepreneurs and woman from all over the world; took off from 7th May and today the session saw an interesting conversation with Smt. Amruta Fadnavis which was held today on 9th May at 12:00 PM in Goa at Goa Marriott.

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – an initiative by ALL Ladies League, world's first-of-its-kind all-women's international chamber, moderated the session by conducting an interview with the first lady of Maharashtra.

The session witnessed a very interesting conversation with the first lady of Maharashtra.

Talking about her husband Devendra Fadnavis, Mrs. Amruta said that he was a task master, a workaholic right from the time before they got married. He had a clean image and was a people's man. Mrs. Fadnavis also revealed the fact that Devendra Fadnavis had the image of a social worker and did not strive for any position. But she gave her a value-added opinion that he

would ask to be made the State President when the vacancy arrived. Subsequently, Mr.Fadnavis became the BJP state President and started to be recognized a true leader.

Talking about her balance of life between work and home, Amruta Fadnavis pointed out that her mother was still a working woman and that she herself was working even before marriage. In fact, it was Devendra Fadnavis who counseled her and advised her to continue her work after marriage. She spoke about she still spent time with her family and also involved herself in social work. She pointed out that how her interaction with party workers (karyakartas), helped her to connect to people, understand their problems and help them to get a solution.

Speaking about her daughter, she mentioned how she was well grounded thanks to the fact that she accompanies her mother to hospitals and other social events involving poor children. She also spoke about how her daughter was a bad athlete, but yet participated in all sports events. Mrs.Fadnavis also mentioned that she congratulated her daughter even when she lost, to motivate her to be a good sportsperson.

Mrs.Fadnavis made a strong and passionate point about the issues related to women that affected her the most – which was female foeticide and rape. Talking about rape, she mentioned how measures needed for deterrence, which were having strong laws, taking immediate action without delays and the most important point was that families should grow girls and boys together. Both girls and boys should be made to work in the kitchen as well as go out to play, this would help in creating equality and make men respect women. She stressed on the need to inculcate these values through education.

Amruta Fadnavis reiterated that she was not interested in politics as she did not need a position to help people. When asked if books should be written on her life, she responded that there were many other people, especially women leaders whose lives need to be highlighted.

The session concluded with Dr. Harbeen Arora thanking Mrs.Fadnavis for sparing her time to attend the conference and also mentioned the fact that Mrs.Fadnavis was an accomplished singer, who had sung a song about female foeticide. The session concluded with Mrs.Fadnavis singing a classical song.

Mental Health is often Neglected

The parallel session on “Mental Health is often neglected. Need a relook.” was moderated by Houda Sayegrih and the lead speaker for this session was Dr. Oumaya Belakbil.

The session started with a discussion on Mental Health & its impact on our life. The concept & the topic was so interesting which is relevant to all human being in the present scenario of our life style.

Worldwide no real statistics is available so far but the affected numbers could be huge. India too has no real statistics on depression, it is estimated that 6 to 10% of the adult population suffers from the condition.

Psychiatrists say the best bet against depression's life-crippling ways is to catch it early. If you notice a friend or family member suddenly losing interest in an activity that previously gave them lots of pleasure, it could be a sign of depression.

To understand about mental health; Speaker further expressed analytical views of its cause & proper treatment.

Population suffering from “Mental Disorder”; Reasons are Life style/ Changing Environment/ New challenges

It's a challenge for Life science & Pharmaceutical Industry How to combat ? Based on statistics & Research; Scientist's have contributed by giving :

- New technologies for proper diagnosis
- Develop newer molecules for treatment

Molecules are chemicals ; Highly reductionist in nature – Harmful for the body organs; patient's drops the therapy therefore New science emerged As supportive therapy.

Which are non medicinal treatment :

Affective neuroscience - which is Inter disciplinary field combined with:-

Neuroscience & Psychological study of Emotions, Mood & Personality

Emotions like :-Anxiety, Tension, Depression, Stress, Anger, Sadness, Behavioral problem, Fear, Happiness. In Acute & Chronic conditions trigger's to “Mental Disorder”.

Catch it early. On time treatment is always suggested. Be it with medicine or supportive therapy. But it should not be neglected by any means.

Speaker appealed to Society, Family, friends, colleagues to always care of them, cooperate them give love & affection instead of neglecting them. The session concluded with the moderator summing up the session contents and it was concluded that Mental health is global problem of the society now a days because of stressful life style; it must not be neglected, catch it early .

If you notice a friend or family member suddenly losing interest in an activity that previously gave them lots of pleasure take them to specialist doctor, care of them, support them instead of neglecting them.



Audience Listening Parallel Session on” Mental health is often Negleted”

Social Media Blueprint for Small Businesses

The parallel session on “Social Media Blueprint for Small Businesses” was moderated by Mridu Chandra and the lead speakers for this session were Anu Sehgal and Balraj Kathuria.

The session started with a discussion on SOCIAL MEDIA & it's impact on business. The concept has emerged as new dimension in the field of Marketing & Branding of company's product.

The speakers spoke of social media websites such as Facebook, Twitter, LinkedIn and Pinterest represent a huge opportunity for businesses to grab the attention of customers while simultaneously building a brand image. There are plenty of tactics that businesses can employ to do this including the creation of brand profiles on social networks such as Facebook fan pages and creative advertising via branded podcasts and applications, also known as apps.

The speakers discussed that social media platforms provide the perfect opportunity to take advantage of word of mouth and to see it spread. Social media is growing at its fastest rate in developing countries. People are connected on a global scale and casually participate in each other's lives through online observation.

Speaker emphasized companies to come out from Myopia & adopt changed Business strategy. Sooner is better

The speakers further said that social media is building relationship with entire fraternity. The evolution of business started from barter, printing, electronic media, internet now its social media. It is the easy way to learn about the audience. It helps the target audiences more effectively. It helps find new customers. It allows us to receive instant feedback from the customer perspective. It improves market intelligence. It helps increase website traffic.

The speakers add that social media share content easier and faster. It is a powerful media to put up a complaint. It generates leads less than one third of the cost. It lets the increase of brand awareness and reach with little to no budget.

The speaker gave the guidelines of how social media page should align with business goal. Get the website in order. Remember it is not about you but what your business can do for them. Send everyday message to build relationship. Never forget it is about them. Choose wisely, be productive, be regular, and be careful. Avoid reply to trolling (negative feedback). Posting should not be done early in the morning. Bring in people by conducting contests.

The speaker further adds social media has vast reach and cost effective than other medium. It has content as key. Circuit the content on different social media sites. Turning likes

into perspective customers have a strategy. Anyone likes the page send a mail thanking them for liking the page to build a rapport.

The session concluded with the moderator summing up the session contents and it was concluded that companies should develop sustainable relationship with social media & enrich company's social media sustainable strategy to follow targeted customers engagement & increase sales.



Yogance : Yoga with Rhythm

This parallel session on “Yogance: Yoga with Rhythms” by the lead expert Niti Singh.

She shared her personal journey and its central influence, yoga. She introduces the participants to the philosophy behind yoga and emphasizes how yoga is gaining mass appeal not by strengthening physically, but spiritually.

She also shared how yoga has helped her to overcome many challenging things in life: stress, physical, emotional pain, loss, isolation -- all these have overcome with the help of yoga

Yogance is all about Yoga with Rhythm which involves Dancing and Abdomen workout.

The lead expert emphasized the relevance of yoga in today's world, saying yoga is not only about flexibility in body but also about flexibility in mind and thinking. she mentioned that wars in the world begin when communication breaks down. Yoga creates skills in communication and relating to people. The purpose of yoga and meditation is to unite hearts and minds of people and to unite religions and cultures of the world, she added.

The movements of Yoga with Rhythm are very subtle and aesthetic. Usually elegance and grace come only after a long and dedicated practice of this art. Dancers, who have acquired this grace and elegance, can inspire everybody by their charming personality and appearance, even in the “normal” day to day life.

With the help of special hand-gestures, called “Mudras”, the dancers can convey myriads of meanings.

The subtle and soft, but at the same time very clear hand-gestures and movements, are exquisitely counterbalanced by powerful, rhythmic footwork, which gives a lively and ecstatic expression to the dancers.

In this session, the speaker showed the correct body posture techniques in yoga. Learning how we can de-stress the spinal column. Breathing exercises like pranayama and other workouts. Loosing inches in the upper and lower abdomen through an aggressive yoga workout approach. It involves dancing and abdomen with a rhythm in the yoga. Discovering the Expansive, joyful BEING you truly are...Love, Heal Yourself and your body.

The Great Debate : Do women have it ALL to make it Big



Devate between Smt. Amrita Fadnavis & Dr. Harbeen Arora

The parallel session on 'The Great Debate: Women do not have All that it takes to be on the top' was moderated by Denise O'Brien and the lead speaker for this session was Dr. Rita Lustgarten, Tia Walker, Dr. Milan Hollister and Sandra Biskind.

The debate started with a query, why Women do not have all that it takes to be on the top. Women make every aspect of life be at the home, on the job, in the community, as mothers, wives, sisters, daughters, learners, workers, citizens, and leaders.

Further it has been discussed that Women has a lot of patience to withstand adversities and able to solve the problems with no time. Then why Women is not given Top Priority in the society. Address this concern not only brings the unleash of Women Potential but also Women Empowerment exists.

Arguments came up in the discussion saying that woman has to face problems in their daily life and major problems they face are discrimination, sexual assaults. It was discussed that they have to face discrimination in office and even after the sexual assaults to them they and their family has to face discrimination. Sometimes the social criminals ruin the life of girls by smashing acid on their face. It came up in the debate that in some rural village still it is continuing that the lower caste women are discriminated.

The debate concluded by giving voice to women everywhere whose experiences go unnoticed, whose words go unheard. Women comprise more than half the world's population, 70% of the world's poor, and two-thirds of those who are not taught to read and write. We are the primary caretakers for most of the world's children and elderly. Yet much of the work we do is not valued -- not by economists, not by historians, not by popular culture, not by government leaders.

LUNCH ROUNDTABLES – 1:30-2:30PM

Inter-faith Respect and Tolerance



Rita Lustgarten, Caral Ann Tapaz, Denis O'Brein, Sandra Bisling &

Milan Holister at Lunch Round Table

Religious tolerance was advocated in Europe after centuries of wars between opposing denominations of Christianity, each claiming to be "the one true church" and persecuting followers of "false religions." Tolerance was a political "deal" arranged between enemies to quell the violence (a kind of cease-fire) without yielding any ground. Since it was not based on genuine respect for difference, it inevitably broke down.

It is fashionable in interfaith discussions to advocate "tolerance" for other faiths. But we would find it patronizing, even downright insulting, to be "tolerated" at someone's dinner table. No spouse would appreciate being told that his or her presence at home was being "tolerated." No self-respecting worker accepts mere tolerance from colleagues. We tolerate those we consider inferior. In religious circles, tolerance, at best, is what the pious extend toward people they regard as heathens, idol worshippers or infidels. It is time we did away with tolerance and replaced it with "mutual respect."

India is one of the most diverse nations in terms of religion, it being the birthplace of four major world religions: Hinduism, Jainism, Buddhism and Sikhism. Even though Hindus form close to 80 percent of the population, India also enjoys multiple regions with majority populations of other religions: notably, Jammu and Kashmir with Muslim majority, Punjab with Sikh majority, and Nagaland with Christian majority. The country has large Muslim, Sikh, Christian, Jain and Zoroastrian populations. Islam is the largest minority religion in India, and the Indian Muslims form the third largest Muslim population in the world, accounting for over

12 percent of the nation's population.

Many scholars and intellectuals believe that India's predominant religion, Hinduism, has long been a most tolerant religion. Rajni Kothari, founder of the Centre for the Study of Developing Societies has written, "India is a country built on the foundations of a civilisation that is fundamentally non-religious."

Freedom of religion in India is a fundamental right guaranteed by Article 15 and Article 25 of the Constitution of India. Modern India came into existence in 1947 as a secular nation and the Indian constitution's preamble states that India is a secular state. Freedom of religion is established in tradition as Hinduism does not recognise labels of distinct religions and has no concept of blasphemy or heresy. Every citizen of India has a right to practice and promote their religion peacefully.

How to replace tolerance with mutual respect?

- **Educate Ourselves:** Let us commit ourselves to increasing our own and our children's understanding and appreciation of other faith traditions.
- **Honor Our Internal Religious Pluralism:** Let us celebrate our differences as contributing to our creativity and to the unique fabric of our religious heritage.
- **Converse with Other Faith Communities:** Let us find the courage to explore through dialogue the values and goals we share with others.
- **Participate in Interfaith Service Projects:** Let us recognize and encourage those among us who reach out beyond themselves to take part.
- **Work for Social Justice:** Social justice work, in addition to its intrinsic merit, can bring faith communities together and provide opportunities for personal transformation.
- **Celebrate Diversity:** Let us go beyond tolerance to build mutual understanding with respect, appreciation, and love for people whose religious traditions, symbols, and beliefs may differ from our own.



Niti Singh performance on Organce

The Diasporic Family

Pre-modern Families

Early hunting-and-gathering societies appear to have lived first in small nomadic bands and later, in some locations, in larger, more settled, and hierarchically organized communities. Judging from groups of !Kung, Native Americans, Australian Aborigines, and others whose lifestyles have remained relatively intact into recorded history, small kin groups of hunter-gatherers tended to be cooperative and relatively egalitarian.

Although marital partnerships were formed, hunter-gatherer bands valued compatibility among their members more highly than continuous co-residence with a single band, and individuals might fluidly move from one related band to another. They have been idealized by ecologists for holding values of living in harmony with other life forms instead of striving to dominate and exploit them. However, the integration of such families into modern life tends to be a long and difficult process.

Early history of the modern family

According to research by Stone (1977), the presence of the modern family in the West was first documented in England in the mid-1600s, at which time the elite gradually stopped sending their infants away to be wet-nursed and swaddling of infants declined; there was heightened regard for the infant as a person and the woman's role as a mother; there were new ideals of intimacy and privacy for the couple; and there was growing emphasis on love, personal attraction, and compatibility as the basis for mate selection. Within the next hundred years, these changes gradually became predominant; the young were choosing their own mates even if resorting to pregnancy before marriage was necessary to do so.

The emphasis on emotional bonds between husband and wife set the modern family off from its predecessors (Stone 1977). The modern family is expected to be emotionally self-sufficient. Other relatives become peripheral, while the bonds among nuclear family members grow more intense and emotional.

The Modern Nuclear Family

The modern nuclear family was shaped by three sentiments: romantic love between spouses rather than marriage arranged for reasons of property and social status; maternal love, or the idea that women have a maternal instinct and a need to care for young children; and domesticity, or the belief that relationships within the family are always more binding than are

those outside it (Elkind 1992). As a family based on the personal satisfaction of its individual members, the modern family also has been termed the psychological family; its chief value is satisfaction (Doherty 1992).

Forces driving family transition

The modern family evolved in concert with industrialization, science, and technology. With the growth of specialized wage labour, economically productive work moved beyond the reach of the family compound. Individualized remuneration and liability led to a redefinition of kinship obligations. The family that was engaged in farming or crafts could be expanded because extra hands could produce extra food and other products. Its boundaries were elastic. The resources of the salaried family and the number of people who could be supported by its wage-earners were fixed. Living space in the neighbourhood of factories and other specialized worksites was expensive and non-expandable. Where neighbours were strangers, the modern family became a "haven in a heartless world".

Even without significant industrial growth, the expansion of global markets, the mass media, the civil service, and other services such as health care, education, and transportation led to the formation of modern families in developing countries. Caldwell and Caldwell (1977) described this change in Nigeria and Ghana as "a movement toward monogamy, a strengthening of the conjugal bond over all others, a strengthening of the parent-child bond over all relationships external to the nuclear family, and ultimately an emphasis on what parents owe children rather than what children owe parents."

Positive links between socio-economic development and the modern family

Optimism and ideology: The modern family came into being with the surge of optimistic thinking that began in the Renaissance and continued through the Industrial Revolution. Human progress, universality of the newly discovered laws of science, and the consistency and regularity of the laws governing the universe were underlying assumptions of this era.

Evidence for progress: The modern family's vital statistics are far better than those of the institutional family, and of all previous family forms. Quantum changes in income, mortality rates, life expectancy, nutritional status, educational opportunities, and other indicators of the quality of life occur in response to industrialization, modern health care, education, and other aspects of socio-economic development.

Negative effects of development on the family and society

Commodification of family life: In this view, to remain profitable the economy must expand the sphere of needs that can be met through market-mediated exchanges. The expansion

of markets is achieved by rendering more and more of the repertoire of human activity in commodity forms, thereby creating more opportunities for profit.

Promotion of self-centred consumerism: According to this argument, the need to develop consumer markets to sustain the economy of capitalist systems leads not only to nuclear family formation but eventually to expressive, autonomous, and irresponsible individualism. In the upper class, such individualism translates into competitive upward mobility, while in the lower class it becomes "action seeking"? - the constant quest for stimulation and excitement. Both types of individuals tend to have truncated human relationships, which are seen as instrumental rather than as ends in themselves



Houdat Sceman Gehlot, Yousef Chelri at Breakfast Roundtable

Parenting

A New Generation of Parents

We not only have a new generation of kids, we also have a new generation of parents. Today, two of three parents define the “Dream” as leaving their children financially better off than they were.

This evolution of events has produced a new generation of parents more focused on their children than anything else in their lives. At times, however, question arises that if this absorption with kids is entirely healthy.

Eight damaging parenting styles:

- **Helicopter Parents:** This new generation of parents don't allow their kids the privilege of learning to fail and persevere. They prefer to prepare the path for the child instead of the child for the path. It is very possible parents can become helicopters because they possess a controlling spirit.
- **Karaoke Parents:** This new generation of parents often doesn't provide their kids the clear parameters that build security and self-esteem. They're more concerned with being liked than with being respected. The parents often assume the karaoke style because of their own emotional insecurities.
- **Dry-Cleaner Parents:** This new generation of parents doesn't furnish their kids with the mentoring and personal face-to-face time they need. They prefer to pass the buck and abdicate their parenting responsibility. Some of these parents delegate their responsibility because they feel that connecting with kids is just not their specialty, or they may have inadequacy or identity issues or just don't feel up to the task.
- **Volcano Parents:** This new generation of parents still have some unrealized dreams from their past—sometimes an unhealthy past—and try to fulfill them through their children. They also have issues with self-control and fuzzy boundaries between themselves and their children. The child represents the best way for the parent to accomplish the dream he or she gave up on years earlier, even if it is vicariously done. Their behavior is often the result of past baggage.
- **Dropout Parents:** This new generation of parents fails to provide a healthy role model of finishing what they start, and in some cases, they fail to provide the tools their child needs. The parent wasn't mature enough to have children in the first place, and not ready for that kind of responsibility.
- **Bullied Parents:** This new generation of parents lacks the courage and strength to lead their strong-willed children and prepare them for a potentially harsh adult world. The children are leaderless. They may fail to lead their children and become whipped due

to an intense desire to be liked and accepted by their child.

- **Groupie Parents:** This new generation of parents fails to recognize that kids need leaders, not servants. They enjoy their precious moments with their children, but they fail to equip them for the future. This is often a reaction to a past experience. Due to the absence or neglect of their own parents, they may swing the pendulum to the other extreme, determining to never miss any milestone their child experiences.
- **Commando Parents:** This new generation of parents is focused on attaining compliance and perfection instead of growth and improvement. Their children may live in anxiety, frustration, or exhaustion just trying to meet expectations. Commando parents have their own issues. They may feel their own reputations depend on their children's performance.

What Do 'We' as a Parent Need to Do?

This new generation of parents needs to see that life is about love and empowerment, not command and control. High standards are good as long as they fit the young person and are balanced with equal levels of responsiveness to what the young person needs.

How branding influences the purchase decision of the consumer

The Importance of Branding for Entrepreneurs

Starting a business is usually the result of a personal dream or need. Investors invest in people, more than the idea. Customers buy from people, not from a company, at least at the startup stages. That's why it's important to build a business brand, in parallel to your personal brand. This will kick-start your business, and improves your odds of success.

As an entrepreneur, you've got a lot to think about. Finances. Satisfying customers. Competition. Economic downturns. Marketing. It's hard to wear so many hats and keep everything straight. And the decisions! What strategic direction should we take? Our customer asked us to do this for them, but I'm not sure we should?

One of the most important gifts an entrepreneur can give herself is the ability to stay focused. A strong, clearly defined brand helps you maintain focus by:

- Helping you market to the right people — the ones who value your “brand promise,” or what your company stands for;
- Helping you attract the right employees who fit in with your company culture;
- Making the right products or offer the right services;
- Planning your strategic direction; and
- Making daily decisions on what opportunities to pursue.
- Well, Take a note a some key drivers for the growth of your business.
- Key Drivers of Brand Growth:
- Brand boldly – for your business and you.
- Dominate the category (even if you have to create a new one).
- Figure out how to grow and scale the business.
- Enchant your customers.
- Put “growth agent” in everyone's job description.
- Strike the right balance between innovation and staying true to the brand.
- Take advantage of good luck and bad
- Some Important Aspects of Branding
- If you don't define yourself, someone else will.
- You don't need a big marketing budget to build a brand.
- Don't be afraid of emotional reactions. Create them.

“A brand is a symbol, a word, an object and a concept all at one and the same time”.

A brand is a symbol. A symbol is a sign which stands for something in a prospect's mind. It carries a meaning behind it.

Buying Decision

The essential questions surrounding the concept of choice are why and how a brand is chosen while others are rejected?

This necessitates the understanding of dynamics of customer choice and its relationship with the brand. The brand stewards of valued brands exhibit greater knowledge of customers than the rest of the pack, because success is the only yardstick that measures how well the brand connects with the customers in the target group.

Consumer researchers typically apply a rational prospective to understand decision making.

What Makes a Brand Strong?

A strong brand is one which has powerful appeal. It has the capacity to draw people and materialize exchanges in the competitive marketplace. A brand name has capacity to attract the customers towards their product.

There are various present examples like Coke for soft drinks, Nike for sports accessories, Mc Donald's for burger which are famous in their respective fields. They incur lot of money on advertisement part to promote their brand name.

The customers ask for these brands for the popularity of particular brand name and the company makes their sales increase. Their success lies in their ability to stand out on the crowded shelf and touch the customer. A brand's success comes at the expense of others. The choice is an exercise of elimination.

Brand marketers interest is served when the consumer selects and purchases his brand. A brand fails when it gets eliminated in the process. Therefore, the greatest challenge facing the brand marketer is how to survive in each stage of decision making and ultimately get bought.

Are protest rallies necessary to get Justice?

Mass protests all over the nation stirs revolutionary movements and halts the activities of the government if it gets to a strike, which in turn gets the attention of the media and the law insurers are bound to take an action against an issue to which they would otherwise turn a deaf ear. Whether it is the “Delhi rape case” or the recent “Jadavpur University case,” mass protests have always had its consequences – though the public had always paid a price for it.

Advantages of protests rallies:

1. **Right to justice:** When justice is delayed or sometimes simply denied, it is the right of the citizen to fight for it. If protests can bring about change in the governance of the country, it is the very right of its citizens to ask for it.
2. **Bringing to attention:** Protest rallies draw attention of the public as well as the media, who in turn spread the news to the entire nation.
3. **Non tolerance to crimes:** It is an awakening nation that shows no tolerance to hideous crimes such as rape and murder.
4. **United we stand:** Most of the time, these protest rallies demonstrate the unity amongst people of different caste, creed and religion against a common enemy.
5. **Call for a change:** If the government thinks that these protests and strikes could actually impede the economic development of the nation or cause harm in any way, it would definitely act upon it to make better rules and law-insuring bodies to prevent such cases from happening.

Disadvantages of protest rallies:

1. **Waste of time and energy:** Protesters waste days and sometime weeks and months, which most of the time fails to get any result. They are driven away by the police, or worse, arrested for violent demonstrations.
2. **Losses of common men:** Those who work on an everyday basis to earn their daily bread suffer loss of income on the days of strike which usually follows such protests. Means of transportation comes to a halt in the entire city which sometimes create more problem than they solve.
3. **Risk:** There are always risks associated in being a part of protest rallies. Usage of tear gas, arrest orders, loss of lives, and injuries are other problems that the protesters usually face.
4. **Unlawful assemblies:** The state might term the protest to be an unlawful assembly and implying to the IPC, the protesters could be subject to the consequences of the act.

Taking a stand for justice is the right thing to do but it is also important to make sure that

we stay within the lawful limits so as not to invite trouble upon the people in the rally. Moreover, to bring about change in the society, blaming the state could never be the solution.

The changes have to come from within us, from the mindset of the society that we are a part of and from breaking the rules of the orthodox society that defines right and wrong in the most unjust way.

The obvious truth – tools to gain confidence

1. Cherish Your Freedom

Realize that you alone control your destiny. You have the freedom to decide how to live your life every single day. We tend to either take this fact for granted or totally forget that we are free. We must take responsibility for our lives and our actions. Think for yourself, question the status quo and critically examine traditions. Quit blaming others for your life. Choose to live your life and your purpose with independence and authority. Thank those who have contributed to and protected your freedom.

2. Discover Hidden Treasure

Self-discovery, self-awareness and self-care help people live in strength, joy and confidence. Invest time and resources into you and your journey of continuous personal innovation. Craft a Visual Vision based on your core values that represents where you want to go and what you want to experience along the way. Coaching Tip: I usually suggest creating a short and sweet personal Visual Vision. An effective Visual Vision consists of a meaningful symbol and a few powerful words that fill you with positive emotion and motivate you to take action.

Focus on what truly matters to you. Only you know what you truly desire. Questions I often ask my clients include: How do you define success? How do you define failure? What do you want to experience while you are on this planet? What are your true wants, needs and desires? What makes you happy? What innate talents, abilities and strengths do you possess? What makes you unique? What makes you special? What do you need help with because it does not come naturally to you? Dig deep and be brutally honest with yourself. Truly decide how you want to live your life.

Think about other people you know and answer these same questions. Who can you connect with to establish mutual growth, respect and success? Everyone possesses talents, abilities and strengths. We just need to do a better job of bringing them out into the open and building trustworthy teams that are synergistic, creative and confident!

3. Decide to Commit

There is power in commitment. What are you truly willing to commit to in order to achieve your personal vision? What are you willing to let go of so you can focus on your dreams? Clarify your true intentions and pursue them with clarity, purpose and meaning. This may mean that you need to uncover and reframe your underlying and limiting beliefs. Become very aware of what you tell yourself and others. Become aware of what you believe is possible. Endless opportunities open up to those who truly commit to their dreams, to their vision and to their purpose.

4. Design Your Treasure Map

Live your truth and grow your confidence with the help of a Personal Innovation Plan designed to guide you on your journey. Create strategies and structures (you can find a number of ideas for this throughout the book) that hold you accountable while enjoying your journey. There are unlimited strategies and structures. Get creative around this and do the things that truly work for you. One thing I highly recommend is creating your Personal Confidence Team. Surround yourself with people you know, admire, respect, appreciate, like and trust. Make sure the people on your team believe in you. You must also believe in them. You want to surround yourself only with the best, so be honest and selective.

5. Dare to Take Action

Dare to take action, and let the Universe help you on your journey. Redefine risk as something you need to experience in order to fulfill your dreams and live a full life. Try something new and expand your life experience. Believe in yourself enough to take steps designed to move you forward. What you do every day matters. Life is the accumulation of individual days, so don't waste even one! Taking purposeful, inspired action everyday is essential to sustainable, personal innovation and growth.

6. Fake It until You Make It

The subconscious mind is a powerful tool. It produces automatic responses and has the ability to generate ideas, create solutions and make us aware of amazing opportunities. Reprogram your subconscious to help you develop a positive, open mind. Images are extremely powerful. Visualization is a great tool for self-discovery and developing your subconscious. You can also create and use a Personal Confidence Statement (PCS) or Visual Vision consisting of a meaningful image and a few powerful words to supercharge your subconscious. Place your PCS or Visual Vision in front of you and say it out loud with emotion several times per day. Deliberate repetition of thoughts, words, phrases and images can help program your subconscious.

Become aware of how you react and feel in different situations. Do you look people in the eye when talking with them? Do they look into your eyes? What does your body language say about you? Does it let the world know you are confident? Or is your body language telling the world you are unsure of yourself? Reprogram your subconscious by acting confidently. Look people in the eye, hold your head up high and move with authority. This may take a little practice, so fake it until you make it. Act and think with confidence until it becomes truly natural to your mind, body and spirit.

7. Celebrate Your Success

Celebrating progress and success will keep you motivated while growing your confidence. Positive energy is contagious and fuels momentum. Celebrate both the small and big wins. Share your victories and help others celebrate their successes! These types of actions help build your confidence and the confidence of others. Own your personal innovation journey and your life.

8. Invest in Your Zen

The path to personal innovation is best walked with an enlightened and healthy mind, body, heart and spirit. We must be healthy in all areas of life to unleash our true human potential. Learn about and care for yourself to maximize your time, energy and talents. What relaxes you? What energizes you? What do you truly enjoy doing? How do you best de-stress? Many of us put self-care and our personal Zen last on our list when they should be first.

Listen to your intuition. Relax, unwind and unplug. Do things you enjoy. Express gratitude for your blessings every single day. Reward your body and mind with good posture and positive energy. Spend time in nature. Breathe deeply and often. Practice looking at yourself in the mirror and appreciating all your body does for you. Meditate, journal and practice being in silence. Try yoga or some other form of movement. Eat and exercise for health and energy to strengthen your mind, body, heart, spirit and confidence. Give yourself permission to say “no” to the things that do not serve you. Smile, laugh and enjoy life's simple treasures and pleasures. Love yourself and your life. Investing in your Zen will boost your creativity and your confidence. It will make life an experience, not a to-do list.

9. Have Fun!

Fun is absolutely invaluable. It is foundational to creativity and innovation and is a wonderful stress reliever and relationship builder. Fun also keeps us young and is the fountain of life! What time of day are you the most creative? What activities get your creative juices flowing? What games do you like to play? Have some fun with your family and friends. When is the last time you played a good game of freeze tag or basketball with your kids, grandkids or

other little people in your life? We can learn a lot from kids and from one another. Being an adult does not have to be boring. My dad is the biggest kid I know. He continues to teach me the value of playing, having fun and staying young. Get your clothes a little dirty (they can be washed) and get active—it's good for your heart and your soul!

10. Be You and Do Something Cool!

Go wild, live **BOLDLY** and enjoy the ride. Life is short and is meant to be lived to the fullest. You truly have only two choices: (1) die or (2) grow old. I realize that seems harsh, but it is true. There is only one unique you on this planet, so invest in your Inner Leader. Take inspired action with intention, awareness, purpose, passion and confidence! Live life on your terms and share the true you with the world. Be the true you, and you will do something cool!

Your time on this planet is short, so enjoy it. Go wild with confidence! Strengthen your Inner Leader, and live your best life with purpose, passion and fun!

Conversion or Anti-conversion Laws

What does 'A Secular Country' mean?

A secular country is a concept of secularism, whereby a state or country purports to be officially neutral in matters of religion, supporting neither religion nor irreligion.

Freedom of religion in India

Freedom of religion in India is a fundamental right guaranteed by the country's constitution, which is based on article 25 of Indian Constitution. Modern India came into existence in 1947 as a secular nation and the Indian constitution's preamble states that India is a secular state. Every citizen of India has a right to practice and promote their religion peacefully. In this secular but predominantly Hindu nation of more than 1.2 billion people, religious conversions have always been a touchy subject. In his most recent visit, U.S. President Barack Obama also emphasized the importance of religious toleration, opining that India will be a great success “so long as it is not splintered along the lines of religious faith.”

Forced Conversion

A forced conversion is the religious conversion or acceptance of a philosophy against the will of the subject, often with the threatened consequence of earthly penalties or harm. These consequences range from job loss and social isolation to incarceration, torture or death. It is a form of religious cleansing.

The Arguments For and Against a National Anti-Conversion Law in India

Two similar but incompatible beliefs about the Indian population have emerged from politicians in India in recent weeks.

First that the nation was once entirely made up of Hindus and then that every Indian was born a Muslim.

India's winter session of Parliament, was disrupted for days as opposition members protested against Hindu hardline groups for allegedly forcing religious minorities to convert to Hinduism.

The Hindu groups, some of which are close to the governing Bharatiya Janata Party, deny the allegations and say the conversions were voluntary.

Prime Minister Narendra Modi's BJP has suggested that the creation of a national law could help prevent forcible religious conversions, according to a national spokesman of the BJP.

But lawyers and political analysts are concerned that such legislation would restrict religious freedom.

Currently, five Indian states — Orissa, Madhya Pradesh, Gujarat, Chhattisgarh and

Himachal Pradesh — have anti-conversion laws in place to prevent forced conversions. The laws do not ban conversions so long as they are voluntary.

Arunachal Pradesh has an anti-conversion law, but the government hasn't framed the rules needed to enforce it, and Rajasthan has a bill that has yet to be turned into law

Religious conversion “is not a matter of legislation, it's a matter of choice,” said Supreme Court lawyer Nitya Ramakrishnan.

Secularism and Religion-State Relations around the World

According to a report on religious restrictions around the world, the Pew Research Center shows that, in 2012, 5.3 billion people (74% of the world's population) experienced high levels of restrictions on their religious freedom (this compared to 52% in 2011).

Whilst the greatest levels of social hostilities toward religion were felt in Afghanistan, India, Iraq, Israel, Pakistan, and Somalia, an increase in hostilities in China was what was understood to have caused such a sharp increase overall for 2012, where the level of religious strife was categorised a "high" for the first time in the survey's six-year history. In 2012, China experienced an increase in sectarian conflict, religion-related terrorism and mob violence.

The study reveals that abuse targeting religious minorities occurs in nearly half of the world's countries, and that that in 39% of countries there was an increase in violence, or the threat of violence, used to compel people to adhere to religious norms. This compares to 33% in 2011 and 18% in 2007.

Intensified violence in Buddhist-majority Sri Lanka against Muslims and Christians and in Muslim-majority Egypt against Coptic Orthodox Christians was noted by the report, as was terrorist-related violence such as the March 2012 shooting at a Jewish school in France, by an Islamic extremist.

The study shows that harassment against Christians occurred in 110 countries, against Muslims in 109 and against Jews in 71. The harassment of Hindus, Buddhists, and members of other smaller religious groups (which includes atheists) also increased. Whilst Sikhs and Baha'is experienced government restrictions more than social harassment, the opposite was the case for Jewish people.

The research takes social hostilities to include armed conflict, terrorism, sectarian violence, harassment, intimidation or abuse motivated by religious factors.

The study finds that governmental restrictions on religion remained relatively unchanged between 2011 and 2012. 64% of the world's population lives under severe legal and political conditions when it comes to religious freedom; these include limitations on preaching, banning conversions, or privileging some or one religious group over others.

Nine out of ten of the most restrictive countries for religious freedom in terms of state policy were Muslim-majority states.

Thinking beyond the Possible

Emotional intelligence, hope, mindfulness, and compassion help a person reverse the damage of chronic stress and build great leadership relationships. The Positive and Negative Emotional Attractors inspire sustained, desired change and learning at many levels.

Great leaders move us through our emotions. They establish a deep emotional connection with others called resonance. Their own levels of emotional intelligence allow them to create and nurture these resonant relationships. They use their EI as a path to resonant leadership through mindfulness, hope, compassion, and playfulness.

Unfortunately, most people in leadership and helping positions (i.e., doctors, teachers, coaches, etc.) lose their effectiveness over time because of the cumulative damage from chronic stress. But humans can renew themselves, neurologically, hormonally, and emotionally.

What we know about great leaders?

They inspire through hope and vision.

They spread compassion.

They are mindful.

Attuned to mind, body, heart and spirit. Attuned to mind, body, heart and spirit.

They inspire others by creating and maintaining resonance.

Emotions Are Contagious Emotions Are Contagious

The brain has an 'open loop' system

We are 'wired' to pick up subtle clues from one another: mirror neurons, oscillators and spindle cells

An Emotional Intelligence competency is an ability to recognize, understand and use emotional information about oneself that emotional information about oneself that leads to or causes effective performance.

A Social Intelligence competency is an ability to recognize, understand and use emotional information about others that leads to or causes effective performance.

A Cognitive Intelligence competency is an ability to think or analyze information and to think, or analyze information and situations that leads to or causes effective performance.

How do they work?

1. Cognitive Intelligence: Systems Thinking and Pattern Recognition Systems Thinking and Pattern Recognition
2. Emotional Intelligence: Self-awareness
3. Emotional Intelligence: Self-management, management competencies

Is having children the only way to express motherhood?

The Meaning of Being a Mother

As Wikipedia defines “Mothers are women who inhabit or perform the role of bearing some relation to their children, who may or may not be their biological offspring.” Women can be considered mothers by virtue of having given birth, by raising their child(ren), supplying their ovum for fertilization, or some combination thereof.

To one person, motherhood might simply mean the act of raising children; to another, motherhood might be what defines them.

The meaning of being a mother is virtually endless. A mother is a protector, disciplinarian and friend. A mother is a selfless, loving human who must sacrifice many of their wants and needs for the wants and needs of their children. A mother works hard to make sure their child is equipped with the knowledge, skills and abilities to make it as a competent human being.

- The Maternal Attitudes
- Unconditional Love
- Safety and Security
- Teacher and Disciplinarian
- Some other meaning of 'Motherhood'
- Motherhood means feeling a kaleidoscope of emotions simultaneously – fear, glee, worry, angst, pride.
- Motherhood means accepting responsibility.
- Motherhood is how you stretch your heart in ways you never thought possible. It's how you love through the ups & down, the challenges that life brings.
- Motherhood means leading by example.
- Motherhood is humbling, caring and kindness.

Chakra' and 'Karma' Management

The 7 Chakras are the energy centers in our body in which energy flows through. Blocked energy in our 7 Chakras can often lead to illness so it's important to understand what each Chakra represents and what we can do to keep this energy flowing freely. Here's a quick summary:

1. Root Chakra - Represents our foundation and feeling of being grounded.
Location: Base of spine in tailbone area.
Emotional issues: Survival issues such as financial independence, money, and food.
2. Sacral Chakra - Our connection and ability to accept others and new experiences.
Location: Lower abdomen, about 2 inches below the navel and 2 inches in.
Emotional issues: Sense of abundance, well-being, pleasure, sexuality.
3. Solar Plexus Chakra - Our ability to be confident and in-control of our lives.
Location: Upper abdomen in the stomach area.
Emotional issues: Self-worth, self-confidence, self-esteem.
4. Heart Chakra - Our ability to love.
Location: Center of chest just above heart.
Emotional issues: Love, joy, inner peace.
5. Throat Chakra - Our ability to communicate.
Location: Throat.
Emotional issues: Communication, self-expression of feelings, the truth.
6. Third Eye Chakra - Our ability to focus on and see the big picture.
Location: Forehead between the eyes. (Also called the Brow Chakra)
Emotional issues: Intuition, imagination, wisdom, ability to think and make decisions.
7. Crown Chakra - The highest Chakra represents our ability to be fully connected spiritually.
Location: The very top of the head.
Emotional issues: Inner and outer beauty, our connection to spirituality, pure bliss.

The concept of karma has spread beyond the confines of the Asian religions that conceived it to become a core concept of today's yoga and New Age movements. It is now mentioned regularly on American mainstream television programs and in the movies. Last year in discussing the concept with a junior college class in Hawaii, a student expressed contemporary culture's astute definition of karma as "What goes around comes around."

Unfortunately, most individuals' understanding of karma is at best limited to thinking about it as an abstract principle without applying it to their own life. This is equivalent to a student's learning and understanding all the laws of nutrition, being able to get an "A" on any test on the subject, but following a personal diet of junk food three times a day. What he learned is not influencing how he lives.

The study of karma is effectively approached in a three-step process: 1) dispelling common misconceptions about karma; 2) acquiring a correct intellectual understanding of karma's key concepts; 3) managing your own karma by utilizing the correct understanding of karma to refine your actions and reactions in life.



PLENARY SESSION – 3:00 – 4:00PM

A world view round up of Relationships, Trade and Security



*(From L to R), Mossarat Qadeem, HE Dr. Burak Akcapar,
Ashoke Pandit and Justina Mutale*

Diving deeper into the inside facts of what is hampering the world peace and affecting the cordial connection between two countries.

Mr. Ashoke Pandit, Member Censor Board & Filmmaker moderated the session;

The speakers for the session were :

- His Excellency Dr. Burak Akcapar, Ambassador of Turkey;
- Ms. Mossarat Qadeem, Chapter Chairperson, ALL Islamabad, Pakistan;
- Justina Mutale, International Speaker and Philanthropist, UK.

The session witnessed some interesting conversation on raising radicalization in the world leading to extensive terrorism and unwanted enmity between countries. The session also

highlighted the impact on radicalization on vanishing humanity across borders.

Mr. Ashoke Pandit moderated the session and said “With the current governance, we have seen many foreign policies amendments and initiatives that have improved our relation with other countries. Despite of all the obstacles, women like Mossarat Qadeem and Justina Mutale have succeeded in promoting and upholding peace in their respective areas.” He spoke about how terrorists were using religion to make money. He also spoke about the relations between Indian and Pakistan with ref. to the Kashmir problem and how religion was being used by terrorists to fool people.

H.E. Dr. Burak Akcapar, Ambassador of Turkey said that “We are going through a very interesting and transformative phase and there is something dramatic happening everywhere. Global governance is still under pressure and globally we have never seen such amount of ongoing violence. So being a nation it is important for us to uphold our values and promote peace and harmony in each and every space. India has started to lead the global market along with countries like China and Turkey; but it is important for a fast progressing nation like India to advocate and stand up for democracy around the world.”

Dr.Akcapar spoke about how concept of nation states was eroding and that globally boundaries were porous. He also spoke about power shifts and how power was shifting gradually to the East and the South, with India and China emerging as strong global powers. He spoke about how access to global market was possible if we have something locally to sell. Dr. Akcapar spoke about the situation in the Middle East where there were four active wars on and how two states had disappeared with the rise of non-state actors. He spoke about the explosive potential of religion when it became a part of politics. He highlighted the fact of how the Middle East in Asia would be more than the entire population of Europe and America. He pointed out how this would spell trouble for non-democracies. He concluded by saying that India and Turkey should co-operate by advocating and standing up for democracy.

Ms. Mossarat Qadeem, Chapter Chairperson, ALL Islamabad, Pakistan spoke about trade in peace-building and building human relationships and said that “State cannot be secure until individuals are not secure. Security starts from home. The misuse of technology and social media channels by mafias and other violent groups have increased in the past few years and it's important for us to be more effective in promoting peace and trade peaceful relation among countries like India & Pakistan.”

She spoke about the rise of ISIS and other mafias who were using social media so

effectively that it sends a chill down the spine. She spoke about the need to be vigilant since it was not possible to control Information technology. She reiterated that ISIS has nothing to do with religion and it has everything to do with power and politics. She pointed out that for global security requires us to be vigilant and preventive. She concluded by pointing out that nothing will change without changing mindset of global powers.

Justina Mutale, International Speaker and Philanthropist, UK said that “In 21st century, events in one country effect individuals in the other part of the world. Globalization has created economic growth but has also accelerated hunger & insecurity due to ongoing ethnic conflict, violence, hunger and killings. Humans are refugees in their own country. Humans being the only creature in the world that can ensure peace; it's important for us to complete our responsibility with morality.”

She spoke about how globalisation generated tension creating insecurity and that there were exploiters, exploited and outcasts in the process of globalization. She concluded out by highlighting that there is a bond between us all and that we have to have peace with fellow humans as we are the only species to do so.

The moderator Ashoke Pandit summed up the discussion by pointing out how important security it at home was. The session ended with a spirited question and answer session on key security issues facing the world.



Audience enjoying the discussions in the plenary session

PLENARY SESSION – 4:15-5:00PM

Journey of Shri Dhirubhai Ambani



(From L to R), Siddharth Zarabi, Dr. Harbeen Arora, Dipti Salgaokar and V Balasubramaniam

The session was moderated by Siddharth Zarabi, , Executive Director, Bloomberg TV India and the speakers were the legend's daughter himself Ms. Dipti Salgaokar and Mr. V Balasubramanian, Group President, Reliance Industries.

The session talked about the epic journey of the legendary icon and starting the conversation Mr. Zarabi said that “There was one Dhirubhai....there is one Dhirubhai and there will be only one Dhirubhai Ambani in the world. A humbled and skilled man, he came up from nothing to own everything. We as young entrepreneurs have always admired Late Dhirubhai Ambani and I am fortunate to have a conversation about his inspiring life journey with his daughter Dipti Salgaokar and Mr. V Balasubramanian, Group President, Reliance Industries.”

While remembering his father, Ms. Dipti Salgaokar, said that “he was a progressive father allowing us to do everything and have everything. He has always stressed on the importance of family – Women & children and had always believed that if a woman is not happy, family is not happy.” She concluded by pointing out that women in India should be empowered with dignity and respect so they can take on a big role and show the world.

Mr. V. Balasubramanian representing the legend's group Reliance said that “Late Dhirubhai Ambani was people's man. He believed in people, building relationships and trust. He always believed that there is an opportunity in every obstacle and all that you need to do is find a way to utilize it.” He spoke in detail about the story of Reliance and how it decided to concentrate on one area leading to Dhirubhai putting up the largest oil refinery in the world. He also spoke about how he met Dhirubhai and his personal relation with him. He stressed on how hard work, dedication and focus combined with humility can help in gaining success, just like how Dhirubhai succeeded.

PLENARY SESSION – 5:15-6:30PM

The New Young Politicians changing the world view and how Nations Can collaborate in a new world order : Young Politicians redefining politics, which works for masses.



(From L to R), Vijay Naik, Poonam Dhillon, Pinky Anand, Sachin Pilot and Shazia Ilmi

Mr. Vijay Naik, Consulting Editor, Sakal moderated the session;

The speakers for the session were:

- Shri Sachin Pilot, Former MOS, Government of India;
- Ms. Shazia Ilmi, BJP;
- Ms. Poonam Dhillon, Actress and BJP spokesperson,
- Ms. Pinky Anand, Additional Solicitor, General of India;
- Mr. Prakash Javadekar, Hon'ble Minister of State (IC) of Environment, Forests & Climate Change, Government of India. (Video message)

The session witnessed interesting talks about the need of younger world leaders coming in to join the politics with their open mindset and acceptance to the immediate changes needful.

The session also highlighted the impact of young leadership on the current societal issues

and governance.

Mr. Vijay Naik, Consulting Editor, Sakal moderated the session and said “New world order is being discussed from a long time and nothing has come up. India is a young country and we need more youth participation to help India lead every sphere.”

Shri Sachin Pilot, Former MoS, Government of India said that “Change and youth participation is happening mostly at the lower level. India is changing and in the last 20 years, it's not just Delhi or State where power lies, it's now amongst individual. Time is changing and India needs to catch up. Time has come for India to be seen as a united nation.”

Pilot spoke about how change is happening at a lower level at the municipal level. He spoke about the need for India to be seen as a united nation and how on important issues everyone should think for the country – which was more important than UPA or NDA. He spoke about how there are more youth politicians and more politicians more rural areas. He pointed out how a 20 year old has the confidence to debate and hold their own anywhere in the world. He concluded by talking about women leaders and pointing out that women who have made it to the top are sheer centres of power and have struggled to become powerful.

Ms. Shazia Ilmi, BJP said that “Time is changing. Anna movement, Egypt uprising saw youngsters everywhere; but it is not just enough to protest, youth of the world need to step forward and stand as one and work towards the betterment of state and nation as a whole. We should respond to aspirations else we will be left behind.”

She spoke about how being young is a state of mind and how the millenials world would be led by India all seeking a new order seeking a better world with a more equitable order. She said that young politicians should work together as there was something bigger than all of us. She concluded by talking about gender equality in power and ended with a question how much it helped to have a woman leader.

Ms. Poonam Dhillon, BJP said that “Today, we need experience of the seniors and the fire of the youngsters to make our country go forward. We need to and want to rise above things like caste, creed, religion and society and work as one.”

She spoke about how political parties should unanimously support what was good for the party. She spoke about role of actors in politics, who were citizens first. She pointed out that the world would give opportunities to those who want to do something. She stressed the need for

knowledgeable people to enter politics. She concluded by highlighting that politics should not be about I, me and myself.

Ms. Pinky Anand, Additional Solicitor, General of India said that “Yesterday 'Politics' was a bad word but today, this image is changing. Youth of the country is fighting for its rights and is making his voice heard to the system and the governance. India needs more youth participation.”

She spoke about how politics was bad word yesterday, but today youth fight for causes without political connotation. She spoke about how only development was the issue that mattered. She pointed out that today's youth may want brand names, but they also want real happiness. She concluded by pointing out the unity in diversity that exists in our nation.

In his video message, Mr. Prakash Javadekar, Hon'ble Minister of State (IC) of Environment, Forests & Climate Change, Government of India, appreciated Women Economic Forum for its one-of-kind initiative in promoting thought leadership among women sharing different borders. He spoke the five C's that defined women – Compassion, Consistency, Courage and Conviction.

He spoke about how politics required major churning and new ideas. He pointed out how if good people don't come in, bad people will come in. He concluded by appealing to young people and people with good intention to enter politics.

The session concluded with an interaction between the speakers and the audience.

PLENARY SESSION – 7:00-8:15PM

Women: the Harbingers of Change



(From L to R), Zarina Stanford, Anar Patel, Dr. Harbeen Arora, Amruta Fadnavis, Sara Pilot and Aruna Jayanthi

Countries and Nations which do not respect women have never become great nor will ever be in future!"

Around the world status of women varies in different culture and society. As the condition of women has improved in some of the societies but in some of them it has either declined or remained unchanged. Women have a long way to go to uplift the status of womanhood in the global society. There is thus a pressing need for change in the mindset and condition of women in the society.

This all-important theme session of WEF was moderated by Dr. Harbeen Arora, Global Chairperson, WEF. The speakers at this session were:

- Smt. Amruta Fadnavis, First lady of Maharashtra
- Ms. Sara Pilot, Founder CEQUIN

- Ms. Zarina Stanford, Vice-President, IBM Asia-Pacific, Singapore
- Ms. Aruna Jayanthi, CEO, Capgemini
- Ms. Anar Patel, Founder and Managing Trustee, Gramshree

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum & ALL Ladies League, said in her opening remarks that “All women are the harbingers of change. Understand the value of everything you have and by sharing everything that we have we show our kindness and generosity. You don't need much to share other than a living breathing heart.”

Smt. Amruta Fadnavis said that “The world is a better place in the presence of women and women needs to empower and women should be allowed to excel in her life and as women it is our responsibility as well to change our life and empower ourselves.” Quoting a real incident, she added “In a small village of Maharashtra, 400 women stood up to ban alcohol and succeeded. They are the real harbingers of change for a society like the one we have in India.”

She spoke about how all women in their own ways are harbingers of change, whether the contribution is small or large. She highlighted the need for women to educate themselves, their children and the world around. She said that women should nurture self-respect and self-confidence in their daughters and should ensure that children know that both parents were equal. She called for women to participate in public dialogues and the need to be in large numbers. She concluded by saying that the collective strength of women would give freedom.

Ms.Sara Pilot, Founder, CEQUIN said that “ A large number of women in India are not lucky enough and for them we need the power of 'quota', so that they get a chance to empower themselves. We should not be embarrassed as a women, all that we need in India is women empowering themselves and making their voice heard.”

She spoke about war and its effect on women across the world and how mass rape had become a strategy of war. She spoke about how women's voices were not being heard in peace times. She pointed out that we should talk to boys and men so that they would be involved in making women agents of change. She pointed out that women should not be embarrassed to be women and the need for feminisation of power and how power of love would be more powerful than love for power. She concluded by stating that women should be proud of themselves whichever way they are.

Zarina Stanford, IBM Vice-President, Asia-Pacific, Singapore said that “There are two realities – one, women have already made great changes and second, despite of being the changemaker very few of them have lead the business world. Collectively as a gender, we need



Sara Pilot as a Speaker on Plenary Session

to work hard towards continuing this change and making it work for every woman in the world.” She pointed out how communication and technology was the game changer in the world especially for women.

Anar Patel, Founder and managing Trustee Gramshree said that “India is fighting with many issues like child labour, women insecurity and other issues that concern our society as whole. From a government point of view we need a proper agenda to create space for people that can make them think and allow them to change.”

She showed a video of a change agent and spoke about how small efforts can go a long way in doing good and helping people. She concluded by stating her life motto was to do all the good she could in all the way she could, in all the places and all the time available.

Ms. Aruna Jayanti, CEO, Capgemini said that “We cannot do without women in workplace. Today 33% women work at the entry level and only 5% make it to the top level. It is very important for an organization and government to give opportunity to women and help them take the lead.”

She spoke about role of women in organizations and how they dropped out from their jobs after marriage or child birth. She spoke about the need for flexible work hours to make things convenient for women. She spoke about the importance of education and changing the ecosystem so that women are more confident and have the freedom to make their own decisions.

PARALLEL SESSIONS

She concluded by saying that there's a lot that we could do to make women change agents.

The session concluded with a Q&A session where delegates discussed how women could be harbingers of change in the world today. There were issues raised by Zarina and Aruna on how women were their own enemies. Anar spoke of how women didn't love themselves and needed more attention, love and respect.



Poonam Dhillon & Student from Tuck School of Business attending Parallel Session

DAY 4

10TH MAY 2015, SUNDAY



BREAKFAST ROUNDTABLES – 7:45-8:45AM

Experiencing Compassion

One great question underlies our experience, whether we think about it consciously or not: What is the purpose of life? I believe that the purpose of life is to be happy. From the moment of birth, every human being wants happiness and does not want suffering. Neither social conditioning nor education nor ideology affects this. From the very core of our being, we simply desire contentment.

The greatest degree of inner tranquility comes from the development of love and compassion. As long as we live in this world we are bound to encounter problems. Everyone has to undergo suffering; this more realistic perspective will increase our determination and capacity to overcome troubles. Indeed, with this attitude, each new obstacle can be seen as yet another valuable opportunity to improve our mind! Ultimately, the reason why love and compassion bring the greatest happiness is simply that our nature cherishes them above all else.

The parent's compassionate commitment to care of their child until it is able to take care of itself. Thus, from the very moment of our conception, our parents' love is directly in our creation. Since a child cannot survive without the care of others, love is its most important nourishment. The happiness of childhood, the allaying of the child's many fears and the healthy development of its self-confidence all depend directly upon love.

From the day we are born, the need for human affection is in our very blood. Even if the affection comes from an animal or someone we would normally consider an enemy, both children and adults will naturally gravitate towards it. Despite all our wars, we find that the human population is greater than ever. This clearly indicates to me that love and compassion predominate in the world. And this is why unpleasant events are news, compassionate activities are so much part of daily life that they are taken for granted and, therefore, largely ignored.

As we desire the true happiness that is brought about by only a calm mind, and since such peace of mind is brought about by only a compassionate attitude. Many forms of compassionate feeling are mixed with desire and attachment. True compassion is not just an emotional response but a firm commitment founded on reason. Therefore, a truly compassionate attitude towards others does not change even if they behave negatively.

Now, when you recognize that all beings are equal in both their desire for happiness and their right to obtain it, you automatically feel empathy and closeness for them. Through accustoming your mind to this sense of universal altruism, you develop a feeling of responsibility for others: the wish to help them actively overcome their problems. Nor is this wish selective; it applies equally to all. As long as they are human beings experiencing pleasure and pain just as you

do, there is no logical basis to discriminate between them or to alter your concern for them if they behave negatively.

Compassionate acts are generally considered those which take into account the suffering of others and attempt to alleviate that suffering as if it were one's own. In this sense, the various forms of the Golden Rule are clearly based on the concept of compassion. Compassion differs from other forms of helpful or humane behavior in that its focus is primarily on the alleviation of suffering. Do it discreetly and try to do all the steps with the same person. With your attention geared to the other person, tell yourself:

Step 1: "Just like me, this person is seeking happiness in his/her life."

Step 2: "Just like me, this person is trying to avoid suffering in his/her life."

Step 3: "Just like me, this person has known sadness, loneliness and despair."

Step 4: "Just like me, this person is seeking to fill his/her needs."

Step 5: "Just like me, this person is learning about life."

These compassionate practices can be done anywhere, any time. At work, at home, on the road, while traveling, while at a store, while at the home of a friend or family member.

How to attract more Customers for your Business

The breakfast roundtable on the topic “How to attract more customers for your business?” The discussion leader was Jeyalakshmi Venkatanarayanan.

The discussion started with customer is most important for any business to survive. For a business to be successful the most important factor is demand. A proactive and intuitive approach is needed to attract more customers. Understand what you do. Business is all about serving others. They are the only ones who will put money in your bank account. The more a business is about serving others and the less it is about you and your needs the better it will work. Create an image in your mind of a customer you wanted to serve and use the image when you are creating promotion campaigns. Make sure that you express your message to this customer and not to some common people. Try to really connect with people. Understanding the customer is better to be able to identify where to find them.

If the cost is supposed to be too high, then obviously that will drive some or all of the potential customers away. But some business owners don't realize is that offering low cost can create an idea of less quality products or services, which can be equally upsetting. Poor marketing will be preventing from attracting customers – it could be driving them away in droves. The traditional marketing mix is made up of price, product, promotion, and place. The more you recognize appropriate categories, the more areas accessible to advance or generate opportunities later.

Make a register of local businesses or organizations that propose products or services to the sectors both associates have in common. This allows both associates to gain from the relationship and keeps your customers recurring. Start undersized, so you can test the results of a small promotion geared at your newly developed objective customers in combination with your associate(s). You can endorse a product/service “free sample” or one of your products/services at an economical rate with a high professed value, but less expensive to you.

The significance of legitimate customer services goes a long way in creating the experience many customers will often not only return for, but pay more for against less expensive challengers. Contributing service mainly based on care and trust on an entity basis creates a prospect for a pleasant relationship with your business and you as an expansion of your business. When communicating with your customers speak through the social outlook of the business.

Collecting contact information is essential to maintain a rapport with your clients. Set up an e-mail promotional system and send individual emails of “welcome,” “thanks,” or “revisits”. Be sure to communicate: related and valuable information carefully, notable information, positive changes to products or services. You don't have to sell continuously, just reside on their mind. The key is communicating a vigorous, translucent mix of your business' activities to excite a sense of

customer value.

Ask your best loyal customers for reference via social media if suitable and include the links to your pages. Reassure that your newest customers hear from you within the first 10 days of their acquire for good assess and remembrance. Invite your best clients and allow them to accompany with their friend. You can even equalize sales period regrets by hosting the occasion during your “off season” in combination with a special offer for that day. It costs less to preserve existing customers than it does to draw new customers. So it is essential that your business does everything it can to guarantee that existing customers keep coming back.

The Glass Ceiling : Shattering it first in our Minds

The breakfast roundtable on the topic “The Glass Ceiling: shattering it first in our minds”. The discussion leader was Kuiljeit Uppal.

What do you mean by “The Glass Ceiling”?

A glass ceiling is a political term used to describe "the seen, yet unreachable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements.

The metaphor is applied by feminists in reference to barriers in the careers of high achieving women. In the US the concept is sometimes extended to refer to obstacles hindering the advancement of minority men, as well as women.

History

The concept of glass ceiling was originally introduced outside of print media at the National Press Club in July 1979 at a Conference of the Women's Institute for Freedom of the Press by Katherine Lawrence of Hewlett Packard. This was part of an ongoing discussion of a clash between written policies of promotion versus action opportunities for women at HP. The term was coined by Lawrence and HP manager Maryanne Schreiber.

Gender pay gap

The gender pay gap is the difference between male and female earnings. In 2008 the OECD found that the median earnings of female full-time workers were 17% lower than the earnings of their male counterparts and that "30% of the variation in gender wage gaps across OECD countries can be explained by discriminatory practices in the labour market." The European Commission found that women's hourly earnings were 17.5% lower on average in the 27 EU Member States in 2008. The female-to-male earnings ratio was 0.77 in the United States in 2009.

The discussion started human beings are more comfy inside their comfort zone. Our own glass ceiling exists at the frame of our comfort zone. People say that they were all right with their career growth until they pull off their most recent promotion or business prospect. The hazards increased, generating personal ambiguity about whether they could pace up. In that position, their anxiety inclined up, their managing behaviours were activated and they became hyper-cautious to others evaluating and rebuffing them. Of course, they were unaware of those procedures taking place – simply the attrition of assurance that resulted. There is a stage of ambiguity. Anything less leads to lack of concern where there is no inspiration to move ahead. Too much ambiguity can lead to paralysis.

Perfection tells us that there is a supreme point of performance. Even though we can't describe that supreme point, we will know we've accomplished it. The more we force ourselves with the need to be perfect and the more amount of time and other resources we put into the project or job, the more complex it is to agree to the circumstances when we fail to complete the unapproachable. We simply emphasize the feeling of not being adequate because we 'should' be able to deliver at that point.

The elevated up the organisation we move, or the more flourishing our business is, the greater the likely variation between our outlook of what we should be delivering and where we consider we are in that instant. As our current and estimated results deviate, the feeling of not being adequate can be intensified. As the feeling exaggerates, we may pull back.

Feeling panic and understanding our personal glass ceiling is simply in sequence. Your unconscious mind is letting you know that you are at the frame of your comfort zone and endeavoring into uncharted waters. You could pull back – and that definitely was an early approach. What happens in that situation is that we are left with a hassle feeling that we let ourselves down and that we could be so much more if we establish the audacity to push through. You could push through, skimming on self-image and ready to show the world that you are adequate.

The challenge in this circumstance is that we haven't covenant with the fundamental feeling of being adequate. We're simply gluing our chins out and going for it anyhow, although we might not accomplish it. Or you could use the eagerness and deflation beliefs as an incentive to engage in the next point of your individual management – discover and address the feeling of not being adequate on your pathway.

Are NGO's still relevant or is Entrepreneurship Better

The breakfast roundtable on the topic “Are NGOs still relevant or is Entrepreneurship better?” The discussion leader was Seema Kumar.

What are NGO's?

Non-governmental organizations (NGOs) have become quite prominent in the field of international development in recent decades. But the term NGO encompasses a vast category of groups and organizations.

The World Bank defines NGOs as “private organizations that pursue activities to relieve suffering, promote the interests of the poor, protect the environment, provide basic social services, or undertake community development.” A World Bank Key Document, Working with NGOs, adds, “In wider usage, the term NGO can be applied to any non-profit organization which is independent from government. NGOs are typically value-based organizations which depend, in whole or in part, on charitable donations and voluntary service. Although the NGO sector has become increasingly professionalized over the last two decades, principles of altruism and voluntarism remain key defining characteristics.”

The discussion started with a question that NGOs have been development players for decades but poverty levels have persistent to grow, what has been the force of their intrusions if dismal poverty residue the order of the day? NGOs are essential to execute many of the governmental programs in poor nations but it is tough to regulate them. Once NGOs identify by government for their involvement abruptly the organization arrangement of NGOs becomes wide, the requirement of manpower and currency become necessary, here after NGOs change into type of business organization which drop its purpose to serve poor.

The difficulty of many NGOs is investment. They depend on donations but they often invest themselves by attaining money from governments' collaboration agencies or private organizations. In order to guarantee their projects to be selected, they often "write proposals" which are in line with the selection criterion or with the geographic precedence of the funding agency. Many NGOs are still full of motivated people (workers &volunteers) who are really involved and interested in giving their contribution for development.

Nonetheless, I think that this situation low their potential as critical actors and lead to a situation where "get" money to do things becomes more important than what things to do. In Spain, I know some NGOs that decided to involve themselves in smaller local (and less ambitious) projects to escape from this logic of subordination from other institutions' money (and priorities..)

There is a growing value of NGOs in developing countries for meeting the needs of the poor is not in doubt. However, what are usually in doubt are their management strategies.

Understanding a model that filters fraudulent practices in setting up NGOs from genuine practices is one of the greatest challenges facing international donor agencies and foundations today.

Can the evolving technology be useful in providing information on NGOs' effectiveness, capacity, and sustainability? Such information, I believe is vital for creating partnership model for development across-cultural boundaries. In order for the NGOs become a value-creating management tool for the future, such a partnership model is critical.

Countless studies of start-up businesses in developed markets come to the same conclusion: more of these enterprises are launched by men than women. That's a great pity – not just because the statistics are an affront to equality of opportunity, though they are, but also because there's a growing body of research that suggests women make better entrepreneurs than men.

Most business owners will agree on one thing -- being an entrepreneur is great. There are endless reasons for this, and every entrepreneur will have his or her own personal reasons as well.

Here are some reasons, why entrepreneurship is amazing. Full control over destiny, part of a family, innovation, opportunity to change lives, control of your work environment, no age barriers, creating a legacy and many more.

Set yourself Free

“Why do you stay in prison when the door is so wide open? Move outside the tangle of fear-thinking... You were born with wings, why prefer to crawl through life?” Rumi

We come to this world with great powers, able to fly as high as possible, able to make all of our dreams come true; we come to this world with wings, but as time goes by, as we get older and older, we give up on all of them, we give up on our wings, our imagination, we give up on our dreams and goals, deciding that is time to be realistic and that is time to stop playing and be more like everybody else. Like that's what the world needs right now.

We come to this world with no worries, no cares, no boundaries, knowing that there are many, many great things we can achieve and many lives we could transform, knowing that we can make this world shine like a beautiful bright star, knowing that we can make this world better than it was when we arrived, but as time goes by, as we stop listening to our own heart and intuition, as we stop listening to our inner self, and start listening to the noise outside ourselves, we forget about our greatness, we forget about our dreams, we forget about our unique talents, and eventually we forget about ourselves.

We forget who we really are, and we start living a life that is not ours, a life that has no meaning to us, believing that this is what life is all about, believing that life is all about pain, fear, suffering, misery, unhappiness and so on.

Now, let's all gather around and complain about our pathetic life. Let's all gather around and talk about our unhappiness, about our pain, about our misfortunes, about our stolen innocence, let's all gather around and talk about our misery for the rest of our lives. Let's all do just that. What's the point in trying to be happy? What's the point in changing our focus, our attitude and our lives, when we only have 20, 30, 60, 80 years to live...

Why bother now? It's too late anyway. Let's all remain the same. Change is not for us, change is not good. Change is a monster who will attack us, and that is exactly why we should stay away from this monster at all costs.

“Is it so bad, then, to be misunderstood? Pythagoras was misunderstood, and Socrates, and Jesus, and Luther, and Copernicus, and Galileo, and Newton, and every pure and wise spirit that ever

took flesh. To be great is to be misunderstood.” Ralph Waldo Emerson

You need to change, you need to get out of your comfort zone and you need to face your fears. You need to be different if you want to grow, and you need to accept the fact that, as you grow, as you learn and discover great new things about yourself and the world around you, you will be a lot happier if you share all of them with the whole world.

What's the point in being the richest person in the world, the most gifted and the most talented, the wisest, the best of the best, if you are keeping them all to yourself, being surrounded by people who are lost, surrounded by unhappy people, people who have no direction, no purpose, no nothing. Can you really enjoy all of your gifts, your blessings and your riches?

“No man is an Island, entire of itself; every man is a piece of the Continent, a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, as well as if a manor of thy friends or of thine own were; any man's death diminishes me, because I am involved in Mankind; And therefore never send to know for whom the bell tolls; It tolls for thee.”
John Donne

Tips that can help you to overcome your fear which is blocking you from shining your light:

- Spend time getting to know yourself deeply.
- Start to discover your purpose.
- Distance yourself from the people you think will judge you.
- Notice who and what you are judging.
- Put your vulnerability out there.

Hypnosis

What is Hypnosis?

Hypnosis is a state of human consciousness involving focused attention and reduced peripheral awareness characterized by an enhanced capacity for response to suggestion.

During hypnosis, a person is said to have heightened focus and concentration. The person can concentrate intensely on a specific thought or memory, while blocking out sources of distraction. Hypnotised subjects are said to show an increased response to suggestions. Hypnosis is usually induced by a procedure known as a hypnotic induction involving a series of preliminary instructions and suggestions. The use of hypnotism for therapeutic purposes is referred to as "hypnotherapy", while its use as a form of entertainment for an audience is known as "stage hypnosis".

How Does Hypnosis Work for Stress Management?

Hypnosis can be used for stress management in two ways:

First, you can use hypnosis to get into a deeply relaxed state, fighting tension and triggering your relaxation response. This will help to prevent health problems due to chronic stress.

Second, hypnosis can also help you achieve various healthy lifestyle changes that can reduce the amount of stress you encounter in your life. For example, you can hypnotize yourself to stick to an exercise program, keep your home less cluttered, feel more confident setting boundaries with others, etc.

What's Involved With Hypnosis?

The process of hypnosis involves entering a trance, or a deeply relaxed, but focused state (like that of daydreaming or meditation), and making suggestions for your subconscious mind to accept.

What are the Benefits of Hypnosis?

Hypnosis is an extremely versatile tool that can be used for everything from simple relaxation to pain management in childbirth. It's easy to do, can be quite inexpensive, and the results are lasting.

How Does Hypnosis Work for Building Confidence?

People seeking help for confidence range from those who have chronic low self-esteem to high-achieving business people who may have suffered a setback and need to quickly rebuild their confidence.

Hypnosis for Confidence would most likely involve:

- Using guided imagery to take you somewhere peaceful, tranquil and relaxing.
- Using hypnotic suggestions for building self-esteem, and usually this is the first treatment most clients receive.
- Using hypnotic suggestions for building confidence, In a state of deep hypnotic relaxation clients are given powerful suggestions for feeling more confident, more in control and more effective in their lives.
- Drawing on past experience, In addition clients learn how to remember and focus on previous experiences of success and confidence while learning how to view experiences of failure or low confidence as learning situations.
- Mental rehearsal, In hypnosis clients rehearse situations where they want to feel more confident - and through this experience of mental rehearsal in hypnosis they develop a sense of self-mastery that influences performance in real life situations.

Improving healthcare systems : India, China, US, Africa

In health care, the days of business as usual are over. Around the world, every health care system is struggling with rising costs and uneven quality despite the hard work of well-intentioned, well-trained clinicians. Health care leaders and policy makers have tried countless incremental fixes—attacking fraud, reducing errors, enforcing practice guidelines, making patients better “consumers,” implementing electronic medical records—but none have had much impact.

It's time for a fundamentally new strategy.

At its core is maximizing value for patients: that is, achieving the best outcomes at the lowest cost. We must move away from a supply-driven health care system organized around what physicians do and toward a patient-centered system organized around what patients need. We must shift the focus from the volume and profitability of services provided—physician visits, hospitalizations, procedures, and tests—to the patient outcomes achieved. And we must replace today's fragmented system, in which every local provider offers a full range of services, with a system in which services for particular medical conditions are concentrated in health-delivery organizations and in the right locations to deliver high-value care.

The transformation to value-based health care is well under way. Some organizations are still at the stage of pilots and initiatives in individual practice areas. Other organizations, such as the Cleveland Clinic and Germany's Schön Klinik, have undertaken large-scale changes involving multiple components of the value agenda. The result has been striking improvements in outcomes and efficiency, and growth in market share.

There is no longer any doubt about how to increase the value of care. The question is, which organizations will lead the way and how quickly can others follow? The challenge of becoming a value-based organization should not be underestimated, given the entrenched interests and practices of many decades. This transformation must come from within. Only physicians and provider organizations can put in place the set of interdependent steps needed to improve value, because ultimately value is determined by how medicine is practiced. Yet every other stakeholder in the health care system has a role to play. Patients, health plans, employers, and suppliers can hasten the transformation—and all will benefit greatly from doing so.

So what is the remedy for all that ails the healthcare system? A few suggestions are timely and should be considered:

1. Develop and implement national standards for examination by which doctors, nurses and pharmacists are able to practice and get employment.
2. Rapidly develop and implement national accreditation of hospitals; those that do not comply would not get paid by insurance companies. However, a performance incentive plan that targets specific treatment parameters would be a useful adjunct.
3. Obtain proposals from private insurance companies and the government on ways to provide medical insurance coverage to the population at large and execute the strategy. It is healthy to have competition in healthcare, and provide health insurance to the millions who cannot afford it.
4. Utilise and apply medical information systems that encourage the use of evidence-based medicine, guidelines and protocols as well as electronic prescribing in inpatient and outpatient settings. This is possible through the implementation of the EHR; this will, in time, encourage healthcare data collection, transparency, quality management, patient safety, efficiency, efficacy and appropriateness of care.
5. Perverse incentives between specialists, hospitals, imaging and diagnostic centres on the one hand and referring physicians on the other need be removed and a level of clarity needs to be introduced.
6. Develop multi-specialty group practices that have their incentives aligned with those of hospitals and payers. It is much easier to teach the techniques of sophisticated medical care to a group of employed physicians than it is to physicians as a whole. It is also important that doctors are paid adequately for what they do.
7. Encourage business schools to develop executive training programmes in healthcare, which will effectively reduce the talent gap for leadership in this area.
8. Revise the curriculum in medical, nursing, pharmacy and other schools that train healthcare professionals, so that they too are trained in the new paradigm.
9. Develop partnerships between the public and private sectors that design newer ways to deliver healthcare. An example of this would include outpatient radiology and diagnostic testing centres.
10. The government should appoint a commission which makes recommendations for the healthcare system and monitors its performance.

The present system (and its escalating costs) is not sustainable due to its inefficiency and a lack of aligned incentives for improving performance. A country that has leapfrogged from rotary phones to a ubiquitous presence of mobile phones must make a similar change in healthcare.

It will not be easy and it will not be inexpensive. But it has been done in other parts of the world before and it can be done here too. The potential to create the best healthcare system in the world exists. It is time to commence the debate, develop a plan and execute it.

Better to be wise or wordly-wise

McKee & Barber once said "Wisdom is 'seeing through the illusion'".

Our minds are wired to select and interpret evidence supporting the hypothesis "I'm OK". A variety of mechanisms: conscious, unconscious, and social direct our attention to ignore the bad and highlight the good to increase our hope and reduce our anxiety.

Our thinking is the result of our own perception, judgment, experience, and bias. Our brain distorts reality to increase our self-esteem through self-justification. People perceive themselves readily as the origins of good effects and reluctantly as the origins of ill effects. We present a one-sided argument to ourselves.

What is Dilemma?

Dilemma is the situation when one finds oneself in a fix— what to do, what not to do. It is a position where each of the two alternatives (or all the feasible courses) makes a person land up in a state of indecision leading to mental agony.

The impact of dilemma may be in several different ways like physical, mental, financial, personal, or, for that matter, a loss of life altogether.

What is Wisdom?

Wisdom is the power of discrimination to determine what is wrong and what is right. In the absence of this power, one is unable to decide the right course of action. There is a vast difference between the intellect and the wisdom. Intellect can be developed by acquiring knowledge from books, newspapers, e-media & various other external sources, but wisdom is not the subject of books and theories.

How to overcome inner dilemmas?

- Clear thoughts & positive attitude
- Fearlessness & self confidence
- Knowledge & experience
- Keeping up with real facts

Preserving our mother tongues in a world driven by English

While English is essential for connecting with the world, we should not allow it to displace our mother tongues. Studies prove that it is in our mother tongue we are at our creative best.

Political and economic realities led us to choose English as our lingua, while preserving our mother tongues, Chinese, Malay, Tamil and others, to build a sense of belonging to our roots and increase our self-respect.

If English were our mother tongue, what other “mother” tongue should students choose to study?

Our mother tongues retain important links to our cultural and linguistic heritage as we work, communicate and enjoy living in a multiracial society where English language is dominant.

There are economic advantages in an increasingly global society if one can speak and write in several languages. Many countries adopt a bilingual education system, which prepares students to tap the international connectivity in global trading systems.

The choice of English as the first or second language of major economies is probably due to its relatively easy-to-learn characteristics and its common usage in diplomacy, science and technology, academia and international finance after World War II.

The key in this century is mastery of English as a vehicle to communicate, while preserving our mother tongues. This will give our young a strong advantage of growing up in a multicultural, multilingual society, all speaking the international language of commerce and trade, English, and their mother tongues, Chinese, Malay, Tamil and others, as their second languages.

Why is it important to preserve mother tongue?

Although mother tongue has been declared a human right, the fact is that in present day societies, people travel much more than ten years ago. Thus, in many cases children find themselves submersed in a foreign language that they adopt as their first one. According to Cummins, 2001:3 any foreign language imposed creates a distance in the relationship between children and parents as well as grandparents. In many cases the foreign language becomes the official other tongue at home.

When it comes to the area of linguistics one's mother tongue is the one that helps a child build the learning of other languages (Cummins, 2001:3). Cummins explains that children who are taught in their mother tongue are able to transfer their knowledge into another language because they have had a good foundation (i.e. vocabulary, grammar, idiomatic expressions) of the first language at home and later in school.

What can be done to stop children from losing their mother tongue?

Cummins, 2001:5 suggests that parents should practice their mother tongue at home and continue doing the reading and writing activities. In addition, families can create the possibilities for children to practice their mother tongue, for example keeping in contact with a mother tongue community, and visiting the home country; children should meet play groups where they can speak their mother tongue, etc.

If the school does not provide mother tongue education, teachers should promote mother tongue development by giving positive messages about the importance of learning different languages (Cummins 2001:5).

Teachers should encourage communication by all means. If children struggle to respond to a question in a foreign language, they should be able to express it using their mother tongue.

Children Today : Are they maturing fast?

Kids are growing up faster today - and it's all down to technology. Different surveys have revealed that Facebook and mobile phones causing children to mature more quickly.

Parents in a recent poll admitted they are concerned their children are growing up too quickly

- A total of 2,000 parents with children aged between 8 and 12 were surveyed, and almost 80 per cent of parents blamed the trend on the internet
- More than 70 per cent of under 12s now search the web unsupervised
- While a typical 10-year-old now has an iPad and a TV in their bedroom
- Accelerated maturity was also blamed on the rise of social networks
- Almost half of the parents said they feel pressured to buy their children the latest gadgets. While 50 per cent let their children use the web unsupervised, and download apps, at the age of 10.
- On average, half of parents said they would also be comfortable with a child having a Facebook account by the age of 12.
- Getting an iPad, choosing their own clothes and making their own breakfast were also luxuries listed that a typical 10 year old can enjoy.
- But catching a bus alone, being allowed to wear make-up and getting an email account comes at the more mature age of 11, the survey found.
- The study also revealed that 40 per cent of parents find it annoying that celebrities and friends have more influence over their children than they do.

Tony Neate, CEO of Get Safe Online said: 'Children of today are part of a digital generation, they just do not know any different than to use technology and the internet. However, whilst it may be second nature, it's important that young people understand the risks and the boundaries they should observe. Part of this is about trust and education. Like learning to ride a bike, or crossing the road, the most effective way to educate children is to start early and empower them to take responsibility for their own safety. For many parents this means educating themselves too so they can feel confident talking to their children about online behaviour and safety.'

Maturing from a biological perspective

An American study of 4,000 children has shown that what we've long been wringing our hands about with girls is also true of boys – children are entering puberty younger. There appears to be a racial factor, with Hispanic and white boys going through puberty at an average age of 10, and

Afro-American boys showing signs at nine. Nearly one in 10 white boys and one in five black boys showed some signs of it at the age of six.

This sounds pretty early, and the first thing Dr Robert Scott-Jupp, consultant paediatrician at the Royal College of Paediatrics and Child Health, warns us is: don't take the topline of a US study as your family medical dictionary. "I would be slightly alarmed if somebody read about this, noted that boys are going through puberty at six, and then didn't take their child to the doctor if he showed signs of puberty at that age. The child should definitely be seen by a paediatrician. It may turn out to be very early puberty, but that's very rare and it could be another condition causing it."

So what could be causing it? What challenges does it throw up? How would a mature society deal with a physiological trend like this (let's assume for the sake of argument that we live in one of those)?

Pop psychology has posited the idea that girls' early menarche (first period) is associated with an absent or distant or in some way deficient father, but this seems to be a misreading of an aside in a study that found a link between obesity and early puberty. Diet is by far the most important factor – medics and psychotherapists both point to better nutrition being the definitive change in children over the past century. Phillip Hodson, fellow of the British Association for Counselling and Psychotherapy, says: "The best way not to go into puberty is starvation. Early puberty is about great nutrition, in the classic sense of getting access to good protein, good vitamins and minerals." He underlines that earlier puberty is often accompanied by a commensurate growth in height – this is particularly evident among Japanese girls over the past half century.

One other theory, "for which there is no evidence at all," Dr Scott-Jupp notes cheerfully, "is that more people being exposed to light for more hours of the day, in the form of artificial light, has an effect on brain chemistry." It makes your brain think you've been alive longer, I suppose, and that it's time you got married. This does seem a little far-fetched.

PLENARY SESSION – 9:15-10:15AM

The way forward for India and the rest of the world.

India: Poised for Global Leadership

India: Poised for Global Leadership, what's the plan?



*(From L to R), Siddharth Zarabi, Prahlad Chhabria,
Dr. Habil Korakiwala, Aruna Jayanthi, Omar Shahzad and Dilip
Piramal*

Mr. Siddharth Zarabi, Executive Director, Bloomberg TV India moderated the session; and speakers for the session were:

- Dr. Habil Korakiwala, Founder Chairman and Group CEO, Wockhardt Ltd.;
- Mr. Prahlad P. Chhabria, Director, Finolex Cables, Ltd.;
- Mrs. Aruna Jayanthi, CEO, Capegemini, India;
- Mr. Omar Shahzad, Group CEO, Meinhardt Group, Singapore;
- Mr. Dilip Piramal, Chairman, VIP Industries.

Mr. Siddharth Zarabi, Executive Director, Bloomberg TV India moderated the session and said “In India it is very difficult to cook up statistics. Although there is lot of things happening in

terms of economic development in India, we do need to work on issues like Per Capita Income and increase in income to benefit general population. India has long way to go in terms of economical development to lead the world.”

Dr. Habil Korakiwala, Founder Chairman and Group CEO, Wockardt Ltd. discussed progressive growth happening in India and said “If you see India 20 years back, we had no phone, no consume products, no luxury products and other stuffs that have presently simplified our lives in current era. If we made a change in past 20 years, we can certainly continue doing so in the next 20 years. It is 'Liberation' that has continued the progress that India had made and will make in the future.”

He spoke about how 60% of vaccines worldwide were made in India and how India had become the supplier of low-cost medicines world-over. He called for the Govt. to follow up on this policy making the soft power more effective than hard power. He pointed out how in days to come Indian companies would foray into Europe and Asia. He called for Govt. to support industry in research. Speaking about the PM, he spoke about how India was being perceived well globally.

Mr. Prahlad P. Chhabria, Director, Finolex Cables, Ltd. said “India's growth rate by 2013 has over passed China as being the most populated country in the world. Having said that, India is also among one of the fastest growing economy in the world and our country's GDP exceeds that of Japan and Germany. Opening new windows and a bit liberation for entrepreneurs by the government, will open up new opportunities for India.”

He spoke about how his organization had a CSR project for providing healthcare, medicare, education and clean drinking water. He called for the need to reducing the time for permissions to setup industries. He concluded by stating that giving girls a level playing field was not such morally right, but it made economic sense too.

Mrs. Aruna Jayanthi, CEO, Capegemini, India, said “IT industry in India generates more than 100 billion dollar revenue and contribute by 8% of India's GDP and creates more than 3 million job opportunities. Talent that India has is phenomenal, but we struggle with low cost branding and ecosystem which India has to work upon.”

She pointed out how India was sitting on a huge wealth of intellectual capital which was India's strength. She spoke about the need for a strong ecosystem for entrepreneurship, innovation and venture finding. She highlighted the need for infrastructure. She concluded by talking about how one needs to be determined to ensure there are no road blocks.

Mr. Omar Shahzad, Group CEO, Meinhardt Group, Singapore, said “As a nation, India dreams to lead the race of development in each and every sector and India having largest young population, all that's important is to use human resource at its best.”



He spoke about the growth story of Singapore and how every aspect of the economy was planned, not for 5 years, but for 50 years. He spoke about how ease of doing business made the difference in Singapore. He spoke about a young population was an opportunity, but would become a challenge, if there were no jobs. He concluded by pointing out how more than one trillion dollars would be invested in infrastructure. He pointed out how infrastructure was not about just spending money, but it was all about good planning, scaling it and most importantly, making it maintainable. He also pointed out how the world was looking at India, but cautioned that leadership was not about a one man show, but needed a good team.

Mr. Dilip Piramal, Chairman, VIP Industries, said “We have maximum number of poor, blind, illiterate, malnutrition people in India and Indian government need to work on some serious fundamental issues that India has been facing to witness a wholesome growth in the world.”

His speech generated a lot of heat in the session thanks to his frank opinion of India's progress in various fronts. He pointed out that India's progress in many fronts was only because of its huge population. He highlighted how India had a long way to go and it wouldn't happen so easily. He pointed out how Singapore had a per capita income of \$70,000 while India's per capita income was hardly \$1600. He spoke of the need to raise the standard of living. He concluded that India had great potential to grow and with a determined leader, who was a hard worker, we could develop and grow.

Dilip Piramal's views saw rejoinders from the participants and animated discussions and interactions with audience. Dilip pointed out that it was needed to say unpleasant things, and he was not saying that nothing had happened.

Chair opened the discussion in asserting that though we live in economically challenging times, gender equality is not a bonus of good times. Equality rights are human rights - a basic principle that shapes the way we live, in good times and hard times. We must take responsibility for the choices we make between cutting costs today and missing out on the immediate and longer-term benefits of an investment in gender equality.

Session pointed out that it simply means that women and men have equal conditions for realizing their full human rights and potential and to contribute to national political, economic, social and cultural development and benefit equally from the results. Equality is essential for human development and peace.

Discussion noted that Women's advancement in the corporate workplace has taken significant strides over the last century. However, that despite an increased presence of female employees in mid-management positions, executive positions continue to be male dominated. Women are underrepresented in areas of governance, directorship, and executive leadership. This seems to contradict the apparent momentum of the promotion of women.

The session touched more aspect on present issues women face in social and corporate structure. Women face two types of structural issues; some are found in society generally, and others are found in corporate settings. Societal issues are those forces which are deeply rooted in culture and public policy.

Contributing factors to the limited career advancement for women include some aspects of social programs and policy, limited human capital and the societal expectation of female participation in service industries such as education, health services, and social and community services

Session concluded saying that it is in this overall context that we need to consider the use of 'zero tolerance' in public discourse, especially one that invokes, even implicitly, the criminal justice system, however, The problem with it is that it makes for good populist politics and rhetoric which generally translates into regressive and ill-informed public policy especially in the area of criminal justice. Even while striving to end violence against women, we must guard against further legitimizing discourses such as 'zero tolerance'.

The speaker spoke extensively about her own life and the problems she had to face including three failed marriages, sexual and physical abuse. She spoke about how she rose above her problems and managed to succeed in life and find happiness and how she became a motivational trainer, so she could help and guide others who face similar problems in life.

She spoke about how she changed her heart and mindset, which allowed her to take on her problems and finally ended up with peace and happiness.

PLENARY SESSION 10:30-11:30AM

Judicial Reforms



(From L to R), Amit Goel, Pinky Anand and Rohit Bansal

Judicial system lacks implementation or fundamental changes required

The session was moderated by Amit Goel, Vice Chairman, The Pioneer and the speakers for the session were:

- Ms. Pinky Anand, noted lawyer and Additional Solicitor General;
- Siddharth Zarabi, Executive Director, Bloomberg TV India;
- Rohit Bansal, Managing Director, TV18.

Shri Amit Goel, Vice-Chairman Pioneer who moderated the session said “As a futuristic superpower nation, India needs to have a speedy judicial system. Ongoing reforms, delayed justice and improper judicial system functioning is what drags us away from development. Indian judicial system needs to develop 100% efficient framework.”

He spoke about how it was a shame that we were still talking about reforms and how delays affected all of us.

Ms. Pinky Anand, Additional Solicitor General of India said “We have a lot of expectation from judicial system and it's not as if we fail everywhere but expectation being so high we as a judicial identity will not be able to satisfy everyone; this is where we need to work upon. There are certain loopholes and having said that we are working on transformation and it will certainly happen.”

She spoke extensively about the legal system and the process of judicial reforms underway. She highlighted the need for due process of law and speaking about the Salman Khan case, mentioned how accident today, jail tomorrow was not practical. She spoke about how India was a litigious country and how people took cases till the Supreme Court. She highlighted the statistics wherein there were 50,000 cases in the Supreme Court with 5 vacancies and more than 40 lakh cases in the High courts with over 4,000 vacancies to be filled.

She spoke about the NJAC reform which would help to fill in vacancies in courts and thus help in quick dispersal of cases and thus ensure reform. She spoke about the Juvenile Justice Act amendment which proposed treating minors to be treated as adults, for heinous crimes. She pointed out how the most barbaric criminal in the Nirbhaya case got away with detention because he was a minor. She spoke about the role of the judiciary as the arbitrator of disputes and highlighted the concept of demosprudence, where judiciary was involved in governance of the country.

She spoke about how the Supreme Court protected the rights of people. But she also pointed out the problems involved in judiciary involving in governance and how it affects individual cases. She spoke of how problem was the procedure and substance and not the substance. She concluded by pointing out how all of us should be part and parcel and encourages judicial reforms.

Ms. Siddharth Zarabi said that “Indian judiciary system has changed a lot and still we have lot of catching up to do. Usage of technology and social platforms has changed the judicial system as well and in the next few years, I believe Indian Judicial system will incorporate much efficient and greater framework.”

He spoke about how the entire legal framework was in English, which was an alien language to a vast majority. He pointed out that we were a nation of 2 billion people with 2 million cases, which was not exactly a large number. He spoke about how legislatures passed laws without proper debate. He highlighted how judicial reforms need to emanate from Parliament.

Mr. Rohit Bansal said that “Indian system moves very quickly at 9PM when justice gets speedy with Arnab Goswami. Judges are getting influenced by TV and other social platforms and it is getting essential for citizens to enter into debates and take charge of the change. It's not just the judiciary that has a responsibility to change, but it's of us as well as a citizen of India as well.”

He spoke about how people should use social media and express the wishes of people in hashtags to ensure people's opinions are registered. He spoke about the need for more women to enter media and the legal system. He especially highlighted the need for women to enter social media and make their presence felt. He expressed the hope that judicial reforms would be handled well by the present Govt. as they showed interest earlier in reforming the constitution. He concluded by highlighting how a common man could do things with a mobile phone and social media.



Siddharth Zarabi, Pinky Anand and Rohit Bansal at Plenary Session

PLENARY SESSION – 11:45-1:00PM

Young CM Maharashtra at the Women Economic Forum in Goa : Interaction with Sri Devendra Fadnavis



Dr. Harbeen Arora with Maharashtra CM Devendra Fadnavis

With such a dynamic Chief Minister at its helm, the story can only get better. Dr. Harbeen Arora, Global Chairperson, Women Economic Forum and ALL Ladies League moderated the session;

The session witnessed a motivating and energizing speech by the Hon'ble Chief Minister Shri Devendra Fadnavis as he presented his vision for the state and broadly outlining his economic agenda and his plan. Maharashtra being at the forefront of the India's growth story, has a significant role to play in driving the country's growth and the CM focused on how he intends to propel the growth story.

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum introduced the Hon'ble CM of Maharashtra and said “A crusader against corruption, Sri Devendra Fadnavis has promised a new vision of leadership, characterized by simplicity. A common man and a technology savvy CM, you have implemented many changes in the governance and is working to provide an efficient entrepreneurial, judicial, security and corruption free development process

in the state.”

She described the CM as a man of action and a technology savvy CM who uses apps to track infrastructure projects.

Sri Devendra Fadnavis, Hon'ble Chief Minister of Maharashtra said “Our Hon'ble PM Shri Modi have shown the path to us. Maharashtra being the powerhouse of India, we contribute to the 15% of the GDP. We are working on creating right framework for the start-ups to work with ease and development process to trigger in the state. We are working on a corruption free framework that can efficiently support women, children, farmers and business in the state. We promoter of e-governance and have created many apps to making governance and policies available to the masses easily. ”

The CM highlighted the efforts by his government to reform the system. He spoke about how the 76 permissions needed to open an industry were being reduced to 25. He also spoke about how IT would be used to create a single window for approval of industries. He pointed out how labour laws needed to be amended to create a win-win situation for industry and labour and that labour laws should not restrict employment, but promote it.

He spoke of the inspector raj which created a situation whereby industrialists spent more time on compliance instead of business. The CM spoke of how he could create a self-certification system, where inspections would be done once in 5 years and even there, inspectors had to register their opinion online within 72 hours to prevent any scope for corruption.

He spoke of the need for red carpet for investors and not red tape. He spoke of how Maharashtra had again become a preferred destination for investors. He spoke of how initiatives had been planned to encourage women entrepreneurs. He spoke of how the average age of India, in 2020 would be 29, whereas in US and Japan it would be 39 and 40 respectively. This was an opportunity, whereby India could provide human resource to the world. He called on people to invest in Maharashtra and make in India.

There was a detailed interaction with delegates, where the CM spoke on various issues. Speaking about crime against women , he spoke about how police were sensitised and told to register every single complaint. Instead of opening a women's police station, the government had decided to open a women cell in every police station. He spoke of how rate of conviction which was 8% had increased to 38%. He also spoke about apps for auto rickshaws to ensure safety for women travellers.

He spoke about the need for education to remove gender bias and the need for education to change mindsets of people. He also highlighted how women corporators who used to depend on their husbands, now have started functioning independently. He spoke about the reforms in the education system and how we need to bridge the gap in skills to help create opportunities for the

youth. He spoke about the need to create values and develop a dynamic value system.

He spoke about how self-help groups for women had become small scale industries where women were imparted skills and taught how to package their products. He outlined the plan of his Govt. to create malls specifically to cater to women self-help groups.

He spoke about corruption and its ill-effects and how it could be taken on by the Right to service act, which would ensure that citizens had a right to service on time, which would prevent corruption.

He spoke about VVIP culture and how it was a British system to make Indians live in awe of British. He spoke about how he had reduced his security convoy, stopped at traffic signals and asked policemen not to salute him every time.

He spoke about the problem of farmers' suicide and how collaboration with Israel would help to bring in new technology to help farmers get more yield. He spoke of how he had planned to make two districts Yavatmal and Marathwada as suicide-free districts in two years as a pilot projects where there would a Principal Secretary in charge of the district.

Concluding, he spoke about how he had a mission and wanted to make a change and that this greatest achievement was bringing a smile to the face of a poor man. He expressed confidence that by next year's survey Maharashtra would be the number 1 state in the country again.

LUNCH ROUNDTABLES – 1:30-2:30PM

Creating the winning recipe for Success

Personal Branding

Personal branding is the practice of people marketing themselves and their careers as brands. While previous self-help management techniques were about self-improvement, the personal-branding concept suggests instead that success comes from self-packaging.

Importance of Personal Branding

The world of work has been changing rapidly during the past decade due to increased globalization, the proliferation of online social media, and technological advances which are blurring the boundaries between work and personal lives.

However, in the past year because of an incredibly difficult economy, changes have been even more rampant. Layoffs are the word of the day and for the few remaining jobs that are available, the competition is intense to say the least.

Benefits of Personal Branding

- Permission to be yourself
- Gains in confidence
- Building credibility
- Showcasing your specialty
- Leaving your mark
- Connection to your target audience
- Distinguishing yourself from the competition
- The support you need
- Focusing your energy

Understand People

It is important to understand people for achieving greater success in any sphere.

People are inherently and genetically different. When we truly understand the people around us, we will become successful entrepreneurs, dedicated employees & friendlier colleagues. It's when we try to make people think like we think and act like we act, that we end up firing employees, quitting jobs.

There are mainly 4 types of personalities:

- The Playfuls: These folks are enthusiastic, funny and loud; They are extroverts who

love talking; they speak before they think.

- The Powerfals: These folks are assertive, decisive and productive; we are the do-ers, the human machine and the ones always taking control.
- The Precises: These people are meticulous. They think before they talk. They create structure, order and compliance. They are organized, neat, graceful and procedurally strong.
- The Peacefals: These are the most calming of us all. Peacefals are easy-going, diplomatic and patient. They hate conflict & do everything in their power to avoid confrontation.

But how do we deal with people opposite of us? The reality is, we need all four personality types to run a successful business.



Audience at WEF 2015

Social Entrepreneurship : Fact or Farce

Social entrepreneurs are individuals with innovative solutions to society's most pressing social problems. They are ambitious and persistent, tackling major social issues and offering new ideas for wide-scale change.

Rather than leaving societal needs to the government or business sectors, social entrepreneurs find what is not working and solve the problem by changing the system, spreading the solution, and persuading entire societies to move in different directions.

Social entrepreneurs often seem to be possessed by their ideas, committing their lives to changing the direction of their field. They are visionaries, but also realists, and are ultimately concerned with the practical implementation of their vision above all else.

Social entrepreneurs present user-friendly, understandable, and ethical ideas that engage widespread support in order to maximize the number of citizens that will stand up, seize their idea, and implement it. Leading social entrepreneurs are mass recruiters of local changemakers—role models proving that citizens who channel their ideas into action can do almost anything.

Why "Social" Entrepreneur?

Just as entrepreneurs change the face of business, social entrepreneurs act as the change agents for society, seizing opportunities others miss to improve systems, invent new approaches, and create solutions to change society for the better. While a business entrepreneur might create entirely new industries, a social entrepreneur develops innovative solutions to social problems and then implements them on a large scale.

Groups focused on social entrepreneurship may be divided into several categories: community-based enterprises, socially responsible enterprises, social services industry professionals, and socio-economic enterprises. Community-based enterprises are based on the social ventures of an entire community that uses its culture and capital to empower itself as an entire enterprise. Socially responsible enterprises focus on creating sustainable development through their initiatives that focus mostly on societal gains.

Social service industry professionals work specifically in the sector of social services to expand social capital for different individuals, communities, and organizations. Socio-economic enterprises include corporations that balance earning profits and nonprofit social change for communities. In addition, there are organizations dedicated to empowering social entrepreneurs, connecting them with mentors, strengthening their enterprise models, and preparing them for capital investments. These accelerators help take social entrepreneurs to global scale.

One well-known contemporary social entrepreneur is Muhammad Yunus, founder and

manager of Grameen Bank and its growing family of social venture businesses. He is known as the "father of microcredit," and established the microfinance revolution in helping millions of people in global rural communities access small loans. For his work, he was awarded a Nobel Peace Prize in 2006.

The work that Yunus did through Grameen Bank echoes a theme among modern day social entrepreneurs that emphasizes the enormous synergies and benefits that arise when business principles are unified with social ventures. Larger countries in Europe and South America have tended to work more closely with public organizations at both the national and local level.

Many initiatives carried out with social entrepreneurs, while innovative, have had problems becoming sustainable and effective initiatives that ultimately are able to branch out and reach the larger society as a whole (versus a small community or group of people). Studies over the qualities encompassed in a social entrepreneur have shown that very few individuals possess the talent and skills of entrepreneurs with a primarily socially motivated outlook. Thus, compromises in social initiatives developed, often do not reach large audiences. Since the concept of social entrepreneurship has been popularized only recently, some advocates suggest that there needs to be some standardization of the process in scaling up social endeavors to increase impact across the globe.

A need for policymakers around the globe to understand social initiatives further is useful in increasing sustainability, effectiveness, and efficiency. Involvement and collaboration between private corporations and government agencies allow for increased monetary gain for carrying out initiatives, increased accountability on both ends, and increased connections with communities, individuals, or agencies in need. For example, private organizations or nonprofit organizations have tackled unemployment issues in communities in the past.

Only short-term solutions are presented, however, or solutions are unable to scale up to a larger degree in order to maximize the number of people affected. Government policies in the financial sector are able to tackle such a large issue; however, the little collaboration that has occurred between the two modes that serve society has stagnated the effectiveness of social entrepreneurship. This stagnation primarily rests in the motives and goals of social enterprises and that of those in policymaking. Those in policymaking naturally tend to have different priorities than social entrepreneurs, resulting in slow growth and expansion of social initiatives.

Since social entrepreneurship has only recently started to gain momentum, current social entrepreneurs are encouraging social advocates and activists to step up as innovative social entrepreneurs. Increasing the scope of social entrepreneurship naturally increases the likelihood of an efficient, sustainable, and effective initiative. Increased participation draws more attention, especially from policymakers and privately owned corporations that may help shape social entrepreneurs through policy changes, training programs, and leadership development focused

on developing social entrepreneurs. Simultaneously research shows that as social entrepreneurs attempt to widen their impact and scale their efforts, institutions will have a key role to play in their success.

Is the age of 'Independent News' over?

“Whoever controls the media, controls the mind,” said Jim Morrison

As we emerge from the downturn, organisations across every industry are debating how to acquire and relate to customers in an entirely new world. For those in media, the rise of digital platforms is sure to present the greatest challenge as consumers transition online.

Since the time has changed and so has the news industry, so it's important to look deep into the underlying architecture of the news; the politics that steer it, the economics that drive it and - this week - the technology that brings stories and images to TV screens, print publications and websites.

First, we look at the future of news as seen from above: Whether it is protests, damage from a natural disaster or celebrity chasing, there has been a noticeable increase in the use of drones - that is, Unmanned Aerial Vehicles (UAVs) - by journalists, cameramen and media-savvy activists who are using drones to get new angles on world events.

How media organisations are adapting to the exponential rise in the quantity and quality of user-generated content (UGC)

These days, eyewitnesses know how valuable content captured at the scene of breaking events can be, and now there is a new generation of intermediaries curating the best content and feeding it into the mainstream.

Lastly, as the saying goes, 'the camera never lies', but can it tell the truth objectively when digital post-processing has become as much part of the photojournalist's art as framing the shot in the first place? Image enhancement has already courted controversy around highly contentious news stories and has raised many questions.

The newsroom today is much different. Proofreaders are no longer present, but have been replaced by spell-check software. The reporter now is overloaded and copy editors are also headline writers. Fact errors that would have been caught by the many people in the newsroom are now slipping into the

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The newsroom today is much different. Proofreaders are no longer present, but have been replaced by spell-check software. The reporter now is overloaded and copy editors are also headline writers. Fact errors that would have been caught by the many people in the newsroom are now slipping into the newspaper. Also, loose writing is more prevalent due to the lack of editors to tighten work. This affects society by having newspapers that lack in quality.

Happiness Quotient

The Happiness quotient

Gross National Happiness (GNH) has now become a catch phrase for an alternative global discourse of development. Some have even hailed it as a new paradigm of progress. The term was coined by Bhutan's former king Jigme Wangchuck in 1972; he had opened up the country to modernisation and democracy.

The United Nations General Assembly resolution accepted the need to measure happiness as a significant dimension of human progress. GNH has four pillars: the promotion of equitable and sustainable socio-economic development; preservation and promotion of cultural values; conservation of the natural environment; and establishment of good governance.

Apart from the political importance, have you ever wondered why happiness quotient matters in one's individual life as well?

Take a look...

Have you thought “Why can't I just be happy?” If so the answer may be staring you right in that mirror. We all have it within us to be happy, but often we get so caught up in everyday life that we neglect important parts of ourselves that bring us contentment and even joy.

Happiness begins with understanding that we are multi-dimensional creatures operating on four distinct levels: physical, intellectual, emotional and spiritual. When all four dimensions are working in harmony it is much easier to achieve a state of inner peace.

Four Dimension of Personal Happiness quotient

- Physical Dimension; Health – Play – Pleasure: Tune in to how your body feels when you're happy.
- Intellectual Dimension; Reason- Logic-Performance: Practice quieting your mind each day, focusing on the moment
- Emotional Dimension; Relationships – Self Image: Notice how you feel when you focus on the positive.
- Spiritual Dimension; Beliefs-Concepts-Creativity: Allow nature, beauty and creativity to be an everyday part of your life.

Maternal Health – Perspectives and Challenges

What is Maternal health?

Maternal health is the health of women during pregnancy, childbirth, and the postpartum period. It encompasses the health care dimensions of family planning, preconception, prenatal, and postnatal care in order to reduce maternal morbidity and mortality.

Maternal health in India

Maternal mortality causes 56,000 deaths every year in India, accounting for 20 percent of maternal deaths around the world, that's one every eight minutes, says John Townsend, vice president and director of the Population Council's reproductive health program.

Seventy percent of these can be prevented. The main causes of death are heavy bleeding (hemorrhage) and eclampsia (high blood pressure). On the one hand, there has been economic progress in India but on the other, the country is still grappling with inequities and the basic right to safe childbirth.

A large number of global maternal and neonatal deaths are from India. According to the recent State of World's mothers report released in May 2013, by Save the Children, India ranked 142 out of 176 countries. The index for this ranking was developed on the basis of five indicators - maternal health, children's well-being, educational status, economic and political status of women in the country.

In India, there has been some progress. The maternal death rate has fallen from about 390 to 212 deaths per 100,000 live births in about 10 years, a 67 percent decrease. However, for every woman dying in childbirth there are about 20 women who suffer long-lasting and debilitating illnesses which is completely neglected. The states of Assam, Rajasthan, Uttar Pradesh/Uttarakhand still have a high maternal death rate above 300 per 100,000 live births. The north-eastern state of Assam with the highest maternal deaths in the country.

Social determinants such as early age of marriage, early and repeated childbearing where 47 per cent of girls marry before the age of 18 are also contributing factors. Early marriage traditions have serious repercussions as girls are more likely to become pregnant at younger and riskier ages. Thirty-six percent of Indian women are malnourished and about 55 percent are anemic. Bodies are ill prepared to handle childbirth with poor nutrition, stunting with negative outcomes for maternal health.

Steps Taken by the Indian Government

The Government of India has policies and programs to address delays of decision making, transport and access to services. Janani Suraksha Yojana, a safe motherhood cash assistance scheme, and now the Janani Shishu Suraksha Karyakarm (JSSK) have facilitated the shift of births from homes to health facilities. Births in clinics and hospitals have increased 10 times in

the last 7 years.

The government started ambulance services like the Janani Express and 1098 services to address the challenges of transportation and reaching health facilities on time, but the implementation varies across the country. To address quality of care issues, quality protocols are being developed -- for the labor room, ANC and PNC by the government and there is an attempt to standardize.

Challenges

But challenges remain -- vast country, diversity, problems of supplies (drugs, medicines), malfunctioning of equipment, inadequate human resources, inaccessible terrain, religious and socio-cultural factors. There is a need to do some task shifting, reduce dependence on doctors and train a cadre of health workers for providing services where none exists. India still has a way to go to reach the Millennium development Goal 5 for India of reducing maternal deaths to 109 by 2015.

Communities including women need to become more aware of their rights and available services. There is a need to focus more on issues such as girls' education, violence against women, family planning, nutrition, mental health and sensitizing men which all impacts maternal health.

Every woman counts and where every woman despite her class, caste has the right to have a safe childbirth. Maternal health is a sound investment strategy and we believe that it is important to speak collectively, act quickly and bring about long-lasting change.

Action based Business Model

The main Objective of Action based leadership model is based on two broad aims:

1. To develop and Validate the individual perceptions of their learning environments and
2. To assess individuals attitudes towards learning and self efficacy beliefs.

By this the leader will make improvement the learning environment.

Concept:

The issue of leader quality has been the prime focus. The quality includes three parameters

A} Professional Knowledge

B} Professional Practice and

C} Professional engagement.

And makes explicit what leaders should know, be able to do and what is expected from the effective leaders. These standards support clearly the notion that the leaders need to be continuous or life long learners who see their own development as a fundamental to effective teaching. It appears self evident that objective of the leader development is to improve the quality of learning. The action based effective leadership is based on effective outcomes that will have the clear focus on improving the quality. The use of action based leadership model has proved to be more effective.

The transformational style refers to the leader who has become an idealized influence or role model for those around them. Such leaders are regarded as a role model either because they exhibit certain personal characteristics or "Charisma" or because they demonstrate certain moral behaviors. Such leaders are being seen as high on morality, trust, integrity, honesty and purpose.

The inspirationally motivating leaders have the ability to motivate the followers to superior performance. Such leaders tend to articulate, in an exciting and compelling manner, a vision of the future the followers are able to accept and strive towards.

Intellectual stimulation essentially involves the leader stimulating the followers to think through those issues and problems for themselves and thus develop their own abilities and capabilities. This style parents often use with their children but often less in Organizations where many managers favor a 'telling approach'.

Thus we can conclude that the transformation of theory based leadership to action based leadership plays a vital role in the present Indian Scenario extending to Global scenario. This Transformational leadership successfully taught by the development process utilizes a combination of 360 degree feedback using structured and one to one coaching.

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Youth Leadership for a New World

In a statement, once UN Secretary General Kofi Annan said that, “In this new era, people's actions constantly-if often unwittingly-affect the lives of others living far away. Globalization offers great opportunities, but at present its benefits are very unevenly distributed while its costs are born by all.”

He emphasized upon six shared values relevant particularly to the new century: freedom, equity and solidarity, tolerance, non-violence, respect for nature and shared responsibility. The modern world is becoming smaller, highly integrated and technologically more advanced. It is also becoming highly fragmented, less peaceful and unsafe for both present and future generations.

The gun culture has already taken a dominant position in most of the developing countries, threatening the future of the youth who deserve a peaceful and better quality of life. There is a greater need to create a culture of Youth Leadership in society through an active participation of youth in all-round activities. Adult leaders, parliamentarians and policymakers at all levels should agree that they are responsible for ensuring that the 21st century is characterized as a century of Youth Leadership. It is the responsibility of experienced leaders to guide the massive young force and help them lead the world to a better future.

According to an UN Report, some of the world countries such as India have more than 269 million young people, residing in the most deprived conditions; handling critical issues such as unemployment, social injustice, demographic fragmentation, poverty, lack of opportunity et al. For a better future it is important that the action strategies must aim at ensuring fundamental freedom, peace, human rights, and democracy and at promoting sustainable and equitable economic and social development all of which have an essential part to play in building a culture of peace.

In the world today, one person in five is between the ages of 15 to 25, which is an accepted UN definition of the age that defines youth. There are altogether more than one billion youth, constituting a formidable force. About 85% live in developing countries with 60 percent in Asia, or about 800 million youth in the Asian region. Moreover, two thirds of these youth are growing in countries, which have extremely low per capita incomes (PCIs), below the PCI of \$700 per annum. The needs and aspirations of young people are still mostly unmet. The youth employment and livelihood problem is particularly acute and growing in the developing countries while the bulk of corporate resources are controlled by developed countries. Moreover, action on youth employment and livelihood remain poorly defined.

Poverty breeds an environment, which encourages social deviations like drug-addiction, excessive smoking, alcoholism, and tendencies towards suicide. Most problems among youth in developing countries are nurtured by their perception of an uncertain and unstable future. However, one thing is clear among all youth: that they want to make something of them, and to sustain the value of family solidarity.

Today's youth are often skeptical about adult leaders and they may express the desire to participate in society through volunteer work but not in politics. Alienated youth, particularly when they form a large proportion of the population, will turn their energy to drugs, crime, violence and even revolution. Unengaged youth represent a wasted economic resource.

International studies clearly indicate that today's youth are concerned about issues relating to family, education and employment. The youth express their need for a sense of independence, competence and participation in the mainstreams of society. They should be perceived as key agents for social change, including peace development, economic development and technological innovation. The paradox is that even as they represent societies' greatest hope, they are a group who risk an uncertain and unstable future. How to involve these young men and women in building and designing their future, and the future of coming generations, is the key issue confronting the progress of our societies.

Youth constitutes the richest wealth of a country. They develop quality of personal integrity, personal discipline and open mindedness. It is enriched further when they develop an open attitude and universal outlook. Youth should develop an open attitude and universal outlook. This is the real empowerment of youth.

What do we expect from the youth with the creation of the culture of peace, development and openness? The youth with their new ideas, new energy and neutral background, can contribute to peace development. They are ready to participate in community work. Youth should be treated as partners-partnership by youth in all social activities, of governance, community activities-should start in an active manner with the entry of the child into the golden age phase of 15 to 25 years.

Youth should realize that they should not wait for the inheritance of the world; they must realize they have already inherited the world while entering into the golden age. Development of youth as productive citizens and peace workers could be a starting point for developing the peace culture.

Personal Branding : The way and how of it

Personal Branding

According to Wikipedia “Personal branding is the practice of people marketing themselves and their careers as brands. While previous self-help management techniques were about self-improvement, the personal-branding concept suggests instead that success comes from self-packaging. The term is thought to have been first used and discussed in 1997.”

Personal Branding is essentially the ongoing process of establishing a prescribed image or impression in the mind of others about an individual, group or organization.

The Changing World of Work

The world of work has been changing rapidly during the past decade due to increased globalization, the proliferation of online social media, and technological advances which are blurring the boundaries between work and personal lives.

However, in the past year because of an incredibly difficult economy, changes have been even more rampant. Layoffs are the word of the day and for the few remaining jobs that are available, the competition is intense to say the least.

What Makes You Unique, Makes You Successful

Personal Branding is about identifying and then communicating what makes you unique and relevant and differentiated for your target audience, so that you can reach your career and/or business goals. If you understand your strengths, skills, passions, and values, you can use this information to separate yourself from your competitors and really stand out.

Personal branding is very powerful because it sends a clear, consistent message about who you are and what you have to offer. A strong, authentic personal brand helps you become known for what you're good at, sets you apart from everyone else, and can position you as a niche expert.

Extract, Express, Exude; 1-2-3- Success!

The first and most important step in the process is the "Extract" phase, where you do your own market external research and introspective analysis.

In phase two, the "Express" phase, you decide how you are going to communicate your unique attributes and qualities to the people who need to know about you (your target audience).

In phase three, the "Exude" phase, you learn about how to reflect your brand in everything you do, including your personal network, your use of technology, office surroundings, your identity system, your appearance, your volunteer activities, etc.

What are the benefits of a strong personal brand?

Personal Branding enhances your self-awareness.

Personal Branding helps you clarify and reach your goals.

Personal Branding helps you create visibility and presence.

Personal Branding is about differentiation.

Personal Branding offers more control and power.

Personal Branding creates wealth.

Personal Branding offers resilience.

Ways of how to do personal branding may keep on changing but its main role is “Personal Branding Is a Leadership Requirement, Not a Self-Promotion Campaign”.

How far can Freedom of Expression go?

Freedom of Speech and License to Misuse

We all know that the debate on freedom of expression versus defamation of religions and/or incitement to hatred has not only caused controversies, but has also hurt relationships between proponents of both.

This controversy has also raised academic debates on where the limits of the irresponsible use of freedom of expression lie and whether religions can be defamed as they do not possess a legal personality.

Ideas, and words that convey ideas, having power. That power can be used positively for the good of all, or negatively to undermine democracy, freedom and equality and stability. In that sense, hateful words and actions also have the power to harm. They can isolate and marginalize certain people, not because of what they have done, but solely because of their personal characteristics, such as ethnicity, race, religion and the like. Moreover, hate is directed at people or groups that are already vulnerable due to a history of intolerance, prejudice and discrimination.

In fact, the 1993 UN Vienna Declaration states that “all human rights are universal, indivisible, interdependent and interrelated. The international community must treat human rights globally in a fair and equal manner, on the same footing, and with the same emphasis.” On the other hand, the Universal Declaration of Human Rights affirms that the exercise of any right must be done in a manner consistent with the protection of other rights. Article 19, paragraph 3 of the International Covenant on Civil and Political Rights (ICCPR) provides that the right to freedom of expression carries with it special duties and responsibilities and that it may therefore be subject to certain restrictions.

Finally, Article 20 of the covenant makes it mandatory for all states to enact legal provisions to protect citizens from incitement to hatred and discrimination.

On the other hand, Article 4 of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) specifically requires states to take active measures to combat racial hatred and discrimination.

There is no doubt that freedom of expression is a fundamental right in any democratic and pluralistic society. On the other hand, the right of all citizens to be treated with equality, dignity and respect and to be protected from hate crimes is also an equally important fundamental right. Finding the appropriate balance between these rights is a challenge for every democratic society.

In that sense, freedom of expression is not a license to hate. In other words, freedom of expression does not mean the right to vilify.

What should your Company get Paid for?

Planning for success in a changing world

The corporation is at a crossroads. The businesses that we have grown up with and the business models that underpin them face deep challenges. They are being reconstructed, from within and without, by pervasive technology. Their values, and the values associated with work and the workplace, are increasingly being questioned.

Their model of resource use, of “use it and throw it out,” is increasingly running up against constraints of supply costs. New ways of designing and managing businesses, and new business models, are inevitable.

Corporate behavior towards society, including their customers and employees, is increasingly under scrutiny. The financial crisis has sharpened the idea that unethical and unsustainable behavior is an external cost that should not be paid for by the public and that if companies draw on public services, such as roads and education, they also should make a fair contribution.

In short, the assumptions that governed the mass-production businesses of the 20th century, and were codified by managers, researchers and academics in the '50s and '60s, have run out of gas. They are no longer fit for purpose.

Across the business world there are examples of companies that have started to absorb the lessons of the 21st century and have started to adapt. They are innovating their business models, their corporate systems, and their organizational hierarchies. The sense that change is in the air is amplified by the number of business initiatives that have been sparked recently.

The changes outlined as the Future Perspective represents a significant disruption to the way most businesses operate today. Some may still believe that, eventually, we will return to a pre-crisis world. This seems unlikely.

Our Future Perspective Technology 2020, financial crises are typically associated with a deep transformation in infrastructure and technology. They mark the start of a long transition in how society thinks about itself. We're still at an early stage in that journey, but businesses that do not adapt are unlikely to survive in the medium-to-long term. In other words, however great the costs of change, the costs of not changing will be higher.

The three change-guiding principles are:

- Organizational culture is more important than strategy
- Intrinsic values are becoming more important than extrinsic values, for both customers and employees

- Connection is the key to both driving down cost and driving up customer engagement

The business models that were developed in the 20th century emerged in a world of abundance, but the business models of the 21st century will have to contend with scarcity. If the business world of the 20th century was that of the limitless, open range, that of the 21st century is more like an ark—cramped, delicate and confined.

PLENARY SESSION – 3:00 – 4:00PM

Entrepreneurship + Innovation + Technology

Entrepreneurial ventures through Technovation –

Where and what is it leading to in India?



From L to R), Shubhrangshu Roy, Pradeep Gupta, Vikram Upadhyay, Anu Acharya, Rahul Narvekar and Sadineni Yamini

Plunging deeper into the facts of Entrepreneurial ventures through Technovation (Technology and Innovation); experts put forward their distinct point of view.

- Mr. Shubhrangshu Roy, COO and Editor-in-chief, Financial Chronicle moderated the session. The speakers for the session were:
- Mr. Pradeep Gupta, CEO, Cybermedia;
- Mr. Vikram Upadhyay, Chief Mentor & Accelerator Evangelist, GHV Accelerator;
- Ms. Anu Acharya, Founder and CEO, Mapmygenome.com;
- Mr. Rahul Narvekar, Founder & CEO, Indianroots.com, NDTV Ethnic Retail Ltd.;
- Ms. Sadineni Yamini, Managing Director, Shreeyam Soft Solutions.

Mr. Shubhrangshu Roy, COO and Editor-in-chief, Financial Chronicle moderated the session and said “Biggest innovation was 2000 years back when we created zero. We don't

innovate because of pressure from families and lack of government support. We are basically trying to copycat technology; we copy process but don't create one. India needs to work more towards innovating things.”

Mr. Pradeep Gupta, CEO, Cybermedia said that “There is tremendous amount of entrepreneurial energy in India. Success of flipkart was India's innovation. Models such as Cash on Delivery to the consumer were a business model innovation. Innovations have been going on in India and now we need to have it globally.”

He spoke about innovations that happened in India like the low power transmitters for TV initiated by Mrs. Gandhi and Sam Pitroda's STD/ISD booth which revolutionised communication in India. He spoke about innovation being not just product innovation, but also service innovation.

Mr. Vikram Upadhyay, Chief Mentor and Accelerator Evangelist, GHV Accelerator said that “India needs innovation and we need to remove the layer of middle man. In corporate it's important to allow employees to innovate.”

He spoke about how McDonalds used innovations to improve and become successful in India. He also highlighted intrapreneurship where corporate were encouraging their employees to become entrepreneurs.

Ms. Anu Acharya, Founder and CEO, Mapmygenome.com said that “If you are healthy, you are happy. There is lot of work in India, but we fail to recognize it. In next 5-10 years, I guarantee there will be an innovation in India in terms of health industry.”

She spoke about her work with A,C,T,G – the components of the gene. She spoke about how we can't continue to live in the past.

Mr. Rahul Narvekar, Founder and CEO, Indianroots.com, NDTV Ethnic Retail Ltd said that “We are a constraint generation. Go study well, get a job and hang to it. Safe jobs are mostly deprived of innovation. Innovation means inventing something to solve a problem and bottom line of the conversation is Innovation is the only solution to most of the problem our country has.”

He spoke about how rural women were learning to use Whatsapp to send photos of their products to clients. He spoke about most young people wanted to become entrepreneurs, but unfortunately there was no incentive for innovation and lack of effective patent protection.

Ms. Sadineni Yamini, Managing Director, Shreeyam Soft Solutions said that “Without man's continuous support, a woman cannot achieve 100%. We need both genders to work with unity and serve the purpose of development as one and what we need from governance is more

support.”

She spoke about how lot of innovations had happened in ancient India and how we need to recopy these innovations and blend with technology. She concluded by inviting people to invest in Andhra.



PLENARY SESSION – 4:00-4:45PM

Women lead the way towards a corruption free governance; Kiran Bedi at Women Economic Forum



Well-known activist and former supercop Kiran Bedi in conversation with Amit Goel

Kiran Bedi was the star at the session at Women Economic Forum on “Effective, Accountable and corruption free Governance”.

A talk session was held today at the women economic forum in Goa with the India's First Women IPS officer- Kiran Bedi. The agenda at the forum was to create a corruption free police and administrative system. Indian politician, social activist, former tennis player and a retired police officer, the touted “trailblazer” Kiran Bedi, emphasized on crafting a long-term strategy built upon cooperation between government and citizens.

She advocated the indispensable role society plays to bring around or at least demand for imbining greater transparency and accountability in the administration, which unfortunately at present is nowhere to be found. Inadequate knowledge of fundamental rights and how they are to be exercised takes away the interactive to produce a government that is legitimate, effective and transparent. A civil society that is strong, open, and capable of playing a positive role in politics and government was put forth as the most crucial aspect to win over key challenges confronting efforts at reform.

The thoughts and commitment expressed by the eminent speakers of the session were

welcomed and supported by dignitaries and representatives from all over the world. This global and powerful event echoed the need for good governance, which should be ideally taken forward as a stand-alone goal and feature as an integral part of other goals to address the hurdles in development that cannot be effectively tackled through macro level reforms.

Kiran Bedi said that “While we talk about a reform in the governance that can lead to corruption free governance, it is important to have common people participate more on the bar-bench level of the judiciary. We need to fight for the right framework and if bar-bench framework of the judiciary could be improved then most of our issues and complains regarding the Indian governance or judiciary will be solved.”



Amit Goel with Kiran Bedi at Parallel Session

PLENARY SESSION – 5:00-6:00PM

Power to reach the masses; Media can be the catalyst in changing the age-old mindsets



Panelists in the discussion of role of women in media

Mr. Amit Goel, Vice Chairman, The Pioneer moderated the session;

Speakers at the panel were:

- Mr. Rohit Bansal, Managing Director, TV18;
- Mr. Mohan Sivanand, Editor-at-Large, Reader's Digest;
- Mr. Siddharth Zarabi, Executive Director, Bloomberg TV India;
- Mr. S. Venkat Narayan, Past President, FCC;
- Mr. Vijay Naik, Editor, Sakal;
- Mr. Ram Kamal Mukherjee, Former Editor, Stardust;
- Mr. Om Thanvi, Executive Editor, Jansatta and
- Mr. Umesh Upadhyay, President, News at Network 18.

Mr. Amit Goel, Vice Chairman, The Pioneer moderated the session and said “Media today is much more active and responsible. We as a media person understand the impact that we have on the masses.” He wanted the participants to speak on the role of women in media and why was it that women did not make it to big positions in the media.

Mr. Siddharth Zarabi, Executive Director, Bloomberg TV said “More girls pass out and get

higher rankings. So how do they get lost out in the merit curve? The top positions should go to those who deserve it. Gender doesn't matter”.

He spoke about the power of social media and technology which helped women to continue in their careers and not drop out. He ended by stating that Indian media was not worse off compared to other countries.

Mr. Venkatnarayan, former President of Foreign Correspondents Club said “I don't see any valid reason for women not being editors. I am confident that a major newspaper or TV channel will have a women editor soon”.

He spoke about how journalism was a very competitive profession.

Mr. Vijay Naik, Resident Editor, Sakal, Delhi said “Women are excelling in every profession inspite of male domination. Women journalists have today broken the glass ceiling”.

He gave an example of a newspaper in Bihar that employs 40 women journalists from rural areas and also spoke of how women were working even in dangerous Naxal affected areas.

Mr. Rohit Bansal, Managing Director, TV18; said “We need more women in Media. Media needs to work upon the gender equality in the workplace and it's important for us to have women in the management committee for more conscious decision making process.”

He spoke of how 50% of the population being women, why was it that there were so few women at the top as Editors. He wanted to know why the top job in journalism, namely the Editorship of Times of India had not yet gone to a woman.

Mr. Mohan Sivanand, Editor-at-Large, Reader's Digest said “Media has affected the change in the country and almost worked in the development and peace making process in each and every sector.”

Speaking about Readers Digest, he pointed out how almost all editions had women editors. He highlighted an important point that men do difficult stories and as result became editors faster. He spoke about how women tend to lose ambition few years after they join the profession.

Mr. Ram Kamal Mukherjee, former editor of Stardust said “Not many people see entertainment journalism as a serious profession”.

He spoke about how he had worked with women editors for 15 years now. He spoke about how there were many women journalist students, but in their careers, they were restricted to certain sections of reporting. He also spoke of the problem related to safety of women journalists particularly when they had to take up assignments late in the night and how it was the responsibility of the editor to take care of their safety.

Mr. Om Thanvi, Senior Editor, Jansatta said “There is a bias about women and keeping in mind the situation when women did not even have the freedom to sleep on a bed, definitely times have changed”.

He however pointed out most journalists come from well-off families and also how rural women do not get chance to make it big in journalism and become editors. He also pointed out how in TV journalism, it was the upper class that dominated.

Mr. Umesh Upadhyay, Managing Editor, TV18 said “Media doesn't work in vacuum, it works in society. If there are biases, mindsets in society, why presume it would be different in media?”

He said the problem was not of the media, but of society at large. He also stated that there were a large number of women in television, who came from UP and Bihar and were not from elite backgrounds.

Ms. Shazia Ilmi, Politician and former anchor said “There is an overall gender bias. There is a bias which is tough to break. People judge you by your looks. The male gaze or point of view prevails”.

She narrated her own experience in media to prove how she was not allowed to be a producer though she was qualified to be and was asked to cover lifestyle and other segments, when she wanted to cover politics. She concluded by hoping that proper representation would be given to all classes in the newsroom to remove this bias.



(From L to R), Siddharth Zarabi, Amit Goel, Rohit Bansal, Ram Kamal Mukherjee, Umesh Upadhyay, Shazia Ilmi, Vijay Naik, Venkat Narayan, Om Thanvi & Mohan Sivanand

PLENARY SESSION – 6:30-7:45PM

Interaction with Vidya Balan



WEF Global Chairperson Dr. Harbeen Arora in conversation with well-known film actress Vidya Balan

In Conversation with Vidya Balan: Exploring the Power of Womanhood in Film Industry

ALL Women Economic Forum Honours Vidya Balan with 'Global Iconic Woman of the Decade' in Goa.

The world of Cinema is famous for objectification and beautification of women characters. While we see majority of female actors portraying the glamorous-beautiful - supporting roles, there are few like Vidya who define feminism in a completely contradicting manner. Today, a women character in movies is equally strong; she has the new gene which is independent, inspirational and realistic.

The new heroine is not just glamorous; she is smart and intelligent, she portrays realistic characters who fights and inspires the masses. With the new audience accepting women-centric cinema and films featuring strong female protagonists; India cinema is now framing a distinct and strong image in the mind of audience and have made it possible for women actors to present a more realistic and de-glamorous roles. Bollywood Box office success is presently not attributed to big bucks or a male star and some fairytale story; today's audience are accepting small-budget,

deglamorous, women heroes depicting real-life inspired characters.

With the acceptance of women oriented films in recent times, Indian cinema is trotting towards gender equality with several films featuring women front and Vidya had become an epitome of feminine power who represents quintessential womanhood in the Indian Film Industry.

Vidya Balan, the women behind accelerating transition in the role of feminine characters in Bollywood, with movies like Parineeta, Paa, Ishqiya, No One Killed Jessica, The Dirty Picture, Kahaani et al have carved a distinct place for female roles and given stature to women-centric movies. Her ability to portray strong female characters celebrates women in the most appealing, dignified and heart-touching manner.

ALL Women Economic Forum, a global summit and meeting ground for young entrepreneurs and woman from all over the world; took off from 7th May and today Goa experienced an interesting conversation with the Padma Shri Winner Vidya Balan, was held at 6:00 PM in Goa at Goa Marriott.

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – an initiative by ALL Ladies League, world's first-of-its-kind all-women's international chamber, moderated the session with an introduction to the dynamic persona and journey of the huge success of the ace actor. Dr. Harbeen started the session by pointing out that “This is the showstopper session we have been waiting for”.

The session witnessed a candid conversation with Vidya Balan on rise of feminism in Indian Film Industry and while she spoke on how rise of women centric cinema has changed movies made in India, taking a 360 degree turn with such huge acceptance of women centric cinema on the Indian and global platform.

With the national and international audience rejoicing the up-close conversation, the talk left everyone mesmerized, knowing the rise of feminism in the Bollywood closely. Vidya started her speech by thanking Dr. Harbeen Arora on creating such a global platform, where women from 25 different countries share their varied experiences and establish a connect with each other. She saluted the power of women and said “After her early struggles & criticism, one thing that she understood is its acting that she needs to focus upon and rest will follow. I as a women and film actor have always believed that we need to believe in ourselves and believe in the way we are. That is what will keep you going and motivated.”

Vidya spoke about the start of her career and how she wanted to do that one film. But she did not get the chance with 3 of her initial films becoming incomplete. Then finally when she did the film and got the best actress award, things became better for her.

She spoke about how family and faith held her together and how she prayed to the Supreme Being – energy.

After her marriage, a few films did not work, and she started facing criticism, which made her think whether married women do succeed in films. At that time, it was her family, especially her sister and brother-in-law who were strong influences.

She spoke about how she liked to break stereotypes and of her belief in possibility of possibilities. She spoke about the ads which she did on 'Shauchalays' and how it won her greater recognition and how women would be truly empowered considering the fact that some women stopped marriages because there was no proper toilet at the groom's place.

She spoke about how she was not a social media fan. Speaking about film stars in politics, she said that just like everyone wanted to be in films, today everyone wanted to be in politics. She however said that she didn't think she could contribute effectively as a politician.

Speaking about her marriage, she spoke of how she killed herself working, when her husband told her that she need not be a homemaker. She spoke about her mother and how she accompanied her to every single shot during the making of her first TV serial.

Answering a question, she said that she switched off and managed to relax by listening to music, sitting and watching waves, talking to her twin niece and nephew.

Defining a woman, she said that a real woman is one who realises she has the power to create and change like no one else. She said “Women have the first right to themselves – their minds, bodies. We have gone through centuries of conditioning and someone or the other has a right over you, making you give over control to men”.

Describing herself an eternal optimist, she signed off by appreciating the great energy in the forum.

Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – ALL Ladies League, said while wrapping the session in her concluding remarks that “We salute you as a path-breaking actor and as a promoter of social initiatives like 'Swacha Bharat Abhiyan'. We really salute you for upholding and uplifting the cause of womanhood in Cinemas.”

For excellence in women oriented cinema and immense contribution in empowering womanhood in the male-dominating Bollywood industry, Dr. Harbeen Arora, Global Chairperson, Women Economic Forum – ALL Ladies League honoured Vidya Balan with 'Global Iconic Woman of the Decade' at ALL Women Economic Forum at the end of the session.

DAY 5

11TH MAY 2015, MONDAY



BREAKFAST ROUNDTABLES – 7:45-8:45AM

Internalizing the Culture of your Company

Company culture is important because it can make or break your company. Companies with an adaptive culture that is aligned to their business goals routinely outperform their competitors. Some studies report the difference at 200% or more.

To achieve results like this for your organization, you have to figure out what your culture is, decide what it should be, and move everyone toward the desired culture.

Company cultures evolve and they change over time. As employees leave the company and replacements are hired the company culture will change. If it is a strong culture, it may not change much. However, since each new employee brings their own values and practices to the group the culture will change, at least a little. As the company matures from a startup to a more established company, the company culture will change. As the environment in which the company operates (the laws, regulations, business climate, etc.) changes, the company culture will also change.

Why Company Culture is So Important!

Each company is defined by it. Not many know it by name and many don't even know it exists! It's your company culture. Your DNA, if you will, of your organization!

A company's culture is the only truly unique identifier. Things like your products, your strategies and even your techniques can be duplicated. The only truly unique identifiers are the values and norms of the organization. In short, its personality!

Why Care About Your Company Culture?

Your company culture defines the way in which your organization interacts with one another and how the team interacts with the outside world, specifically your partners and suppliers.

It's the formula that guides the team, as well as inspires and motivates employees. It is also responsible for attracting and attaining great talent, as well as creating a fun, happy and exciting work environment.

A great company culture also attracts a great partner which, in turn, creates great success! People will want to do business with you because of what you believe in and stand for, rather than solely on your products alone. Understanding this principal will quickly allow you to see the importance of company culture.

Healthy corporate culture improves the performance of a business in a number of areas:

Employee Retention: In a company that values workers for their contribution to the business, employees experience high morale and a positive attitude toward the organization.

Reputation: Companies with a healthy corporate culture gain a positive reputation among potential workers, which may attract talented and skilled workers to the organization.

Productivity: The improved morale of workers in a company with a healthy corporate culture increases productivity.

Quality: Healthy corporate cultures encourage workers to deliver quality products and services. Companies with cultures valuing the highest standards create an atmosphere for workers to deliver products that meet those high standards.

- You need to align your company culture with your strategic goals if it isn't already.
- Develop a specific action plan that can leverage the good things in your current culture and correct the unaligned areas.
- Brainstorm improvements in your formal policies and daily practices.
- Develop models of the desired actions and behaviors.
- Communicate the new culture to all employees and then
- over-communicate the new culture and its actions to everyone.

Only a company culture that is aligned with your goals, one that helps you anticipate and adapt to change, will help you achieve superior performance over the long run.

Sustainable Urban Development: Technologies that can Save Us

Sustainable Urban Development

Sustainable urban infrastructure, is an infrastructure that facilitates a place or regions progress towards the goal of sustainable living. Attention is paid to technological and government policy which enables urban planning for sustainable architecture and initiatives that promote sustainable agriculture.

According to the College of Engineering and Applied Science of the University of Colorado Denver, urban infrastructure refers to the engineered systems (water, energy, transport, sanitation, information) that make up a city. Challenges resulting from increasing population growth generated a need for sustainable infrastructure that is high performing, cost-effective, resource-efficient and environmentally-friendly.

But what are the changes we need in order to transform our cities into livable habitats? What shape does a city that inspires and engages citizens, governments and the public sector and private sectors to work together actually take?

The classic definition of sustainability comes from the Brundtland report of 1987: "Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

Why is Sustainable Urban Development Important?

Humanity is eating into the natural capital of the planet and eroding its resilience when it should be living off the income it regenerates. When we consider how degraded our ecosystems already are, there is far less to sustain today than there was 20 years ago. Not surprisingly, cities and urban areas are major contributors to this trend.

Over 400 million people in Africa currently live in urban areas, a number that will triple by 2050. Rapid urbanisation in many industrialising countries can be traced to push factors such as displacement due to violent conflict and a worsening of livelihoods due to natural disasters, including climate change. The mass migration into cities can also be attributed to the attractive pull factors of urban areas from improved access to food, healthcare and education and perceived prospects of a better life.

We can trace the increasing resource intensity of the urbanisation process back to the industrial revolution. Since then, disregard for resource generation and use has significantly contributed to climate change and the loss of soil carbon, natural fertility of farmland and biodiversity all over the world.

Most of the raw materials a city absorbs are not generated from inside the city itself but rather from the rest of the planet. It is high time the city gave back.

How to Achieve the Goal of 'Developing Sustainable Urban Space'?

Regenerative urban development: A new urban agenda is necessary in ensuring that cities not only become resource-efficient and low carbon-emitting, but go beyond that to positively enhance the ecosystems which provide them with goods and services.

From vision to reality: Enabling policy frameworks constitute the foundation of progressive social and economic development, achieving climate protection goals, and meeting ever-increasing global energy demand.

Engaging Women in the Peace Process

Why Women's Involvement in Peacebuilding Matters?

Is carrying a gun the only way for women to get a place at the peace table?

This may be a provocative question, but most negotiations are dominated by men, many of whom were once active combatants. What about a peace negotiating table set for those who are going to build the peace, including women?

Amid 39 active conflicts over the last 10 years, few women have actually been present at peace negotiations. And out of some 585 peace treaties drafted over the last two decades, only 16 percent contain specific references to women. If women are critical to building the peace after conflict, then why not have women setting the conditions at the negotiating table?

At the 2005 World Summit, world leaders reaffirmed the important role of women in conflict prevention, resolution and peacebuilding. They called for the full and effective implementation of the Security Council Resolution 1325 on Women and Peace and Security and, for the first time, accepted the inter-linkages across development, peace and security and human rights. This new resolve for integrated approaches to peacebuilding became a core rationale for the creation of the Peacebuilding Commission (PBC). In making gender equality the PBC's only thematic mandate, a new doctrinal imperative was created for ensuring systematic attention and resources to advancing gender equality within transitional recovery, reintegration and reconstruction efforts.

Today, women in the aftermath of crisis have perilously little protection or access to services, justice, economic security or citizenship. Delivery to meet basic needs and safeguard fundamental rights is unrepentantly lacking. A recent assessment of the United Nations Development Programme's work in crisis prevention and recovery exposed an exhaustive failure to integrate a gender perspective into the United Nations (UN) system's approach to early recovery, transition and reintegration.

Justice and security sector reform is the arena in which women's needs are greatest and gaps in response most glaring. Despite increasing violence against women in conflict's aftermath, their protection typically receives less attention than higher profile street crimes, homicides, political corruption, gangs, and disarmament, demobilization and reintegration (DDR) initiatives. Most often, women's security is considered a 'human rights' or 'women's issue' rather than a security sector imperative.

Unequivocally, involving women and gender expertise in peacebuilding activities is essential for reconstituting political, legal, cultural and socio-economic and social structures so that they can deliver on gender equality goals. Gender equality brings to peace-building new

degrees of democratic inclusiveness, faster and more durable economic growth and human and social capital recovery. Indeed, peacebuilding may well offer the single greatest opportunity to redress gender inequities and injustices of the past while setting new precedents for the future. But these opportunities can be enhanced significantly – or constrained – by how the international community sets its priorities for recovery and uses its resources for peacebuilding.



Delegates at the session listening to the speakers

Philanthropy

“To get rich first, get what you want, and then help others in any way you wish.”

Philanthropy means "love of humanity" in the sense of caring, nourishing, developing and enhancing "what it is to be human" on both the benefactors' (by identifying and exercising their values in giving and volunteering) and beneficiaries' (by benefiting) parts. The most conventional modern definition is "private initiatives, for public good, focusing on quality of life." This combines the social scientific aspect developed in the 20th century with the original humanistic tradition, and serves to contrast philanthropy with business (private initiatives for private good, focusing on material prosperity) and government (public initiatives for public good, focusing on law and order).

Instances of philanthropy commonly overlap with instances of charity, though not all charity is philanthropy, or vice versa. The difference commonly cited is that charity relieves the pains of social problems, whereas philanthropy attempts to solve those problems at their root causes (the difference between giving a hungry man a fish, and teaching him how to fish for himself). A person who practices philanthropy is called a philanthropist.

Americans with earnings in the top 20% of income levels contributed, on average, 1.3% of their income to charity. Those at the bottom 20% donated 3.2% of their cash to charity—more than double of what their more-wealthy counterparts donated.

A report from The Chronicle in August 2012 found people who make between \$50,000 and \$75,000 give an average of 7.6% of their discretionary income to charity, compared to an average of 4.2% for those making \$100,000 or more. A separate report from this same period found of the nation's 1,000 most generous ZIP codes, only nine rank in the country's 1,000 richest areas.

About 70% of all charitable giving in the U.S. is given by the wealthy in this country. If we didn't have the rich giving the way they are giving, between 70% and 80% of all charitable giving in the U.S. would disappear overnight.

Why Do Rich People Give?

Try asking the next three people you meet: “why do you think rich people give to charity?”, and it's a safe bet that at least one or two will say something like: “they're trying to avoid paying tax aren't they?” Tax reliefs on charitable donations do make the price of giving cheaper.

So why do so many of us jump to cynical conclusions about the motivations of donors?

One clue lies in the fact that the 'dodgy donor' label is exclusively applied to wealthier people. When ordinary people contribute to Comic Relief or set up a direct debit to a favoured cause, they can expect a positive reaction because generosity is generally viewed as a desirable

trait. But once a few zeros are added onto the size of a donation, there's a clear shift from 'well done mate' to 'what's your game?' The reason for this shift in our perception of different types of donors, as well as broader questions about how, why and to what causes rich people give, has been the focus of research for the past decade.

Changing Ideas

However, with change in many rules and regulations over charity around the world, the ways by which a rich man now does charity has changed.

Donations to culture palaces – operas, art museums, symphonies, and theaters – where they spend their leisure time hobnobbing with other wealthy benefactors.

Contributions to the elite prep schools and universities they once attended or want their children to attend.

Why Women Marry

Financial independence is a great thing, but you can't take your paycheck to bed with you.

There are many reasons why a woman may choose to marry. Some make sense while others may seem quite ridiculous. While the decision to marry can be influenced by others, the marriage itself must be endured solely by the woman who chooses to wed the man.

Some women marry because they are, simply, told to do so. There are many forms of these kinds of marriages, the common ones being the arranged marriage and the marriage by consensus. These marriages may or may not be happy unions. But the good thing about such marriages, if they fail, is that they are someone else's responsibility.

The marriage by consensus is similar to the arranged marriage. In the marriage by consensus, everyone surrounding the potential husband and wife approves of and encourages marriage. The parents love him, the friends rave about her, their horoscope predicts a happy union -- all things point to a happy marriage.

Some women marry because they are in love with the idea of love. Of course, she cannot be blamed since our culture provides many fantasies that influence one's idea of love and marriage. The woman in love with love relishes the idea of meeting one's life partner across a crowded room or at a friend's wedding.

Those women who must always feel loved and needed consider marriage as another form of a necessary dependency. Hysterical women tend to fall into this category. Such women marry because they need to be constantly reassured that they are loved, needed and very much so wanted. They usually find themselves in happy marriages because they seek out their natural counterpart, the male father figure.

Increasing Number of Happily Single Women

Some revolutions happen in a single day; others over decades. The rise of the voluntarily single woman has been happening in world societies slowly, over time, concomitant with well-paying jobs, legal protection from economic or physical abuse, reliable birth control and the possibility of fulfilling careers and adventures.

Women are marrying at a later age these days, cohabiting with their partners or going in and out of short-term relationships without ever walking down the aisle.

Currently, 53% of women over 18 are in the singles column. Women now have choices that allow them to customize the arc of their lives and some of them find that it is best for them to put marriage aside.

One world for ALL

An open border is a border that enables free movement of people between different jurisdictions with limited or no restrictions to movement. A border may be an open border due to intentional legislation allowing free movement of people across the border or a border may be an open border due to lack of adequate enforcement or adequate supervision of the border which allows the free movement of people across the border combined with inadequate detection and inadequate enforcement within the jurisdiction to ensure people have in fact entered through authorized border controls. An open territorial border allows free movement of people between two different countries or between a group of countries.

While the "Open Borders" movement suggests that individuals should be able to move between countries at will.

Think, what if there was a program that would cost nothing, improve the lives of millions of people from poorer nations, and double world GDP?

Vipul Naik, voice of open borders on the Internet, is striving for "a world where there is a strong presumption in favor of allowing people to migrate and where this presumption can be overridden or curtailed only under exceptional circumstances" via his website

Open Borders: The Case.

The theory behind Open Borders is that border restrictions of almost any kind are wrong, that they are antithetical to the fundamental human right of self-determination.

According to Clemens's paper--"place one of the fattest of all wedges between humankind's current welfare and its potential welfare." Though he affirms that the research on migration's effects is far from complete, what Clemens has found "suggests that the gains from reducing emigration restrictions are likely to be enormous, measured in tens of trillions of dollars."

Remove all remaining barriers to trade, says Clemens, and all remaining barriers to capital flow, and it still wouldn't compensate for the inefficiencies created by current global labor mobility restrictions.

According to Clemens, we are all victims of an epic intuition fail. "Development is about people, not places".

Benefits of Open Border:

According to the paper Economics and Emigration: Trillion-Dollar Bills on the Sidewalk? (2011) by Michael Clemens at the Center for Global Development, open borders could lead to a one-time boost in world GDP by about 50-150%.

According to Clemens, emigration of less than 5 percent of the population of poor regions would bring global gains exceeding the gains from total elimination of all policy barriers to merchandise trade and all barriers to capital flows. If half the population of the poor region emigrates, migrants would gain \$23 trillion—which is 38 percent of global GDP.

Increased mobility of people is by far the biggest missed opportunity in development.

Sports as a means of integrating the world

The contribution sport can make towards peace-building efforts has generally been considered at the grassroots and nation state levels.

At the grassroots or community level, sport can be seen to provide a useful way of creating an environment in which people can come together to: work towards the same goal, show respect for others and share space and equipment. All these aspects are crucial to peace-building processes and are exemplified in findings from a Peace Players International programme.

The programme 'bridging divides' in South Africa uses basketball to bring children and communities together. An assessment of the programme shows that the majority of participants expressed fewer racial stereotypes and less racism compared to children who were not part of the programme. Many participants were in favour of racial integration and further inter-racial socialisation than other children.

A study on the role of sport in fostering social integration among different ethnic groups in South African schools showed that several factors contributed to the use of sport being successful in bringing about exchange and building relationships between different groups, including sport's non-verbal means of communication; sport as a means to engage in collective experience and establish direct physical contact; and sport's ability to transcend class divisions.

Sport and National Identity

The United Nations Report on the International Year of Sport and Physical Education 2005 highlights the benefits that sport can bring in building national identity, especially at the level of elite sport. Sport can provide a positive image of the nation to the international community. Studies on specific cases have shown that sport, especially football, can positively contribute to strengthening national pride and forming a cohesive national identity.

For example, a study on the case of football in Liberia shows that football is considered 'a "neutral" pursuit – a common cultural property unspoiled by war'. During the civil conflict, football tournaments were considered the only occasions that produced a sense of national unity.

On the other hand, sport can produce nationalist expressions that are detrimental to peace. For example, the 1956 Olympic water polo match between Hungary and the Soviet Union that took place after the Soviet invasion of Budapest led to violent clashes between the athletes.

In addition, many scholars associate the importing of modern sport into former colonies as an explicit strategy of imperialism and conquest. In this sense, it is necessary to consider both the potential dangers and benefits of sport in forming national identity.

Sport program that focus on peace building must focus on peace building must ensure that their efforts are part of a wider holistic approach to peace building and conflict transformation. In conflict and post-conflict situations, sports programs can be implemented to integrate countries and people.

Is it in the interest of nations to have retirement age for politicians?

Retirement must be there for politician after a certain period because politician are also human being and after a certain age they get prone to the health related issue and in many jobs there is retirement age because of the same reason so there should be retirement age in politics.

Whilst senior politician would have valuable knowledge and experience generally they more conventional approach which act as barrier to new thoughts and ideas, having set a retirement age for politician would ensure that a person knows reign of power would end at a definite point of time and he may have to answer for any misappropriation sooner rather than later.

Some politicians have a wealth of knowledge and experience, which is essential for the role but in order to ensure that one does not remain in seat of power indefinitely. And young people are able to take key positions in political arena, thus contribution fresh ideas and new perspective, it is essential that politicians also retire at a predetermined age. As we are a county of 2.5 billion population, majority of who are youngsters. After a certain age the old politician should step down by themselves.

So that a fresh generation can come up and take the charge and help the country grow with fresh energy & new Ideas. After retirement senior politicians can work as mentor to the young gang and share their experience which will give proper guidance to the new people.

Retirement age doesn't needed for politicians they are ruling by there knowledge and their aptitudes and not by their physical activities. If any leader is doing good acts for his country's people and law and order is in full control and people are feeling real satisfaction during his/her reign so we select him/her during every election time.

As many of our friends have given examples of our past leaders who were shown real good acts and people were feeling a lot of happiness in their time, and wanted them for long to act in politics.

Aged Politicians have good knowledge of previous things and much experience in those fields. They should make important decision with out any difficulty. In India or world's most of the politician are over aged. More overly sincerity of work is more important than of age.

Age doesn't matter for running politics. Main thing for a politician to have is passion. Every politician must not lose his passion for serving the country. If he loses then retirement comes as a choice for him.

Also in a political party, There must be someone with experience who can guide newly elected youth politicians or point out there mistakes. They must set as an example for them.

New business context – Emerging Digital Technologies

Below are technologies related to digital and communications under three key areas of accelerating change. In electronics, advances take the form of faster computers, flexible and printable electronics, and smaller and better sensors. In networking, the trend is towards more interoperability between networks, higher bandwidth and more virtual services. In human interfaces, we see change converging on more portable devices and enormously improved telepresence between people.

We have included a technological timeline based on consultation with experts, predicting when each will be scientifically viable - the kind of stuff that Google, governments, and universities deal with - mainstream - when VCs and startups widely invest in it - and financially viable - when the technology is generally available on Kickstarter.

Digital Currencies: Electronic money that acts as alternative currency. Currently, alternative digital currencies are not produced by government-endorsed central banks nor necessarily backed by national currencies. It differs from virtual money used in virtual economies due to its use in transactions with real goods and services; not being limited to circulation within online games.

Scientifically viable today; mainstream in 2016; financially viable in 2017.

Botsourcing: The assignment of physical and online tasks traditionally performed by human agents to an autonomous software agent.

Scientifically viable in 2017; mainstream and financially viable in 2020.

Smart dust sensors: A system of many tiny microelectromechanical systems such as sensors, robots, or other devices, that can detect, for example, light, temperature, vibration, magnetism, or chemicals.

Scientifically viable in 2022; mainstream in 2024; and financially viable in 2027.

Printed electronics: A set of printing methods used to create electrical devices on various substrates. Electrically functional or optical inks are deposited on the material, creating active or passive devices, such as thin film transistors or resistors. Printed electronics is expected to facilitate widespread, very low-cost, low-performance electronics for applications such as flexible displays, smart labels, decorative and animated posters, and active clothing that do not require high performance.

Scientifically viable in 2021; mainstream and financially viable in 2022.

Memristors: The reason why the memristor is so different from the other three basic circuit elements is that it retains memory without power. It is a new material that promises computers two

orders of magnitude more efficient from a power perspective than traditional transistor technologies, contains multiple petabits of persistent storage, and can be reconfigured to be either memory or CPU in a package as small as a sugar cube.

Scientifically viable in 2018; mainstream in 2022; financially viable in 2025.

Networking

MOOCs: Massive Open Online Courses are a type of online course aimed at large-scale participation and open access via the web.

Scientifically viable and mainstream today; financially viable in 2021.

5G: A predicted future fifth generation of mobile telecommunications, expected to be the next major phase of mobile telecommunications standard as well as a proposed single global standard.

Scientifically viable in 2016; mainstream in 2017; financially viable in 2022.

WiGig: Wireless Gigabit will deliver up to 6 Gbps [6,000 Mbps] connections between devices in interior spaces. This will enable wireless displays, much like Wi-Fi did for wireless networking.

Scientifically viable in 2016; mainstream in 2021; financially viable in 2022.

High-altitude stratospheric platforms: A quasi-stationary aircraft that provides means of delivering networking to a large area while flying at a very high altitude (17-22 km) over cities for several years. They are effectively low-orbit regional communication satellites.

Scientifically viable in 2022; mainstream in 2026; financially viable in 2027.

Context-aware computing: Computers that can both sense and react to their environment. Devices will have information about the circumstances under which they operate, and based on rules and sensor inputs, react accordingly. Context-aware devices may also learn assumptions about the user's current situation.

Scientifically viable today; mainstream and financially viable in 2017.

Annotated-reality glasses: Much like Google's Glass project, these allow contextual information to be overlaid on the user's field of vision.

Scientifically viable today; mainstream in 2019; financially viable in 2020.

Wall-sized screens: Tileable and interactive screen-wallpapers are expected to dominate all types of surfaces for domestic and professional uses. Wrap-around screens recruit the peripheral

vision and create a truly immersive experience

Scientifically viable in 2017; mainstream in 2022; financially viable in 2023.

Telepresence: A set of technologies which allow a person to feel as if they were present, to give the appearance of being present, or to have an effect, via telerobotics, at a place other than their true location.

Scientifically viable today; mainstream in 2024; financially viable in 2025.

Immersive multi-user VR: A fully immersive Virtual Reality environment to which the user connects through direct brain stimulation. All senses would be stimulated, diffusing the boundary between reality and fiction.

Scientifically viable and mainstream in 2026; financially viable in 2027.

Encouraging Conflict by Design

The breakfast roundtable on the topic “Encouraging Conflict by Design”. The discussion leader was Ashley Chiampo.

The discussion started with conflict can be healthy if it is managed effectively. Conflict management requires a combination of analytical and human skills. Every project participant should learn to resolve project conflicts effectively. Good conflict managers work at the source of conflict. To resolve it permanently, they must address the cause of the conflict and not just the symptoms of it. They size up possible clashes before “contact” is actually made and then prepare their action plans to handle potential trouble. They should concentrate on building an atmosphere designed to reduce destructive conflict and deal with routine frictions and minor differences before they become unmanageable.

The key to resolving conflict with a positive outcome includes looking for a win-win situation, cutting losses when necessary, formulating proactive conflict management strategies, using effective negotiation and communication, and appreciating cultural differences among project stakeholders.

One of the most prominent reasons for intergroup conflict is simply the nature of the group. Other reasons may be work interdependence, goal variances, differences in perceptions, and the increased demand for specialists. Also, individual members of a group often play a role in the initiation of group conflict. Any given group embodies various qualities, values, or unique traits that are created, followed, and even defended. These clans can then distinguish "us" from "them." Members who violate important aspects of the group, and especially outsiders, who offend these ideals in some way, normally receive some type of corrective or defensive response.

Relationships between groups often reflect the opinions they hold of each other's characteristics. When groups share some interests and their directions seem parallel, each group may view the other positively; however, if the activities and goals of groups differ, they may view each other in a negative manner. When trying to prevent or correct intergroup conflict, it is important to consider the history of relations between the groups in conflict. History will repeat itself if left to its own devices.

Responsible measures to reduce barriers and encourage a true paradigm shift are training, incentives, marketing, periodic review, case studies, and top management support and participation. Facilitators trained in mediation and other forms of ADR are a necessary resource from outside or within the organization. The workplace of the new millennium will have in-house mediation or other conflict management programs to reduce formal claims and act as a risk management business practice.

Conflicts are inescapable in an organization. However, conflicts can be used as motivators for healthy change. In today's environment, several factors create competition; they may be differing departmental objectives, individual objectives and competition for use of resources or differing viewpoints. These have to be integrated and exploited efficiently to achieve organizational objectives.

A manager should be able to see emerging conflicts and take appropriate pre-emptive action. The manager should understand the causes creating conflict, the outcome of conflict, and various methods by which conflict can be managed in the organization.

With this understanding, the manager should evolve an approach for resolving conflicts before their disruptive repercussions have an impact on productivity and creativity. Therefore, a manager should possess special skills to react to conflict situations, and should create an open climate for communication between conflicting parties.

VALEDICTORY

On behalf of the delegates, by Monika Burwise

Effulgence or the capability to be effulgent is a quality which is sorely missed in the entrepreneurs and philanthropists of today. It was a different story during the times of Henry Ford and Akio Morita when people used to listen with silent admiration as these big names spoke forth their views. Perhaps that's because their work was passionately invested in society's progress as well. They were characterized by dogged determination and unending persistence to change the world for the better. In our times of technology, it is therefore refreshing and energizing to meet one of those classic creators once again who have a gift to give, not just by what they do, but by who they are. The mentally strong and magnanimous Dr. Harbeen Arora is one such global leader who is making a tremendous contribution to our world today.

I would take some time here to speak about Dr. Harbeen Arora. I have been to a plethora of places in my quest to imbibe the variant cultural influx of earth. In my travels, I have met a number of influential personalities and I must say that my talks with Dr. Harbeen have opened me to a new form of individuality. In her, I see the harmonic amalgamation of persistence, work ethic and compatibility. I believe that these are the three qualities which catapult an entrepreneur to the highest rung of the ladder. In her language and expression, I perceive adaptability and flexibility of a wide spectrum.

This, I would like to state, is a very important quality as she has to head a non-profit organization in a multicultural nation like India and for a very diverse world. I can't even start to imagine the extent of flexibility required to work amicably and in perfect resonance with a team that is highly heterogeneous on cultural grounds. But like she says, we can make this happen if we are like-hearted. Like-hearted is important indeed for that is what keeps the diversity going together. In fact for her like-minded is not even a goal. Because she honors the diversity of individual talents and dreams and handles it like an inspired painter handles myriad colors – to tell a story in ALL its beauty and glory.

Dr. Harbeen Arora has garnered her place amongst the world's elite game changers and I respect her for the critical acclaim she has rightfully earned. I am a humble admirer and would like to express my gratitude for being present here today and speaking in front of her. Thank you for this opportunity. I have read her books. I loved “Creative Living: Discovering Your Beautiful Path & Lifestyle toward Happiness and Well-being,” as it articulates the call of every heart and responds with answers that ALL of us can connect with. I admire her concrete recommendation on education reform in India, on her book “The Dawn of a New Vibrant India”.

I would like to respectfully state that you are equally adept with your words like you are with your life skills. I urge the audience to read these books. The thoughts in them are that of a visionary. I understand that Dr. Harbeen is the child of a country who gave us Vivekananda, Gandhi, Rabindranath Tagore, Mother Teresa,

Dr. Amar G. Bose and Ananda Krishnan. Not to forget the land that gave us ALL a most uplifting spiritual worldview that ALL are children of God and God is in one and ALL. In that light, I feel even more gravitated to be in her presence as an ancient soul illuminating our way with wisdom and love.

With that note, I would like to begin my extempore for today's conference.

At the outset, I must congratulate Dr. Harbeen Arora for the most splendid management skills that she and her staff have displayed here today. The arrangements for the delegates have been grand and I am in awe at the incalculably beautiful way in which we have been treated upon our arrival. Your conference will always remain in my mind as an epitome of synchronization and discipline.

During my short stay in India, I have been provided with a warm soup of rainbows. Never have I seen so many colors, so many different people, so many cultures and such diversity in any other part of the world. India has not only been an institution for me, it has been the spiritual teacher whom we all seek at some point in our life.

Continuing with the amazements, I have been notified by my fellow counterparts overseas that like every other country, India has a subtle gender bias. 100 percent of the world has one. And they are all doing their best to counteract it. There have been women communions to fight for their rights, there have been political parties to safeguard the authorities of the fairer gender and there has been initiatives from the influential men across the world to bring about a sense of gender equality.

India, however seems to be taking things at God-speed in the form of The All Ladies League.

I must say here again, that I am highly blessed to have had the chance to attend this conference and sit amongst all the intellectual and kind-hearted women from around the globe. Dr. Harbeen Arora has infused the collective self of women with a new kind of enthusiasm and energy of solidarity. She has embraced every woman's beautiful ventures and integrating them ALL for creating a worldwide web of women who are constantly inspiring one another. Indeed, every woman has the ability to move mountains. With ALL, she feels she is not alone and thus actual translate that potential into reality. This act of mobilizing and uplifting ALL is comparable to the notions of divine empowerment in The Quran, The Bible and The Bhagavad Geeta.

The answer to Gender equality will have to be realized by the males of the community one day. But like every revolution, we must first conquer the stepping stones. The initial path will open up only when we believe in ourselves and in the women around us. Yes, I am talking to ALL of you who have assembled here (Look at the gathering when you say this). We must unite, as women, as the heralds of life. We have to believe that we can. And how hard is it to that? We are the ones who bring life, we are the ones who nurture, we are the ones who preserve and we are the ones who care.

ALL's basic ideology lies in the unity of the women. This is what the organization is aiming for. A congregation of strong willed and like-hearted women is sure to herald in the change and empower ALL through feminine leadership. ALL also acts as the warm hearth for diverse women to warm up to one another and as One interconnected consciousness give birth to a world where there is more love, more kindness, more forgiveness and a great readiness to move beyond blockages of the past and present solutions of love that work for ALL.

Aesop said 'United we stand, divided we fall'. May my oration be a harbinger of encouragement for everyone who is present here today, for the girl in Congo, for the homemaker in Minsk, for the water bearers in Jaipur. You are the daughters. You are the sisters. You are the mothers. You are the life partners of Earth. If someone can do something, it is you. Believe.

See you ALL at the next Women Economic Forum 2016 on the theme “Women: Uniting the World” through arts, business, technology, entrepreneurship, food, fashion, friendships, family, energy, culture, lifestyle, sustainability, spirituality et al. Be There.

ABOUT ALL LADIES LEAGUE

ALL Ladies League (ALL) is the world's largest All-inclusive international women's chamber and a movement for the Welfare, Wealth, and Wellbeing of ALL.

ALL is also an ALL inclusive Worldwide Web of Women Leadership and Entrepreneurship in ALL Spheres & Sectors, at ALL Levels and for ALL Sections of Society & Cultures. The acronym ALL stands for our mindset and culture of loving outreach and integration that we hope will create a cultural shift toward seeing one in ALL and ALL in One.

With an All-encompassing vision to seamlessly connect women from ALL strata of society, from ALL spheres of work & cultures and from ALL parts of the world, we are committed to promoting the cause of women's leadership and women's friendship across the world.

We are dedicated to energizing women's leadership and positive engagement in society through bringing out their innate abilities of Leadership, Courage, Resilience, Community and Collective Action.

With over 150 chapters worldwide, our overarching objective is to exponentially enhance women's thought leadership and cross-cultural friendship so that women become proactive agents of change in ALL spheres of self and society.

We believe that women can give society the next level of leadership – Leadership with Love. We thus uphold the feminine values of care, concern, courage, commitment and collaboration, and have zero tolerance policy for 'negativity' of any kind. Our All-inclusive way of working is a decentralized distributed leadership model wherein every chapter, and its chairpersons and members are fully empowered to create and deliver on any agenda of interest. In this way, ALL ensures maximum leadership and minimum control; maximum networks and minimum hierarchies; maximum creativity and minimum platitudes.

We believe that women can give society the next level of leadership – Leadership with Love. We thus uphold the feminine values of care, concern, courage, commitment and collaboration, and have zero tolerance policy for negativity of any kind.

Our All-inclusive way of working is a decentralized distributed leadership model wherein every chapter and its members are fully empowered to create and deliver on any agenda of interest. In this way, ALL ensures maximum leadership and minimum control; maximum networks and minimum hierarchies; maximum creativity and minimum platitudes.

Moreover, as we are connecting diverse realities and influences across the world, we offer much freedom and flexibility to our chapters situated in different contexts to chart out their own approach advancing the mindset of ALL in relation to specific needs and aspirations.

This relativity, creativity and vibrancy are integral to our approach, since more than being a chamber or an organization, ALL is a constantly growing and evolving entity in the quest for innovation and impact at ALL levels. The only ‘glue’ to keep this ever-expanding entity together is our warm adherence to the basic human values of kindness, helpfulness and enthusiasm.

Also, since we connect women and men from diverse backgrounds, there is and can be no “single” or overarching group that would dominate the agenda or approach at ALL. Au contraire, to in fact help manifest the plurality of ALL energies and expressions of loving enterprise, we encourage a multiplicity of smaller spheres of interest to spontaneously coalesce and drive innovation through heightened participation of women in self-driven areas. At a functional level as well, the smaller groups drive innovation and communication much more, as they are nimble, responsive and result-oriented.

Membership to ALL is free but by invitation only. Invitation is given to those warm hearted women who believe in ALL and its uplifting philosophy of ALL positivity and no negativity. We are proud of women who embody care, concern, kindness, gratitude and generosity of spirit and manner. As a part of our All-inclusiveness, we now also invite as members Men who believe in the cause of women’s leadership and stand beside them in their journeys ahead.

By joining ALL, first the individual Women and now then the Men besides them are pledging that “enough is enough” and we as civil society must together do our bit to revive human values and think in terms of the ‘bigger picture’ of the collective happiness of One and ALL. We believe that individual identities and our collective treasure trove of diverse cultures, faiths, thoughts, ideas et al are meant to be celebrated in a spirit of Oneness. So that these do not Divide us but rather connect us in a spirit of sharing and celebration.

At a functional level as well, the smaller groups drive innovation and communication much more, as they are nimble, responsive and result-oriented. At a vibrational level too, the smaller groups that get automatically oriented around a certain kind of energy, function like “wheels” of energy, or “chakras,” which through their unique vitality are the veritable driving force at ALL – awakening the dormant spiritual “Shakti” or kundalini within each.

Membership to ALL is free but by invitation only. Invitation is given to those warm hearted women who believe in ALL and its uplifting philosophy of ALL positivity and no negativity. We are proud of women who embody care, concern, kindness, gratitude and generosity of spirit and manner.

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By joining ALL, first the individual Women and now then the Men

ABOUT WOMEN ECONOMIC FORUM

The Women Economic Forum of the ALL Ladies League is an annual global summit in India. WEF is a scintillating forum for stirring thought leadership among women and fostering friendship across faiths, borders and cultures.

It is spread over almost a week in India, the land of mysticism since times immemorial and the center of economic energy in our times. WEF is designed as a sacred space for ALL to create a truly vibrant atmospheres of discussion, debate and innovative thoughts toward co-creating a world that values wellbeing, wealth and welfare for ALL. With hundreds of sessions spread over 5 days at WEF, we come together to understand the emerging world order, nurture creative and entrepreneurial thinking, celebrate cross-continental friendship, and work concertedly toward the blossoming of leadership in ALL.

At WEF 2015 in Goa, a plethora of women champions from across the globe gathered together, along with business leaders, Corporate Coaches, Entrepreneurs, Authors, Icons, Actors, Political Stalwarts, Policymakers, Ambassadors, and Media personalities, to create a truly vibrant atmosphere of discussion, debate and millennial thoughts. The program of WEF 2015, around the theme of “Women: Harbingers of Change,” was spread over a diverse range of topics with exceptionally good Speakers. The over 400 Delegates from over 25 countries went through much experiential learning and change via the debates and discussion in a unique environment of positivity, enthusiasm, friendship and kinship. Indeed, we had a great start, and we are dedicated to make it greater!

We thus invite ALL to experience this new awakening and also lead this togetherness in motion by participating proactively in the next WEF 2016 in New Delhi this time from 16th to 21st May, where we are expecting a 1200+ delegates from over 75 countries. This year's theme is “Women: Uniting the World”.

collaborative and creative thinking, toward the blossoming of the feminine energies of leadership in every woman and man.

To grace our bold endeavour of awakening loving leadership in ALL, we also beseech the Cosmos for its blessings. We thus hold the conference during the sacred full moon dedicated to Lord Buddha.

Buddha Purnima, as it's called in India, is a most powerful cosmic configuration as it marks the enlightenment of Buddha. The Buddha state is characterized by calm and compassion. The Goddess energy or 'Shakti' is characterized by love and expression. Both harmonized, make way for a transformational energy of abiding and abundant love.

ABOUT WOMEN ECONOMIC FORUM 2016

Welcome to WEF2016, the world's largest congregation of women with over 1200 expected from more than 75 countries. At WEF2015, it was a sheer delight and a blessing to have so many inspired and kind hearted women from across the world and diverse backgrounds come together for the very first time, and yet feel an abiding Oneness of heart and mind. Such was the miracle experienced by ALL. WEF 2015 was a celebration of warmth, enthusiasm, commitment, and creativity apart from the business opportunities generated. Over 400 women from diverse cultures and faiths came together to create a vision of the world as they believe in a world where the seed of love in every heart is planted again; where the dried up emotions in our hearts are revived again; where the creative energy in each is liberated again.

ALL Ladies League is connecting, every day, more and more women from ALL parts of the world to foster a worldwide web of women and thus creating a strong collective self for women. ALL is fostering a positive global movement in uniting the world through feminine leadership and via friendship in an era of major individual conflict, depression, anxiety and intolerance due to rising religious fanaticism, extremely competitive environment, decline of value systems and narrow selfish thinking. ALL is also a mindset for change, for introspection, for rationality, for tolerance, for faith, for goodness, for kindness, for generosity, for societal values, for peace and prosperity both of the individual and society, for collective responsibility, for ethics and above ALL for the wellbeing of the entire world as enshrined in the ancient wisdom of praying for the happiness of the entire universe since in that lies the happiness of the individual. In fact, those very aims are the thought and consciousness behind our mega marquee annual global summit, the Women Economic Forum. It is the blessed space to exponentially enhance women's leadership and women's friendship locally and globally so that women become proactive agents of change in ALL spheres of self and society, including bringing in the much needed understanding among cultures and peace across borders, apart from becoming self-assured in their own personal expressions and driving excellence in industry and entrepreneurship.

ALL believes that by scaling up a culture of thinking from the heart and connecting with love above ALL, we shall restore the lost sacred connections between Life and Love, between Man and Nature, between man and woman, among religions, in friendships, in relationships that will help both in their professional lives, in business and in entrepreneurship and innovation. India is proud to be leading this movement as I believe this is the destiny of India: to lead with love. The land of sacred spirituality for ALL, India has long been the site of many thought revivals for ALL of humankind. I believe there is no power greater than a woman who decides to make a change. We shall reunite Man, Woman and Nature. We shall restore the harmony among faiths. We shall revive the joy in relationships. We shall reinstate the trust in friendships. We shall revisit our conduct. And we shall redo our lives. It's possible. It's happening. It's here to change. Welcome to the fascinating world of the Women Economic Forum 2016- to learn, to enquire, to network, to create partnership across borders, to promote your business interests and to create lasting bonds

GLOBAL FOOTPRINT



Our Partners:

Corporate Partners:



Hospitality Partner:

ACCOR Group-(PULLMAN & NOVOTEL)

Spirits Partner:

Pernod Ricard

Partner States:

*Gujarat | Rajasthan | Maharashtra

*Invited

Partner Countries:

*Canada | Italy | Israel | Turkey | Spain

*Invited

To register as delegate & speaker email to ed@aall.in or log on to www.aall.in

WOMEN: THE HARBINGERS OF CHANGE

There is no power greater than a woman who decides to make a change. Nowhere was this in greater evidence than at the recently concluded "Women Economic Forum 2015" of the ALL Ladies League in Goa, where each woman present epitomized and embodied the theme of this year's forum: Women as harbingers of change.

Over 400 women from diverse cultures and faiths came together as the world's largest such congregation of women from over 25 countries to create a vision of the world as they believe in - where the great soul power of ALL of humanity shall be expressed again.

Today when the forces of fear and divisiveness risk destabilizing global harmony and peaceful co-existence, the collective feminine is rising against ALL odds to lead the way toward peace and progress for ALL.

By joining ALL, first the individual Women and now the Men who have joined us are pledging that "enough is enough" and that they will be the "Harbingers of Change" in moving the world back to retain its values, ethics and the collective happiness of ALL while retaining individual identities as a collective treasure of cultures, thoughts, arts, entrepreneurship, innovation, leadership and ideas that impact us ALL.

Indeed, when we come together as One Heart and move toward One Purpose, we shall certainly attain it. It is surely time to reclaim the long-lost love in our lives, the solidarity and sisterhood that every woman should have much of, and the kindness and generosity that our world needs much more of.

It's possible. It's happening. It's here to change for ALL.

