

MESSAGE FROM THE PRESIDENT



Dear Members,

I am hoping that you are all keeping well and safe at home. The last few months have seen a tumultuous wave for businesses and each of us have had our own share of learnings (good and some not so good) which will stay with us forever as takeaways and experiences.

The way we dealt with them makes us proud at this stage and is bound to make us smile at our strength a few years down the line when we look back. These learnings will help us understand how we managed our work, decisions, tough calls or importantly how we managed to keep our heads high and peace going, even in times when visibility was zilch and our ideas clouded.

We all have been heroes in our own world and our real-time experiences and learnings will have its own edge. The COVID period since March 2020 has made most of us discover a new side of ours which has made us overlook the "Self". We have stepped beyond our boundaries to help the community with an end goal to protect the Humankind by creating shelters, stocking medicines, distributing essentials, helping the destitute and many other ways which makes our lives more meaningful and kindles a sense of pride.

This reminds me of a story that my HR folks shared with us during the crisis.

Once upon a time a daughter complained to her father that her life was miserable and that she didn't know how she was going to make it. She was tired of fighting and struggling all the time. It seemed just as one problem was solved, another one soon followed.

Her father, a chef, took her to the kitchen. He filled three pots with water and placed each on a high fire. Once the three pots began to boil, he placed potatoes in one pot, eggs in the second pot and ground coffee beans in the third pot. He then let them sit and boil, without saying a word to his daughter.

The daughter, moaned and impatiently waited, wondering what he was doing. After twenty minutes he turned off the burners. He took the potatoes out of the pot and placed them in a bowl. He pulled the eggs out and placed them in a bowl. He then ladled the coffee out and placed it in a cup.

Turning to her, he asked. "Daughter, what do you see?" "Potatoes, eggs and coffee," she hastily replied.

"Look closer" he said, "and touch the potatoes." She did and noted that they were soft.

He then asked her to take an egg and break it. After pulling off the shell, she observed the hard-boiled egg.

Finally, he asked her to sip the coffee. Its rich aroma brought a smile to her face.

"Father, what does this mean?" she asked.

He then explained that the potatoes, the eggs and coffee beans had each faced the same adversity - the boiling water. However, each one reacted differently. The potato went in strong, hard and unrelenting, but in boiling water, it became soft and weak.

The egg was fragile, with the thin outer shell protecting its liquid interior until it was put in the boiling water. Then the inside of the egg became hard.

However, the ground coffee beans were unique. After they were exposed to the boiling water, they changed the water and created something new.

"Which one are you?" he asked his daughter. "When adversity knocks on your door, how do you respond? Are you a potato, an egg, or a coffee bean?"

Moral of the story:

In life, things happen around us, things happen to us, but the only thing that truly matters is how you choose to react to it and what you make out of it. Life is all about learning, adopting and converting all the struggles that we experience into something positive.

I would like to conclude by saying that the pandemic has taught us that a RESET was REQUIRED. Definitely not in this devastating way, but we needed a pause button. Let us now Re visit our priorities, get back some wonderful things we lost when we were busy with our work and remove a lot of useless clutter. Let us not waste this opportunity to rediscover basic values of humanity and the bonds that connect us.

Au Revoir!

Edna Martis

President All-India

WEBINARS DURING LOCKDOWN

The Art of Networking by Charu Sabnavis

We had a webinar on The Art of Networking on 22nd April at 6 pm.

Our President Edna Martis, introduced the speaker Ms Charu Sabnavis. Charu is Executive Coach, Facilitator, Trainer, Columnist & Founder Director, Delta Learning.

Charu informed us that while talking to strangers, opportunities come our way. She also informed us that there is authenticity of information in grapevine to the rate of 80%. As Sheryl Sandberg, COO of Facebook says “ You need to network when you need to get your ideas across”.

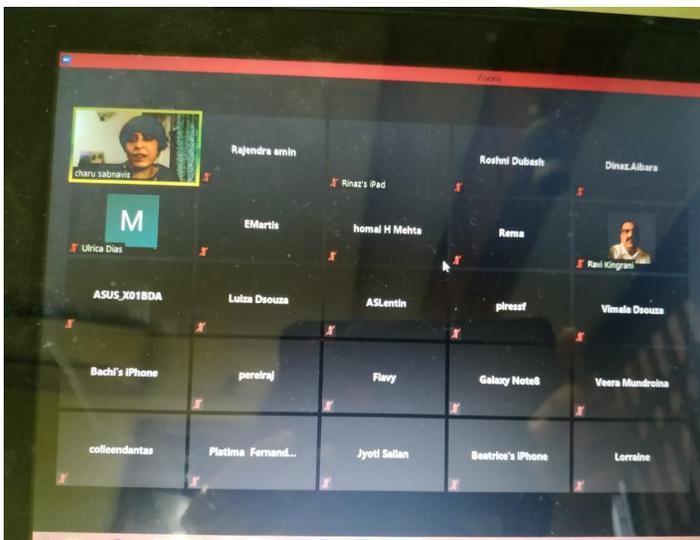
The Networking Plan consists of – Mapping, Analyzing, Engaging & Maintaining. We need to Engage & Leverage by Understanding & Addressing people’s needs, Building relationships before you need them, Interacting informally, Building our credibility & Being visible. The network structure consists of Accelerator Network, Personal Network & Operational Network. Most people are low on accelerator Network.

Networking today is not an option, it is the core of a Leadership role!

The webinar was very informative and each of us were armed on how we could network going forward.

Colleen Dantas

Senior Secretary, KPMG



Changing nature and scope of Cyber Laws and Cyber Crimes in India in the current scenario by Adv Vikrant Parashurami

Cybersecurity is the most concerning matter these days as cyber threats and attacks are overgrowing. Attackers are now using more sophisticated techniques to target the systems. Individuals and businesses are all being impacted. So, we need to understand the importance of Cyber Security and focus on adopting all possible measures to deal with cyber threats. As we like to connect everything to the internet, this also increases the chances of vulnerabilities, breaches, and flaws.

The discussion on 28th April aimed at all such instances and how to remain safe with respect to the cyber space. The discussion was on the different aspects of our day to day life, especially with the increased exposure to internet in the current time and scenario.

We live in a generation where you can send messages/money/gifts; buy gold, order food, bank transactions, investing money or simply send a picture in a click. We seldom think about the negative aspect of the use of Cyber Space where in one hand it promises to bring the world closer on the other hand it poses a threat to vital information that we hold. Mr. Vikrant Parashurami, Advocate Bombay High Court enlightened us about the use of the Cyber space precautions that one needs to take by using the Cyber Space and remedy when one faces such problem.

Some best practices/guidelines:

- It is very important to check and be careful on the list of permissions we give while downloading the Apps
- Do not use default passwords. Never allow the system to save the password.
- Sign out your account when not in use
- Do not use your personal meeting id (PMI) to host event instead randomly generated meeting iDs for each event.
- Do not share your link on public platform
- Logging websites starting https:// is safer to browse
- Avoid DOS attack by restricting users through passwords and access grant
- Protect important documents with passwords

Vijaylaxmi Amin

Tata Sons Limited

WEBINARS DURING LOCKDOWN



Adv Vikrant Parashurami conducting the session on Cyber Security

Excel training session by Anjana Tandon

Delhi Chapter Chairperson, Ms. Anjana Tandon, Founder of Reckon Computers & Consultants and specialist in computer training, customized software development and web site designing conducted a session on excel for All India members on 23-April and then topped it up with a session for members from Mumbai on 30-April.

We all use basic excel in our day to day work. Excel is the most powerful tool to manage and analyze various types of Data. Excel training can speed up daily tasks and increase productivity. Anjana's session covered some key functions in Microsoft Excel, such as:

- Condition Formatting
- Vlookup
- Whatif Analysis
- Pivot Table/Pivot Chart
- Sumif & Sumifs
- Countif & Countifs
- If function

Hyacinth Arya from Pune Chapter has captured the session in her own poetic style...

Conditional Formatting in EXCEL - formats the usage range,
This helps EXCEL in grading fonts and colors- Isn't that strange?
Figures can be added, removed or changed –Eg: the top three,
Thus highlighting or changes can be made to even the bottom three.
Adding the values – one can check if it is less or more,
Colour schemes and shades guide you to a score.

Vlookup is used to search for a specified value, But a specific range must be mention by you. To get a value –'column' & 'numbers' - you must feed, Specifics must be correctly entered for the engine to read.

EXCEL is an enabler that resolves results from loads of information,

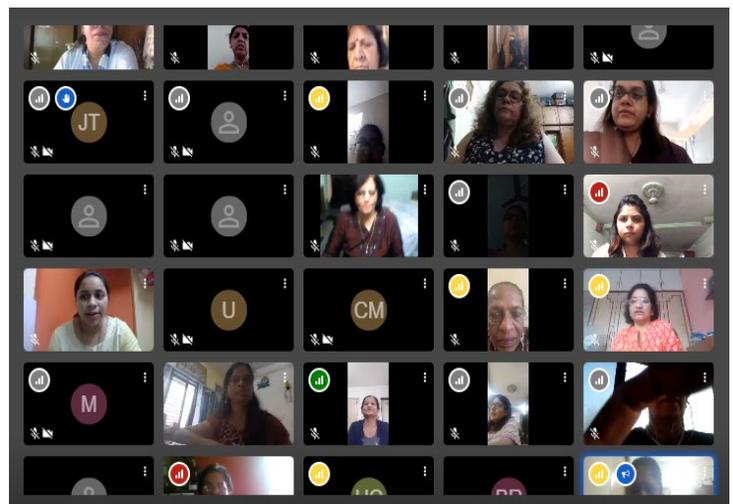
The Vlookup can also assist in graded graphical chart presentation.

Pivot Table collates entered data, ensuring it is well summarized, Product codes, Amounts, Sales or Purchases get collated and digitalized.

The variations are many, only practice smoothens out the use ability, Summary details appear in a jiffy, as the program uses its capability.

There are numerous options to achieve results; the key is correct supply,

After all these are software programs that need assistance to filter and apply.



WEBINARS DURING LOCKDOWN

Humour in the Tumour by Hyacinth Arya

This session on 5th May conducted by Hyacinth Arya was motivating, included creative thinking and execution, being more innovative and finally more intuitive to prepare for eventualities post the lockdown. It was a wake-up call for the members. The key take aways were:

Reaction or Action:

Action: Humour self- Create Joy, Happiness, Enthusiasm and Motivation resulting in more Positivity.

Reaction: Avoid the Tumour (Covid-19) - Stress, Frustration and Anger leading to Negativity.

Innovation and Creative thinking will be the need of the hour. Take stock of skills, talents & capabilities clubbed with IQ and Quickness in learning- Adopt- Adapt and be Adept is the new Mantra.

Changed concepts: Old is no more gold – just be bold.

- Be more observant of acquaintances with low hygiene & sanitizing habits.
- Practice social distancing, as this will be the norm in future too.
- Be more vocal with people who are causes of Airborne diseases

Bend the Trend: TIP for Success: Past experience can only propel, new skills will make you excel.

TIP – right **Technique**, accurate **Information** and appropriate **Process** to achieve.

Course, Resource & Force: Feed the Need: “Necessity is the mother of inventions”.

- Internet surfing and usage will have more value. More platforms streaming for use & screening.
- Logistics, Supply Chain & Retail Business - Luxury items, Cosmetics & exotic food, groceries, fruits and vegetables, ready to set-up furniture & Fixtures with detail DIY instructions - Find out your role in here..
- Exercising, Indoor sports Psychology & Psychiatry.
- Spiritual Sciences: Humans make a drastic U Turn during such Pandemics: Holistic Living, Yoga, Meditation, Tarot, Prophecy, Vastu Shashtra, Astrology & Numerology, will definitely be some of the new trending avenues.
- A great area for scope - The Constructions Industry: New trends in quality & safe hygienic living with amenities and consideration for social distancing will be lapped up. So get into architecture, designing, creative & innovative construction. Become a ‘Make over Artist’ for existing constructed homes. Communication, on line sales & marketing is another avenue in this sector.

- Digital marketing – Permits flexi working hours and loads of internet searching to out beat the rest. Quickness and speed is the key word.
- Automobiles Industry - creative innovation and manufacturing. Fit yourself after clear visualization.
- Networking, Digital & Affiliate Marketing: Will be in business. Study demand & supply to be employable. Consultation, execution or data base provider are opportunities.
- Health, Hygiene, Safe Living, Safe eating and Pure Environment - has gone to another level altogether, get into Yoga, Meditation find a role for yourself in this area. Shift your orbit and step into a new world that has just been renovated. Be ahead of the Curve and more Relevant.
- Software learning and disbursement of Apps through on line teaching the use and application Eg: Jitsi, Zoom, Webex, Webinar, Go To Meeting etc. Know more about Digital Products Be a mentor in that field.
- Widen on line tutoring capacity: Dancing, Choreography, Art, Education, Ballet, Cooking, Baking, Foreign Language, Martial art, Food Plating, Food Porn.
- Stitching, Sketching, Singing, Drawing, Painting, Varnishing, Nail Art, Henna Art, learn to play a musical instrument Fashion Designing or Crafting (Connect with schools for craft on subject oriented projects).
- Kitchen Gardening: Grow plants & herbs. Master Organic & Hydroponic farming – it will be the new trend.
- Get yourself educated further through purposeful online courses.

Scary but True:

- ❖ Face Book, Twitter, Tik Tok, Instagram, Google etc will be invasive - but necessary.
- ❖ Health is Wealth and Wealth is Happiness - ‘Conditions apply’.
- ❖ To avoid the Virus – Cover your new private parts:
- ❖ Avoid touching MEN- . Mouth, Eyes and Nose.
- ❖ Follow WOMEN - Wash hands with soap. Obey Government rules. Move away from crowded places. Exercise regularly & improve Lung capacity. Never ignore the government warnings & signals.
- ❖ Wait for the grand re-opening & innovation.

A big thank you to Hyacinth for this wonderful workshop!

For more details, pls contact her on :

Hyacinth Arya – 7722001956

WhatsApp Mobile: 9822607363

hyacintharya21@gmailcom

WEBINARS DURING LOCKDOWN



Participants along with Hyacinth during her session on 5th May

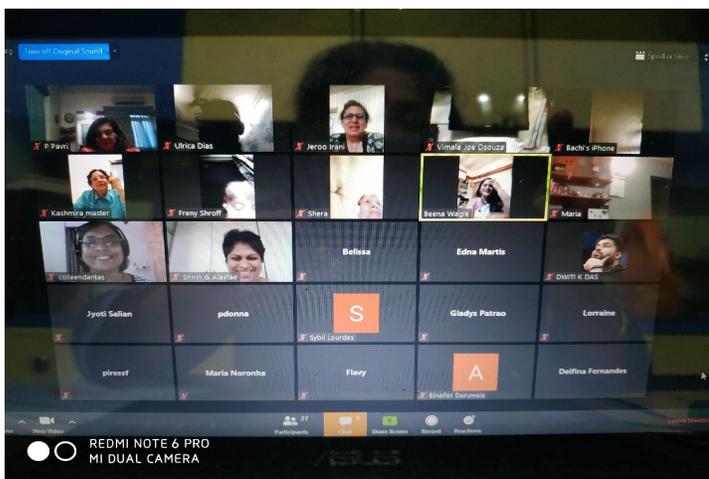
Session on Mental Health by Dr Beena Wagle

On 7th May, Dr Beena Wagle homoeopath, dietician, counsellor and motivational speaker addressed our members on 'Mental wellness in lockdown'. Points highlighted were how to develop a positive personality, time management, dealing with negative feelings. Today we require to remain positive to take care of our health and be mindful of our actions. She discussed about pre and post-menopausal complaints and how to take care of our health by having a healthy lifestyle doing meditation yoga, walks, following healthy diet and not to stress out due to menopause. Questions were asked and answered.

Vijaylaxmi Amin

Tata Sons Limited

Sincere thanks to Vijaylaxmi Amin, for arranging two speakers to take sessions during the lockdown.



Participants along with Dr Beena during her session on 7th May

Simple Foods to Boost Weight Loss at Home by Dr. Mrs. Maithili Kelkar on 16-May

Bring on the Millets:



Millets has and always will be the poor man's food Yet it can be churned out into a palatable one so good. Variety forms are Upma, Dosa, or Chila as you may call it, Just eat with a purpose and focus to remain strong and fit. This humble grain pushes in fiber to balance satiating levels, It helps in boosting fat & weight loss to avoid health upheavals.

The body micronutrients and minerals to combat gaining weight, Hey ladies give life and health a path and purpose before it is too late.

Sprout your lentils more often than before:



Protein and Fiber in sprouts improves fat metabolism and energy

Sprouts help to reduce the fatty acids and it also contains Vitamin C,

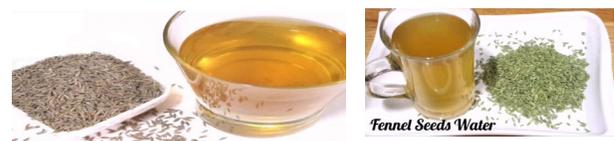
Sprouts reduce and cut fat, it does indeed make a graceful salad plate,

Eating it steamed as a preference instead of raw is also really great.

It adds more meaning to eating and a choice that one has to make,

Add in exercises as a combination- include a Zumba or great shake.

Blink and drink a spice Detox:



Spices like Jeera, Ajwain, Saunf or Cinnamon are great condiments,

A teaspoonful soaked in 1 litre water can be healthy accompaniments.

WEBINARS DURING LOCKDOWN

The heat of the summer drain the body which needs a helping hand,
Intake of green tea or warm water will also make for a beverage so grand.
These spice cooling drinks are best for a smooth and safe Detox,
Watch & understand your meals spread, so as to be active like a fox.

Confuse and infuse your water intake:



Rooting

Taking on the digestive system cleansing and metabolism boosting is a task,
For the correct advice and adhering to it as a ritual, never feel shy to ask.

Fruit infused water, is a hydration and an energy boost supplement,

We all love to rest after meals, so foods are a choice – be intelligent.



God knew humans' tongues has a taste bud, so created fruits of every kind,

It is just that we need to be judicious in choices – it is 'Matter over Mind'.

Eating any seasonal fruit is the best and also a safe healthy mid day meal,

Adding much more fiber, thus cravings for junk foods will automatically seal.

Liquids, sprouts, infusions are safe & welcome alternatives in varieties so fine,

Eat well, consciously and intelligently so as to keep a watch on the waistline.

- Hyacinth Arya

Dr. Kelkar is a qualified and registered dietitian practicing since 10 years in various hospitals, ICUs & corporates. Through her session she helped us find our way to good health. We are thankful to Donna Pinto who helped organize this speaker.

Workshop on Indian classical dance – Kala Shakti on 21st and 22nd May

Kalakruti Dance Academy (ESTD. 1985), affiliated with ISO (Indian standards organisation) and member of International dance Council, UNESCO, Paris conducted a two-day workshop KALA SHAKTI curated by the founder director Guru Dr. Rekha Desai (PhD. Bharatanatyam) also a coach, speaker & pranic psychotherapist.

The workshop focusses on building confidence, overcoming our fears of judgement, accepting ourselves and to live the truth - the moment "now" through dance, mudras and meditation.

Day 1 saw the participants over joyous with laughter & fun as we explored sringar rasa, the power of beauty (internal & external), some basic dance Mudras and movement exploration.

Day 2 was emotional and spiritual as the participants learnt specific Mudras to overcome tension, experience happiness and also about vatsalya rasa (the emotion of compassion and motherly love).

Many women were inspired and overcame limited beliefs around their bodies, beauty and ability to dance & move.

With over 35 years of experience in this field, Dr Rekha Desai has transformed over 25,000 lives of her disciples. Traveled nationally and internationally empowering the youth & women. Lockdown hasn't locked her down and through her online classes for children and ladies she continues to spread smiles, happiness, leadership wisdom and boosts creativity through the medium of Dance.

Visit - www.kalakrutidanceacademy.in

Maria Pontes

Past President – IASAP

Thank you Maria for introducing Kalakruti Dance Academy to our members.



WEBINARS DURING LOCKDOWN

Webinar on Back to Work by Ms. Niharika Verma, Knight Frank

The world has shifted gears as it collectively assesses the situation and the impact of a global pandemic. Everyone is adjusting to a new way of work and life as countries and cities across the world are taking proactive steps to gear up for the new normal. It has become vital to set up objectives and procedures for our workspaces and workforces.

Knight Frank is a leading global independent property consultant with over 19,000 employees operating in 16 countries backed by a strong research and analytical team. On Thursday 18th June 2020, IASAP together with Knight Frank organized a webinar from 6 – 7 pm on Zoom on getting 'Back to Work' Ms. Niharika Verma, Sr. Vice President Facilities and Asset Management Services, Knight Frank India shared with us some ways in which companies and individuals could proactively prepare for the challenging times ahead ensuring that health and wellbeing of all remains the focus of all activities and operations. Social distancing, sanitization, use of Protective Equipment and Technology Optimization have become crucial in today's uncertain times.

We have all been taught in childhood that sharing is caring, and we have all grown up in close proximity, playing games, exploring hobbies etc. Today however with this pandemic the opposite holds good. We are strong people and have overcome difficulties in the past and can combat effectively Covid-19, if we follow a disciplined and structured approach.

- a) **Awareness of Corona symptoms:** high fever, tiredness, dry cough, loss of smell and taste etc.
- b) **Necessary steps/ actions:** get test done, isolation if tested positive or come in contact with infected person, social distancing, building immunity etc.
- c) **Proactive measures:** Use masks, maintain cleanliness and hygiene at all times, use of sanitizers regularly
- d) **Recommendations/ Best Practises:** safety while travelling and in the office. Keep workstation clean, having an essential travel kit (mask, sanitizer, water bottle, meal etc. when leaving home)

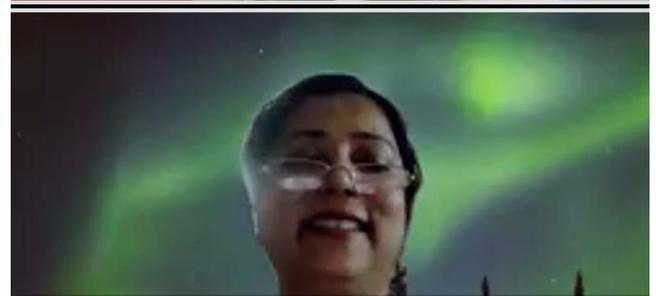
More exposure demands more care, remember health and safety is paramount, calls for building readiness in the office and workforce too. For successful implementation of all measures, collaboration and participation of all stakeholders, staff, customers, visitors etc. is mandatory. Entry and exit level strategy, temperature checks, protocol in usage of common areas, use of automation and upgraded technology, inspection of services as office premises has been locked down for a long time. Water and energy should be conserved. Everyone should take proper precautions for

their own safety and thus ensure the safety of others. List of emergency contact nos should be displayed prominently on every floor. When we have worked from home there has been greater productivity but we all have to get back to work. If someone does get Covid-19 all measures as prescribed by company policy and government and local authorities should be adhered to. Contact tracing should be carried out to actively avoid spread and isolation by individuals should be strictly followed. HR engagement is paramount during these times, connecting with compassion and active communication to build confidence for productivity and lively employee engagement.

A special thanks to Ms. Niharika for the enlightening session on safety measures and initiatives for getting 'Back to Work' and to Dinaz Aibara, Executive Assistant to CMD at Knight Frank for organizing this very informative talk. Thanks to Edna Martis our IASAP All India President and her Governing Council for arranging this session and so many other interactive ones during the Lockdown, so we can continue to 'Learn and Grow.'

Sharon Pires

Bharat Petroleum Corporation Ltd.



WEBINARS DURING LOCKDOWN

Workshop on Energy Healing was conducted by Ms. Alpa Ambavat on 18th July



Gracy gave a brief introduction on Alpa : Reiki Master, practicing touch and distant Reiki and has conducted workshops, on Theta Healing, The Healing Codes,

Emotional Freedom Technique (EFT), the law of attraction, the law of abundance, gratitude practice and many more. Alpa is an artist, singer, dancer, marathon runner and a Chartered Accountant by Profession.

Alpa took us to the 3 aspects that constitute perfect health: Healthy Body, Healthy Mind and Healthy Soul. She explained how we need to have the right energy to fuel our Body and Mind and how when this energy is diminished it causes an imbalance and how this energy can be restored.

She explained to us that the real cause of disease is the accumulation of Toxins in the Body. She explained to us the Detox Channels and the Detox Methods.

She went on to draw a parallel as to how the digestive system works by absorption, retention and excretion similarly if we do not get rid of our negative thoughts and energy and keep accumulating it, sooner or later it would burst causing damage to the body and mind. She also shared some tips on Auric Body Energy Healing.

She took us through the Energy Gateways: Chakras, Meridian Points, and Emotional Freedom Technique (EFT). She demonstrated how EFT tapping should be done and asked each of us to do the same online with her and to practice this daily at home to feel the difference so as to get rid of Anxiety, Anger, Sadness, Depression, Phobias, Trauma and Stress.

She demonstrated the “scribble technique” and “sea salt therapy” to help us get rid of our negative emotions.

She finally advised us to do “Pranayama” as well which will help in relieving Stress, Anxiety, build strong lungs, build immunity, help in concentration, create awareness.

The workshop was appreciated by all and Edna gave the vote of thanks

Food for thought:

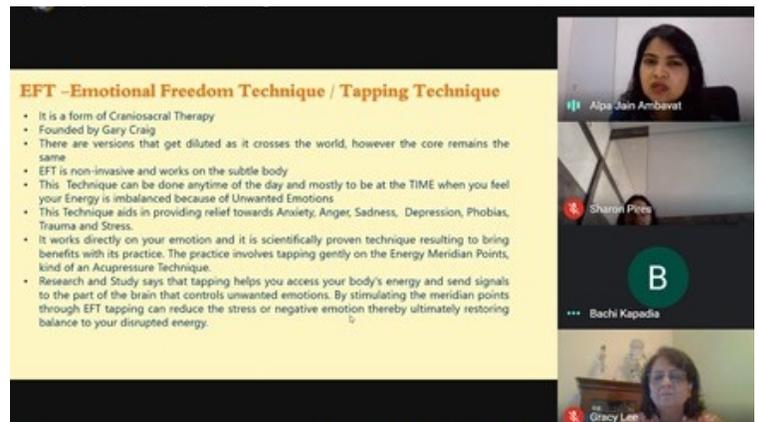
EVERY ISSUE IN THE MIND IMPACTS THE TISSUE IN THE BODY.

DIS EASE IN THE MIND LEADS TO DISEASE IN THE BODY.

Gracy Lee

Ex- Writer Corporation

Sincere thanks to Gracy who helped in organizing this session and also for helping with the registrations, meeting set up and distributing the speaker's PPT to the participants.



A TRIBUTE TO DOCTORS

Doctors are the Angels in humans' sight,
Who for the sick work day & night,
To ensure that their patients are fit & fine,
They even sacrifice their personal & family time.

Doctors are like shining stars,
To treat their patients, they will go near or far.
Doctors, you'll are the Messiahs of hope...
For patients you'll are as divine as a Priest /
The Pope !

Binaifer Daruwala

Executive Secretary, Tata Services Ltd
on the occasion of DOCTOR'S Day on 1st July

SOME INTERESTING SESSIONS AT OUR CHAPTERS

Session on Critical Thinking by Ms. Monica Rao Singh on 15-Feb

Critical thinking is the mental process of actively and skillfully conceptualizing, applying, analyzing, synthesizing and evaluating information to reach a decision or conclusion. The following points were explained during the session:

- Critical thinking is for problem solving
- Critical Thinking is convergent
- Critical Thinking brings forth probabilities.

The speaker made it clear with examples for when to use Rational Mind, Wise Mind and Emotional Mind.

The discussion was done on mind mapping, which is a graphical way to represent ideas and concepts. It is a visual thinking tool that helps structuring information, helping you to better analyze, comprehend, synthesize, recall and generate new ideas. Just as in every great idea, its power lies in its simplicity.

It was very beautifully explained the use of 5 W's and one H. Bloom's Taxonomy was discussed for –

- Create
- Evaluate
- Analyze
- Apply
- Understand and
- Remember

Keys to Critical Thinking was shared :RED

- R- Recognize Assumptions
- E- Evaluate Arguments
- D- Draw Conclusion

The certificates were given to all for attending the Training. There was an activity organized by the speaker by dividing all in different groups to find the solution of a scenario.

The training was appreciated by all those who attended as it was a nice example of an interactive learning session. An opportunity was given to one of guest to be an active listener for which she had prepared a beautiful document, which was distributed to those who attended the session.

Anjana Tandon

Imm Past Chapter Chairperson

Session organized by Delhi Chapter for its members



Anjana has successfully completed her term as the Chapter Chairperson for the New Delhi Chapter in July 2020. During her tenure, she has undertaken many initiatives for the Chapter which were greatly appreciated. We are thankful to Anjana for conducting a session on Excel Training for our members, Pan India. We look forward to her continued support in helping the Chapter build its membership and digital presence.

KNOW YOUR MEMBER



Rubina Dsouza joined IASAP in January 2014 as a life member. Rubina holds a Diploma in Tourism & Travel from Garware Institute of Career Education & Development, Mumbai and is a graduate from Mumbai University. She started her career in a travel agency. But there were management changes at her workplace (travel implant in Diversey) and she was offered a position of Executive Assistant to the Managing Director of Diversey. She took on the challenge of changing her field without any secretarial experience and its been 12 years with the same company and currently reporting to the President APAC.

Rubina lives in Mumbai with her In-laws, daughter (8 years), son (7 years) while her husband works in U.A.E. Rubina is a fun loving person. She and her family are foodies and love going out on weekends. Rubina believes that hard work does pay off some day.

Rubina would like to thank Ashish Kerawalla for convincing her to take a Life membership instead of Associate. She is hoping to attend most of the IASAP sessions which she is currently unable to do due to work & family responsibilities. She is happy to be associated with IASAP. The last session attended by her was the Woman's Day event at St. Andrew's Bandra which was a memorable one for her. She salutes the President, Past Presidents and GC members for all the wonderful work they do along with their core responsibilities.



Dilnawaz Daruwalla is a graduate from the Mumbai University and holds a Diploma for Executive Secretary from the Daver's College of Commerce. She joined IASAP in 2016. She has over 25 years of working experience in diverse organizations and sectors. Currently she is the Office Manager at Advent International.

Being a workaholic, she is able to walk the tightrope of work and life. However, this cannot be achieved without the continued support and encouragement from her loving husband Mahendosh and son Farad.

Her interest towards the spiritual world has got her to learn the basics of Angel Card Reading and she is a certified Second-Degree Reiki healer from the lineage of Usui Shiki Ryoho. Though still a novice at both.

Living up to the typical bawaji essence of 'khavanu, peevanu, majeni life', she loves good food, movies, music and dancing. She believes that: You have only one life, live it to the fullest.

NEW MEMBERS



Yasmin Mistry
Life Member (March 2020)
Tata Sons Private Limited



Deepa Pinto
Life Member (August 2020)
Colorband Dyestuff (P) Ltd.

OBITUARIES

Violet (Kuku) Peters

13th March, 1933 – 3rd July, 2020



Hailing from an Anglo-Indian family, Kuku spent her childhood in Bhusaval, Gujarat. As a young girl, she excelled in sports, and was a national champ in track and field athletics, going on to win a Gold Medal in the 4x100 m relay in the 1954 Asian Games held in Manila.

Kuku made it to the cover of the Savvy magazine when the publication was in its fledgling days. I remember she boldly declared “*We are not slaves*” – at a time when secretarial positions were perceived as appendages of the boss. Kuku worked hard during the 1984 Asian Congress of Secretaries held in Mumbai (then Bombay) and she served on the Governing Council of IASAP (then NIPS) for a couple of terms.

Kuku worked in a senior secretarial position in Glaxo Pharmaceuticals for many years till she retired in the early nineties. She joined IASAP in March 1977 and was an active member. She then migrated to Melbourne, Australia, and was there till she passed away early this month.

I have many memories of Kuku who I befriended when we traveled together to Worli on the same contract bus in the eighties – we shared the first row behind the driver every morning and she regaled me with stories of her colorful life. Kuku was a great animal lover, and she shared her home with her pet cat Twiggy. She had great compassion for stray animals. Kuku’s brand of humour was legendary – she always had a quick repartee, for instance. if I told her that she was still looking impeccable at the end of a hard day, with a straight face she would say “So who works?” and we would both burst out laughing. Kuku had a great sense of dressing, and with her tall athletic frame, was quite an attractive figure – and to my mind she will always remain the youthful beautiful lady that she was.

Rest in peace my dear friend – till we meet again!

Maureen D’Sa

Ex-Kellogg India Private Limited



Dianne Hooper

10th August, 1953 – 20th July, 2020

An ODE to dearest *Dianne* ..

When God decides; he takes only the best,
Yet it is trying moments for the rest.
Love from Dianne came to us in different forms,
A marvellous lady who conformed to all norms.
A void is created by her sudden departure,
Our Kolkata IASAP pillar- everyone she did nurture.
Her eternal smile and grace she exuded with glow,
The righteous path to each one - she did show.
An IASAP life line & umbilical cord has just been snapped.
May Dianne RIP - while her teachings with us are tightly wrapped.
Dianne- we really miss you so very much and it's difficult to believe you are no more.
Do enjoy Heavens' glory, yet still do be in touch.
Keep guiding & mentoring us from your new abode.
I cannot think of a better solemn Ode. As out of our lives - you stealthily strode.

Loads of Love to our Dianne Hooper and our sincere condolences to her family.

Dhanalaxmi

Chairperson - WB Chapter

Dianne was the Immediate Past Chairperson of WB Chapter and her untimely demise is a great loss to all of us.

EDITOR'S PAGE

Dear Members,

We are witnessing unprecedented times in our lives. The Covid-19 outbreak has completely changed the world as we knew it. The biggest lesson Covid-19 has taught is that life is full of uncertainties. We need to fortify ourselves with new technologies and identify different goals and acquire change management. Let us look around at some of the changes that have engulfed us.



Before March, our bosses would set goals for their teams and helped them achieve those goals. They had to look tough at all costs. Being sensitive to their staff's personal problems was considered a mistake! The coronavirus has changed that! Bosses feel that they need to talk less and listen more. They would like to be your counselor, supporter and wellness coach! Their teams' mental and physical health has become their top priority and their staff are comfortable discussing their personal problems with Bosses. This change became necessary because of the stress that Covid created at all job levels.

Take the case of "Healthcare". Would you have considered "Healthcare Online" last year? As we get used to the new normal in these Covid times – healthcare has gone "Digital" in a BIG way! Using technology, and devices that most people have in their homes, medical practice over the internet can result in faster diagnosis and treatments and reduce patient stress. Without having to travel to a doctor's clinic, patients are having many ailments "seen" on a computer, tablet or smartphone by a healthcare practitioner and the treatment is prescribed as needed. For patients without having to wait for long hours after work at doctors' clinics before their turn comes up – being able to "see" the doctor at a pre-arranged time in their home is more than enough a reason to encourage "telemedicine"!

According to health experts, remote monitoring options by offering cures to patients who would need to travel far to seek out Specialists will help in delivering tailor-made counseling to patients via videoconferencing!

Friends, how will Covid-19 change the workplace? The lockdown has forced companies around the world to adapt to new ways of working which experts strongly believe will become the new normal! Current enforcements like "Working from Home" will change the workplace forever. Not just in India, but globally, that change will become permanent even after the lockdown is lifted. Covid 19 is forcing India Inc to reassess its priorities and its workplaces. As Mr. Ratan Tata, Chairman Emeritus of Tata Sons, noted during a recent webinar: " We have no idea how these changes will compel us to look at things again... Some things may be feasible to the IT Industry but for the rest of us, we'll have to rethink how we can do things....."

This will not be an easy year but we must grasp every opportunity in the new normal – Work from home, maintain social distance, shift from physical to digital and focus on costs and productivity.

Darwin's theory will come into play – "Only the quickest to evolve and adapt will survive and prosper".

I sincerely wish and pray for the safety and well being of each and every IASAP Member and their families.

With warm regards,

Moti Vazifdar
Editor & Past President



As India completes another glorious year of her Independence, here's wishing all our members a Happy Independence Day !