

MILVEST INSIGHTS

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"MANAGEMENT ESSENTIALS"



MILVEST



IIM
SHILLONG



Sambhav Kadam Foundation

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We would like to extend our heartfelt gratitude to all the contributors for their hard work, dedication, and intellectual input that have made this newsletter possible. Their efforts in researching, writing, and presenting these articles are commendable and greatly appreciated.

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Thank you for your understanding and cooperation.

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EDITOR'S SPACE

BY- SANDHYA SINGH

Greetings to all! We are delighted to bring to our readers this first Newsletter of MILVEST, "MILVEST Insights- Vol I Issue 1 May 2024". It has been a journey of a seed getting soaked, sprouting, taking the shape of a sapling and then into a growing plant.

The seed was soaked way back a decade ago when a serving Naval officer started writing service papers on CSR and pursued it with such thorough passion that it eventually became his life, motto, vision and mission to help people from the military community in their career transition, personal transformation and upskilling. The seed then started its journey of sprouting and transformation in the idealistic conditions 4 years ago when this Naval officer Capt (IN) Vinay Singh retired and dedicated all his time towards nurturing and furthering his vision, MILVEST (Military Veteran Skilling Transition) and Sambhav Kadam Foundation. The sprout grew into a sapling when Project Deepak took its shape under Sambhav Kadam Foundation which aims to provide unwavering support and environment to Armed Forces Veterans, Widows, dependents, and the Defense Community. Under the umbrella of this project, currently around 1500 participants at MILVEST are undergoing their journey of learning and self-transformation in the Management Essentials Program by IIM Shillong. Yes, it's the MILVEST sapling drawing nutrients from the environment growing into a plant, spreading its branches, like Sambhav Kadam Foundation, Project Deepak and taking a leap into the future confidently, uprightly and creatively by conducting transformative courses for military community one after the other, following most innovative, organically designed large program framework.

While this plant is growing, there are constant efforts to let it grow, thrive, fruit and propagate for more and more people to reap the benefits of its products. Creativity knows no boundaries and can give massive shockers by creating spectacular, unbelievable products or outputs. As a part of this process, "MILVEST Insights" was coined a month ago and a dedicated team started working towards this creative project. The team consisted of a set of novice volunteers who collaborated, toiled and outperformed their own expectations to bring this work to the august audience. The articles here range from the experiences and stories of Siachen glaciers to furry pets to management lessons to impact stories, to many more. There are also featured articles by distinguished participants from IIM Management Essentials Course and a generous amount of fun and humor to keep you captivated and greedy. So, my Dear readers, go on and enjoy this happy piece of creation offered humbly by happy volunteers at Milvest to its torch bearers, launched on this World's Creativity Day, May 30th to kick-off the creative fluids into your veins and to satisfy the expressions of the participants at MILVEST.

Our Regards and Best Wishes to each one of you.

MILVESTians Rock!!

I'm



SPIRIT OF MILVEST

I bring to you some

Love
Story

HATE
Stories



Love Story



I think I was ready to fall...in love...with her, from very first moment. She was all of it, smart, beautiful, bubbling with cheerfulness and energy of a 16-year-old, she was disciplined like a Soldier, and determined to conquer.

She went in for a medical surgery worrying about a pending submission, and on regaining senses after surgery, she immediately asked for her laptop to submit her pending assignment.

Her excitement for the course, even motivated her daughter to join the course; may be to assist the her with the online and digital framework, or may be also to bond with her.

She is 78 years, exactly the age of my mother. She finished her graduation, a year before I was born; and her first message to me was with actionable anxiety of being unable to trace her graduate Certificate from Punjab University dated 1971; she needed to submit it for admission in our Management Essentials course, she was requesting time extension.

She is also our eldest participant at Management Essentials Program, and she stands a very strong chance to get the coveted tag of a MILVESTian if she completes the course successfully by end Oct 2024. Have no doubts, and I am pretty sure she will; because if I had half her energy will and spirit, I would conquer the Everest. TWICE over.

She inspires me; if she can, then I should too.



He is a participant in our program, then his wife joined too, and then a few weeks later, he asked for his two daughters to join too; there was a small hitch in their eligibility. Looking at the spirit of the family, we made an exception.

And Wow! There is now a full family, every single member of this family is engaged at MILVEST every Tuesday, Thursday and Sunday in live sessions and learning along all days in-between, responses, quizzes, assignments, submissions, testimonials, impact stories, inputs for Newsletter. Do we need validation!!

I could not have asked for more!! Could We?

Ahh!!! Too many of love story. Lets find out if we have any hate stories from SOM



Hate Story



I despise MILVEST with a passion. Their unending demand for fortnightly submissions feels like a relentless storm. Every two weeks, I'm forced to distill four sessions of intricate discussions into two crisp pages. It's a task that seems impossible, a Sisyphean ordeal that drains my energy and spirit.

But here's the twist in this tale of hatred: amidst the chaos and exhaustion, something unexpected blooms. There's a strange beauty in the struggle, a peculiar bond that forms among us who endure it. Each submission period, as we toil late into the night, a sense of camaraderie emerges. We exchange knowing glances, share tips and tricks, and even find moments of laughter in our shared misery.

It's in these moments of connection that I find a spark of something more. The very task I loathe has become the thread that weaves us together, creating bonds that wouldn't exist otherwise. It's a paradoxical love story, hidden in the folds of our collective grumbling and sighing. Through hating MILVEST, I've discovered the resilience of teamwork, the warmth of shared burdens, and the unexpected joy of unity. In a way, the relentless submissions have given me something precious: a deeper appreciation for the connections forged in the crucible of our shared struggles.



I hate MILVEST because it forced me out of my comfort zone with its relentless fortnightly submissions, requiring me to condense four sessions into two concise pages. Initially, I resented this exhausting and overwhelming task, longing for my previous routines. However, over time, I began to see the value in this struggle. MILVEST's demands rekindled my enthusiasm for learning and growth, reminiscent of my school days, and pushed me to think creatively and break boundaries.

This transformation wasn't just personal. My colleagues and I, united by our shared struggles, formed strong bonds. Late-night brainstorming sessions turned into moments of genuine connection and mutual support. One evening, as we completed another submission, I realized that the process I once hated had brought us closer and made us stronger. My initial resentment had evolved into gratitude. MILVEST had pushed me to grow and connect in ways I never imagined, turning what I hated most into a source of deeper love for my work, my colleagues, and my own potential.

Team MILVEST Insights

SSOM

(SIMPLE SEEDHA OUTPERFORMING MEMBER)



TEAM IMMEDIATELY DECIDES TO CATCH UP / DISCUSS/ WORKOUT A SOLUTION -



- **SSOM - (Group chat) All are requested to join the meeting immediately, Meeting link follows....**

Except Ahhh...SOM...

SSOM



I don't want SOM. What does he think of himself? No more talking to SOM

TEAM MEETING ONLINE WITH AGENDA

• SSOM :

- Team Member X
- Team Member Y
- Team Member Z
(Discussion On)



New Member Et Singh Joined the call with Camera Off

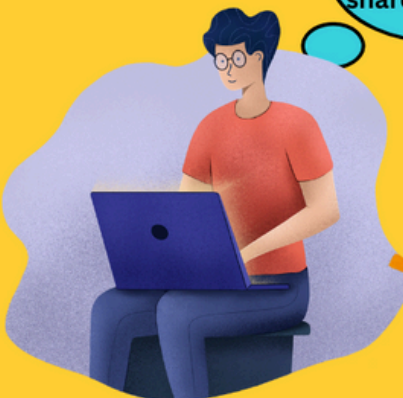


SSOM

- Do we have a new member ET Singh in our team, WOW!!! The team us growing, More people to share the load



ET Singh with Cam On. You don't Want me here. Should I go? Ok, You guys can continue. I am out of the meeting. You can discuss it freely. Byeee!!!



Ha.. Ha..Haa This was "SOM" Disguising as "ET Singh". Tall Talks SOM. You can't live without invloving.

Spirit cannot be away from body.

MEETING GOES ON WITHOUT ET SINGH/ SOM



ENTRY OF A NEW MEMBER 'VANDY SINGH' IN THE MEETING AFTER 30 MINUTES (WITH CAM OFF)

SSOM (THINKING IN MIND
(Aahhh!!! I think we have 1 more
person in our team.)

SSOM

SSOM AGAIN CONFUSED
WHO IS THIS NEW CHAMP



SOM : COMES UP WITH CAM ON



Areyyy, Kyu Jaan Le rakhi hai.
Don't you know I am the spirit of
MILVEST. I have to be
everywhere to maintain the
tempo and drive results. Thats
my USP. I can drive people to put
their best foot forward. I can't
stay away from this.

EXCELLENCE IS MY ONLY "DHARMA"!!!

Project Deepak – A Relevant and Valuable offering to the Military community by MILVEST

By – Vice Admiral Srinivasan Gopinathan


The Armed Forces community – Officers, men, women and families – is a uniquely endowed group that enjoys a special status in the hearts and minds of the citizens of a nation. This common sentiment of according respect and honour to the military community is prevalent across societies and countries of the world, and India is no exception. The Nation and its citizenry recognise with gratitude the services rendered by personnel of the Armed Forces in defence of the Nation from invasion and other inimical interests that aim to destabilise peace, stability and progress.

This gratitude seamlessly extends to the family of military personnel for the sacrifice that they make and lifestyle that they endure in supporting the officers, men and women of the Armed forces in the performance of their duties.

However, on retirement from active Service, Armed Forces personnel and their families are faced with the discomfiting proposition of a change in professional career while at the same time relinquishing the comfort and protection afforded by the traditionally strong camaraderie and cohesion of 'Fauji Life' in order to enter a new world on the 'Civvy Street'. This uncomfortable feeling is amplified by the realisation that the skill sets garnered over a long career in the Armed Forces may not entirely be adequate to navigate the maze of the corporate world's demands, functional dynamics and organisational behaviour. This conundrum is particularly pertinent to the majority of Armed Forces personnel who retire at an early age and have to rebuild their life and career almost from scratch.

It is in the backdrop of this scenario that Project Deepak - a most honourable initiative of MILVEST, spearheaded by the indefatigable Captain (IN) Vinay Singh (Retd) and his small team, is particularly relevant and valuable for the military community. When Vinay first spoke to me about the trials and tribulations that led to his conceiving and bringing to fruition Project Deepak, I was fascinated and overawed to hear him speak with raw passion and infectious enthusiasm of the idea and the journey that he undertook. Project Deepak, in Vinay's words, was born of his own experience in the corporate world after more than two decades of service in the Indian Navy. He realised that veterans of the Armed forces, knowledgeable and experienced as they were, frequently displayed certain palpable gaps in their skill set which challenged their smooth transition and induction into the corporate system.








These gaps predominantly lay in knowing/using information technology in the domain of data analysis / decision making, understanding of the functioning / management of corporate organisations, applications of best business practices of the corporate world and, in many cases, lack of refined soft skills. He also, most importantly, observed that these weaknesses unfortunately diminished the invaluable strengths that veterans brought to the corporate recruiter who invariably was looking for someone who could ‘hit the road running’.

Vinay explained to me that Project Deepak aimed at bridging this gap by bringing a bouquet of skill and knowledge development programs in the areas of Management, Data/Decision analysis tools and niche business practices such as Scrum/Agile/Six-Sigma techniques. MILVEST decided to bring these products to the entire community of serving personnel, retired veterans and their dependants at affordable cost and from the best in academia and industry. This endeavour would be financially viable only if it attracted large numbers of personnel/families to enrol into the programs and benefit from world class certifications that are acknowledged and valued by industry. This would be the best way to make serving personnel/veterans in large numbers ‘industry/corporate ready’ while at the same time making available opportunities for Armed Forces personnel to continue to serve meaningfully and professionally in the Nation building beyond their career in the Services.

I was greatly inspired by the quality and the sincerity of MILVEST’s vision and felt it necessary to disseminate the program to a wider audience of serving personnel and families. I must admit that the response received from the community was bewilderingly inadequate despite the fact the Management Essentials Program (the flagship program of Project Deepak) was being offered under the banner of IIM Shillong at a significantly low cost. In a time when MOOC (Massive Open Online Courses) has gained immense popularity with excellent online delivery platforms bringing the best of courses to the table, it became an uphill task to convince the larger populace of the immensely valuable offer being made by MILVEST. Nevertheless, sustained efforts across all three Services, did result in significant numbers (close to 1500) enrolling for the programs under Project Deepak. I consider it a privilege to have enrolled into the Management Essentials Program myself. I must confess that whenever I miss out a session due to pressing official commitments, it’s my personal loss entirely and I openly envy those in the cohort (using Vinay’s favourite word) who are benefitting from the invaluable array of classes being offered week-on-week by the excellent faculty of IIM Shillong with priceless fortification by additional inputs from industry professionals.





I am sure that those of the community who attend these programs will benefit immensely from the learning that is being imparted. I can see that the program content will add to the strengths of Armed Forces participants, who already are endowed with invaluable traits such as leadership skills, team building skills, team dynamics skills, discipline, loyalty, time & cost consciousness, adaptability, ability to deliver under constraints of time/resource, mental/physical/emotional health and many more as a consequence of their service. At the end of the program, will be added to this enviable list of positives, skills such as management techniques in vogue in corporate/industry echelons, best industry business practices, knowledge of terms/vocabulary in business, modern data analysis & decision-making techniques, and most importantly exposure to essentials in all traditional business verticals of Organisational structure/behaviour, HR, Finance, Sales & Marketing, Operations and Strategic Thinking. Nothing can be more apt in terms of course design and implementation for Armed Forces personnel who are either looking to seamlessly transition into a ‘second-innings’ in the seemingly daunting corporate world or upskilling themselves to apply the knowledge in multifarious verticals within the military set up.

All that is left to say is a big thank-you to team MILVEST for their untiring and selfless efforts and wishing all participants of programs under the aegis Project DEEPAK, a very meaningful and fulfilling future. Happy learning!

MOVE AWAY FROM THE DANCE FLOOR TO THE BALCONY: LESSONS FROM LEADERSHIP TO LIFE & HEALTH

By - AVM Narinder Taneja AVSM VSM (Retd.)

To be honest, I first thought the connections would be termed farfetched. But heart of heart, I knew the way these two could be linked. Let me share with the readers a little bit about the background to the origins of this article. In 2019 we had organised a conference for military doctors and had a talk on Leadership in Healthcare wherein the Guest Speaker (who was my coursemate from AFMC, Pune) had discussed this term - Getting on the Balcony or moving away from the dance floor. No doubt, we could relate to this management leadership tip that he was giving.




What does getting off on the balcony imply? Let me quote from the internet:

“Managers and executives need to understand the difference between “doing the work, to getting the work done”. A simple yet discerning leadership theory can be found in the work of Adaptive Leadership by Ron Heifetz and Marty Linsky. The concept of “Get On The Balcony” is about how to gain perspective while in the midst of action. Heifetz and Linsky describe it as “the skill of getting off the dance floor and going to the balcony – “an image that captures the mental activity of stepping back in the midst of action and asking – What’s really going on here? What the metaphor implies for leaders is being “both in & out of the game”?”

A manager needs to have eyes on both the details and the big picture. Mastering this skill of when to be on the dance floor & when to move away, enables you, means you will be able to discern between the amounts of time to spend on the dance floor versus on the balcony. On the balcony, you gain perspective and make observations. On the dance floor, you make interventions as needed.”

How can we convert this or translate this to life lessons?. I chose the phrase “Moving to the balcony means taking a step back”. It is this “taking a step back” that has implications for health and life and let me share with the readers – why, I want all of us to take a step back? A step back to see the big picture.

My new job post superannuation is providing me newer insights into civil life, in particular, doctors in the civil. Let me describe a few doctors, busy in the hustle of the civil world. One specialist criss-crosses the town covering four hospitals every day seeing patients at each of these, squeezing surgeries in between, and sometimes attending to calls late in the evening too.



The travel, the commitments, the constantly ringing phone, the constant continuous update of patients takes a toll. I can easily make out the days when he is extremely stressed. I often ask him, why can't you remove one hospital from your list – The answer is one of helplessness, one of denial, one of ambition, maybe one of reality. He wants to establish a name for himself in his specialty and more but none of them convince me, a man of 62, who is presently engaged in his second innings. I want him to move out to the balcony – take a step back – to reflect on what he wants from life.

Let me share my military experience where I feel I could and should have moved to the balcony. One posting tenure was extremely busy with long-long working hours. For some reasons, my health was compromised, leading to prolonged illness and two hospitalisations. I should have taken a step back to reassess at this stage. While posted at Delhi I was hospitalised for viral encephalitis (infection of the brain) at AHRR. It was scary. I was talking incoherently. I have little recollection of my admission details. The hospital doctors immediately recollected that I was admitted for almost a month a short time ago. With the grace of Almighty I recovered fast and well. Now it came to sick leave. I was advised to take some leave instead of the standard sick leave of four weeks. Readers, can you believe, I was back, dancing on the floor after taking a week of leave. I feel I should have taken a step back.

Are we scared to take a step back?

I got a new perspective today. One of our senior doctors was submitting his resignation from our hospital. He remarked he will now reach home by 5 instead of 7. There were two more colleagues with me at that time. And they remarked – watch out for their extra 2 hours at home! It will require major readjustments at home. And I described to them we need to take a step back periodically to assess and reassess. This facility's decision to resign may be a step towards moving to the balcony and looking at the big picture. But the remarks of “major readjustments” made me wonder if we are scared to take a step back – which could amount to moving out of your comfort and space “dancing floor to make assessment” and ‘adapt’ to ‘readjustments.’ Change is nice, but can be unnerving.

So, are you ready to move away from the dance floor to the balcony? How could learn lessons for leadership & life too!!

Dear readers, let us enjoy our dance on the dance floor to our fullest, continue being with the time on dance, but once in a while step back outside to the balcony to look at the pictures so that you continue to active our full in life.

ज्ञान दीपक

By - Dr. Neelam Rani, Prof (Finance), IIM Shillong

अज्ञानता और अशिक्षा की इस लड़ाई में
हम सब एक सिपाही हैं
ज्ञान का प्रकाश और शक्ति
तो इस विजय की कमाई है

शिक्षा और प्रसन्नता से
जब हो जाती नातेदारी है
खिन्नता और उदासी से
ना रह जाती कोई रिश्तेदारी है

शांति हंस जब बन जाए माता-पिता
उमंग उत्साह और विवेक भाई बहन बन जाते हैं
बन जाते हो जब तुम अर्जुन
स्वयं कृष्ण सारथी बन जाते हैं

तुम्हारे शिव संकल्पों पर
शक्तिपात हो जाता है
प्रेरणा सुरक्षा बन जाती है
आंदोलन सा हो जाता है
जब ज्ञान का दीपक जलता है



IMPACT OF MILVEST

Impact on Aspirations

“I certainly feel that the course is fuelling my aspirations as a professional. All the knowledge that I have gained over the last few months at Sambhav Kadam have made me come out of my shell and apply all the learnings at my workplace and in the environment.”



01



Impact on Career

“Helping me build my resume, develop management tactics and keep me disciplined”

02

Impact of Technology

“Practically I learnt new things like use of PC in online mode as it's the need of the hour now days to do things by computer. On weekly bases I interacted with voluntary panel members and professors.”



03

Story 1 - Venkat Subramanyam Avadhanula

Profile Brief- Senior Associate at State Bank of India with 9+ years of experience in banking operations, currently pursuing a Postgraduate Diploma in Advanced Business Analytics from IIM Ahmedabad.

Impact Summary- “Introducing MILVEST, a groundbreaking social initiative dedicated to supporting and empowering military personnel and their families. Through tailor-made, industry-oriented skilling programs, MILVEST aims to address the unique challenges faced by this community. Supported by the Sambhav Kadam Foundation, MILVEST is set to launch large-scale skilling programs using its internally developed Large Program Frameworks (LPFs) after three years of relentless dedication and research.



A key milestone in this journey is Project Deepak, an ambitious initiative poised to reshape the veteran landscape over the next two years. With three impactful offerings tailored for 9,000 soldiers and their families, Project Deepak offers transformative opportunities for all involved. Join us on this journey of learning and empowerment. Spread the word among your comrades, and let's embark together on this enriching experience at MILVEST. Happy learning!

Excited to announce my participation in a program jointly conducted by MILVEST and IIM Shillong. This collaboration provides a remarkable opportunity for members of the defence fraternity, and I am honoured to be part of it. Thanks to the visionary leadership of Captain Vinay Singh (Navy Reserve List) and the dedicated efforts of MILVEST and the Sambhav Kadam Foundation, this opportunity has come to fruition.

This program not only equips the defence fraternity with corporate skills but also offers a valuable certification. The lessons promise to be engaging and insightful, providing a transformative experience for all participants.”

Story 2 - Suraj PS Salaria

Profile Brief- Fifth generation serving army officer. Well natured and read qualified MSc. in Applied psychology. A marathon runner for cause and is inclined towards Para motor gliding, motor cycling.

Impact Summary - MILVEST has significantly enhanced our knowledge through its comprehensive educational programs. The Certificate Program in 'Management Essentials by IIM Shillong' has been particularly enlightening for me, my life partner, and our two children, covering vital aspects of effective management. This, along with previous certificates in MS Excel Based Decision Making and Data Analytics with PowerBI, has enriched our skills.



The course's structured curriculum maintained our curiosity and engagement, making the learning process both challenging and rewarding. Guided by the esteemed MILVEST team and diverse participants, I developed essential skills in strategic thinking, decision-making, problem-solving, and effective communication.

The practical lessons significantly impacted my professional life, aiding in real-world scenarios. I strongly believe this initiative should be repeated in 2025 to benefit more individuals, as it offers invaluable skills and opportunities. Greater promotion and awareness are needed to reach its full potential.

Looking ahead, MILVEST is poised for rapid growth, with future curricula likely incorporating up-to-date content on management, diversity, sustainability, emotional intelligence, adaptability, and AI. This will empower participants to think creatively, solve problems effectively, and adapt to 21st-century challenges.

Thank you, Team MILVEST. Jai Hind.

“MANAGEMENT ESSENTIALS” CLASSROOM RECAP

What Do We Do?

- Enjoy 1.5 hours of dedicated learning from IIM professors by sitting at our comfortable work space.
- Gaining knowledge, exchanging views, interacting with peers, becoming disciplined, learning, growing and gaining confidence.

What are we Enjoying

Constant Chat Replies

Emojis

Appreciation



What have we learnt!

- Management Jargons
- Management Functions and Theories
- General Management like Business Organisation, Communication, Ethics, Plan, Development Etc.
- Micro, Macro and Financial Economics

What are the challenges so far?

Meeting Assignment Deadlines



“HI, SIACHEN GLACIER”

By - Kumar S. Harshey

It was a bright, sunny Sunday morning of Oct 1984.

I was a Captain posted in an Aviation Squadron. Suddenly, the CO stepped out of his car and came to my house. A CO visiting a Captain unannounced was very unusual! As I welcomed him, he pushed me aside, called out to my wife and said to her

“Sadhana, divorce your idiotic husband. Or else, you will soon be a widow.”

My wife was flabbergasted! “What happened??” she queried, totally confused.

The CO replied “This fool has volunteered for HRM to fly in Siachen Glacier”

“HRM means High Risk Mission or Hai Ram Margaye” missions, as we jokingly call them in the Army.

Siachen Glacier was a new, active, Highest and Toughest battlefield in the world. It had heights from 15 to 24 thousand ft, temperatures upto minus 56 degree Celsius, winds upto 200 kmph, crevasses, avalanches and severe lack of Oxygen & a very rare atmosphere.



The casualty rate was very high, more due to weather rather than enemy action. This Glacier is the second largest in the world. It is about 80 kms in length and 4-12 kms in width. It has China on one side and Pakistan on the other. It has vital strategic value for India.

My wife was totally unaware of HRM, Glacier Operations and what it meant.

The CO explained the implications and meaning to my wife. He requested her to ‘convince’ me about NOT volunteering and that he would come again the next day, to get her answer.



After his departure...you guessed it right folks... There was a replay of ‘Mahabharata’ in our house!

It took me a long time and effort to convince her that as a Military Pilot, it was my ardent desire to see “actions” & do the world’s most difficult and challenging flying, in the world’s Highest, Toughest & Motherless Battlefield. I implored, chided & pleaded. I stated that no one could change the time & place of death etc.etc. She was totally reluctant & did not reply.

The next day when the CO came to get her answer, I was very apprehensive! She told the CO that she had given her consent for me to go! CO gave an incredulous look & said “Either you don’t love your husband or are very brave or are mad” and walked out in a huff! I was overjoyed! I had been successful in ‘patoing’ her. She grudgingly told me that it was totally against her will but for “my passion & mad desire” she had reluctantly agreed to it.

During the period I waited for the assignment for HRM, I gathered maximum information & spoke to pilots & soldiers who had been there. Every talk demoralized me. Pilots with half my experience told me “Sir, go & fly there first! You cannot even imagine what it takes to fly there”. Worries, tensions, apprehensions, self-doubts, anxiety & fear were dominating me. The stress & anticipation was overbearing along with the excitement & challenge of becoming one of the top most pilots in the world.

Ironically it was 19 March 1985, my wife’s birthday, when I landed at Kuccha airfield at Thoise and took a chopper ride to the base camp, 14000 ft density altitude. The temperature was minus 13 degrees C. I was tense! I was also a little afraid! There were makeshift helipads and tents for hangars. The ‘snout’ or start of the Glacier – Ugly, hideous & horrendous, was a threatening sight visible from the chopper. A gloom of melancholy gripped me.



I stepped out of the aircraft and found the area to be a barren snow desert. White everywhere...the ground, mountains, glaciers and even the sky was white. The chill was penetrating the bones. The whistling wind was like a scene in a horror movie. No flora, fauna or any animal was seen. The only living animals there were “Faujis.” A drab, eerie and dangerous environment! My heart sank. A short distance from the helipads was a huge massive boulder. It had no snow. On it, with dripping white paint, was written –

**“SIACHEN INTERNATIONAL
AIRPORT”
WELCOME**

This way to Immigrations & Customs.
The moment I read this Anti Climax. I burst out in an instantaneous laughter... the tension and fear evaporated immediately. I was confident again! I looked at the glacier and said

“HI, SIACHEN GLACIER!”



Mother's Day Special

My Mother, My Idol

By - Ishani Salaria

A girl with a heart filled with immense love,
Carries several dreams in her eyes,
She who adores freedom,
Is lovable in every possible way,
The one who wishes everybody the best,
The lady due to whom I got to see this
beautiful world,
For whom her children are everything,
Who has perfectly nurtured both her
daughters,
The only person who has always been my
constant,
Yes she's my mother,
For whom no compromise was ever too big,
The strongest woman I've come across,
And I am proud of her.



क्षत-क्षत प्रणाम तुझे हे माता!

By - Sandhya Singh

सिर्फ जन्म दाता नहीं, तू है भाग्य विधाता माँ
तूने श्रम के ताप से है, सींचा मेरे जीवन को
खुद को कर्म अग्नि में प्रज्वलित कर
पोषित किया मेरे हर निवेदन को
तूने करुणा का सागर बन,
लांघ दी सीमा सारी,
मेरे नटखट बालपन को
दुलारती रही बारी- बारी
जब मैं बड़ा हुआ, उत्तेजना से परिपूर्ण हुआ
बुद्धिमान खुद को जान - जान
परिणामो से था बिलकुल अनजान
तुझको करता रहा निरंतर मैं परेशान
पर तूने धैर्य कभी न छोड़ा
मेरी ऊर्जा को गत - गत ऐसे मोड़ा
चीरता चला मैं बाधाओं को आंधी सा
तेरे चरणों में था मैं जैसे बाँधी सा
आघात हुआ मुझ पर जब - जब,
काली चार-भुजा वाली बन कर
प्रेम प्रताप की छाओं से मुझको
साहस से भर दिया तूने तब-तब
तेरी सेवा में नित - प्रतिदिन मैं
जीवन अपना अर्पित कर दूँ
इच्छा मेरी यही है केवल
तेरे आँचल के कण कण में मैं अमृत भर दूँ
ऐसा दीप बनूँ मैं तेरा
जो जग को उज्ज्वल कर दे
तू जो देखे नज़र उठा कर
मन को मेरे प्रज्ज्वल कर दे
नतमस्तक हूँ मैं हर माँ की विलक्षणता पे
प्रकृति भी करे न संदेह तुम्हारी क्षमता पे
हर माँ में बसे भवानी
हर माँ की है यही कहानी
गाता रहूँ मैं तेरी हरदम गाथा!
क्षत-क्षत प्रणाम तुझे हे माता!

How to spend a day?

By - Sohan Singh

When we get up in the morning, what's the first thing we do? Checking mail, whatsapp, or Facebook.. Is this the right way to start a day? It is not about you and me. This is the story of everyone.

Let me take you through the guide to spending a day.

Starting the morning:- We believe you are a health-conscious person who goes to bed on time. We will discuss night routines later. To start the day right, it's important to wake up early. It is said that six hours of sleep is necessary for everyone. Assuming you get up after six hours of deep sleep, say "Good Morning." Always get out of bed from the right side of your body. Never get up straight or from the left side. Then, sit on the bed, rub your hands together, and then rub your palms on your eyes. This helps to start the energy flow in your body. During this period, pray for yourself, your family, and your surroundings.

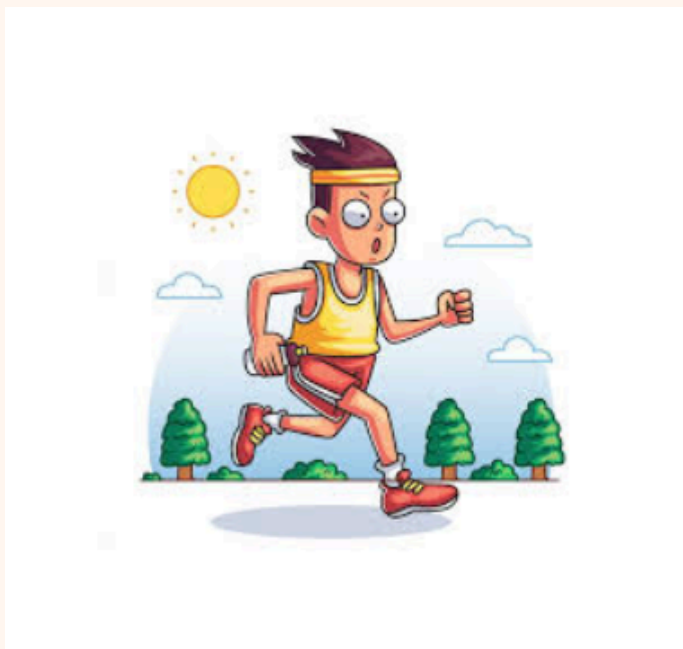
Once you are up, drink two glasses of lukewarm water in a squatting position (Malasana). After finishing your daily rituals, try using your non-dominant hand (if you are left-handed, use your right hand) for brushing your teeth, shaving, or washing your face if time permits. This helps with mind-muscle coordination. Splash fresh water on your eyes two or three times. As we are Indians, we often start our day with tea. It's good because it increases energy levels.



Exercise is also important. It is not necessary to go for a run or do strenuous exercises. You can do some light warm-up exercises or yoga on working days. On holidays or Sundays, you can go for a longer run. After that, have some fresh juice, avoiding packed juices. Then, have a healthy, protein-rich breakfast. As the saying goes, "Breakfast like a prince, lunch like a king, dinner like a beggar." Have a nice day ahead!

When you move to your office or workplace, take five minutes to plan your day. Use sticky notes to remember your tasks and their priorities. If you are in a managerial position, distribute the work in the morning and take feedback at the end of the day. If you are a worker, provide feedback on your work when required. Work is worship, and your job provides for you and your family. So, always be honest in your work. Don't work just to show off; work for your mental peace.

Take breaks during work. Stretch your hands, body, or eyes, especially when working at a computer. Every hour, take a long breath, inhaling and exhaling deeply. This not only relieves stress and tiredness but also refreshes you. Sip water during breaks. You can set alarms for these types of breaks. Always have some seasonal fruits with you during working hours; they provide a healthy and energetic diet. Make your working environment smooth, healthy, and happy because you spend most of your time with your office team.



Once you leave the office, don't bring work burdens home and vice versa. Take Rest; a nap is a good option rather than a long sleep. Spend time with your loved ones, family, or pets. After tea and snacks, go for a run, play games, or jog with friends or family members. Remember, your evening workout should be longer and more intense than your morning workout.

First, because there is usually less time in the morning, and second, a post-office workout helps relieve stress. This keeps you healthy and strengthens your relationships. Drink some juice, but avoid packed juices. Take a bath after intense exercise. Weekends can be different; you can go to parties or enjoy the company of your family and friends.

At night, try to eat less and avoid heavy food. Always eat two hours before bed. This allows your digestive system to finish its work before sleep, so it can focus on healing and maintenance. Walk for a while after dinner. Set a regular sleep time and try to stick to it. Smartphones are now part of our lives, but fix a time limit for usage before bed. Use your phone in ultra mode at night to reduce eye strain. Reading books is a good habit before bed, rather than using a smartphone. Some people plan the next day or review the past day at night; both are good habits. Drink some milk before bed; it aids digestion and sleep. Massaging your toes and heels with mustard oil is also good for deep sleep. Never sleep with your head pointing north, as it can affect your body system. Close your eyes, pray to God, and try to sleep with a smile. Good night and sweet dreams!

Empowering Our Forces through Agility

By - Sekhar Burra, Agile Leader, CEC, CST

Dear Members of the Armed Forces,

As we continue to uphold the highest standards of duty and service, it is essential to embrace strategies that enhance our operational efficiency and adaptability. The principles of Scrum and Agile, widely recognized everywhere, not just for the corporate world; they embody values and practices that are remarkably akin to the strengths we cherish in the military.

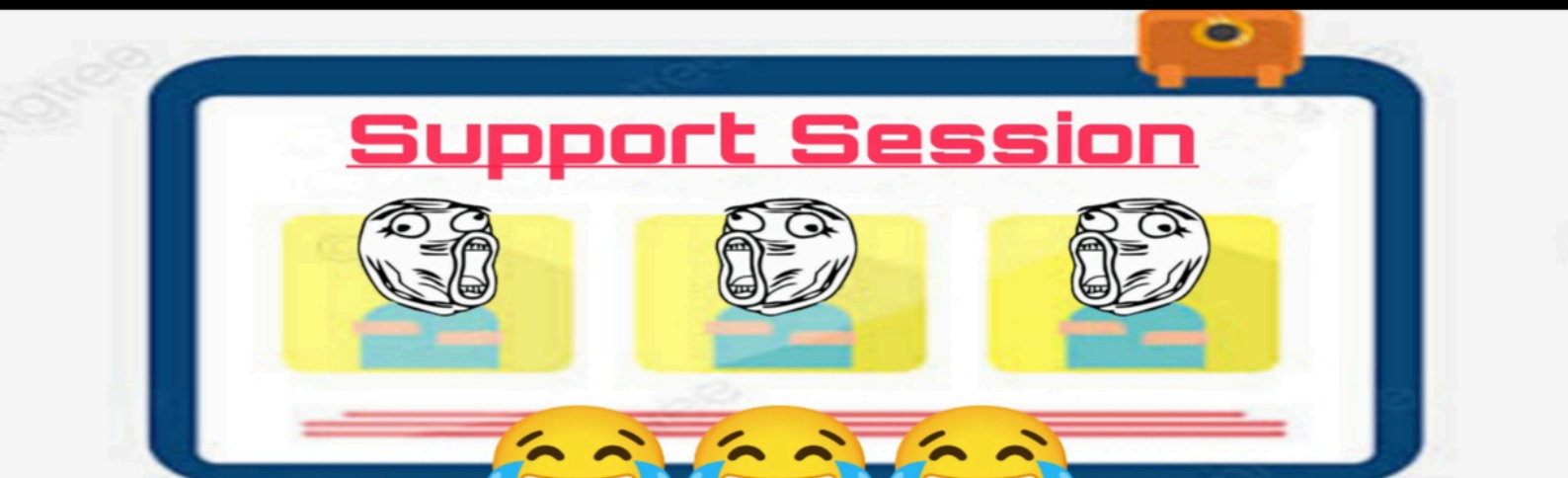
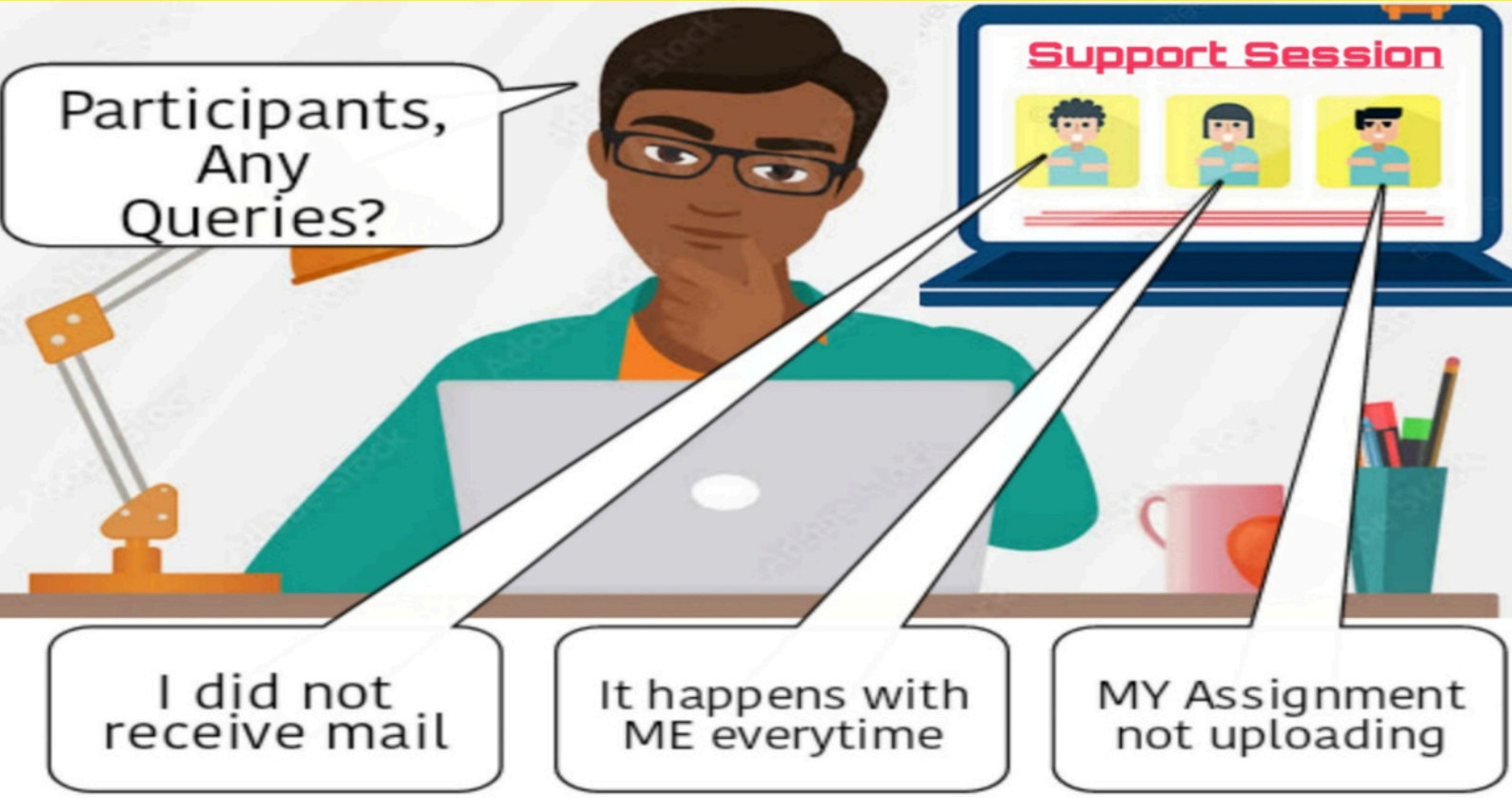


In Agile ways of working like Scrum, we see a reflection of our own ethos: the commitment to rapid adaptability, continuous improvement, and the pivotal importance of teamwork. These methodologies empower us to tackle complex adaptive systems with precision and to adjust swiftly to ever-changing terrains and unforeseen challenges. Just as we plan our missions with meticulous detail and flexibility, Scrum encourages iterative progress through sprints, enabling teams to evaluate and adapt at each stage of an operation through shorter feedback loops.

This strategic alignment between military rigor and agile flexibility fosters an environment where planning and execution can coexist with rapid adaptation and decisive action. By incorporating these principles, we can lead not just on the battlefield, but in all aspects of our strategic operations, ensuring that we remain always ready, always resilient.

Together, let's march forward with the strength of our traditions and the innovative spirit of Agile. Stay strong, stay agile, and above all, stay united.

Funny Moment



Golu: The Divine Canine Companion Who Touched Our Lives

By - Sandip Wable

“Dogs do speak but only to those who know how to listen”- Orhan Pamuk

In the intricate tapestry of life, there are moments of serendipity that defy explanation, weaving together the threads of fate and destiny in unexpected ways. Such is the story of Golu, a furry angel who entered our lives at a time when hope seemed but a distant dream, bringing with him a warmth and companionship that transcended the ordinary.



It began amidst the snow-capped peaks of the Himalayas, where duty called me away from the comforts of home to the rugged terrain of the borderlands.

Amidst the hustle and bustle of transit, fate intervened in the form of a month-old puppy being raised by a fellow soldier. There was an instant connection, an inexplicable bond that drew me to the little canine with eyes that sparkled with mischief and innocence.



With a simple request and a touch of reluctance, the soldier entrusted the puppy into my care, knowing that he would find a loving home amidst the chaos of army life. And thus, Golu entered our lives, a ray of sunshine amidst the storm, his playful antics bringing joy and laughter to our hearts.

As we journeyed from the Himalayas to new postings in Ranchi, Pune and Trivandrum, Golu remained a steadfast companion, his presence a constant reminder of the beauty and resilience of life. Despite the uncertainties of army life and the longing for a child that lingered in our hearts, Golu filled our days with love and companionship, his unwavering loyalty a beacon of hope in times of darkness.



As time passed, Golu's influence extended beyond just myself; he forged a special bond with my wife, bridging the gap that once existed between them. Initially wary, my wife soon found herself drawn to Golu's gentle nature and unwavering devotion.

With each passing day, their bond grew stronger, Golu becoming not just my companion but a source of comfort and solace for my wife in times of loneliness and uncertainty.



Amidst this journey, there was a moment of pure innocence and connection that further solidified Golu's place in our hearts. It was when our daughter, who was born when Golu already left our home, still innocently asked about Golu when she was just two and half years old, her curiosity sparking a sense of wonder and joy in our hearts. Till date I wonder how she knows about Golu. Golu became a cherished member of our family, his presence woven into the fabric of our daily lives

And then, just as suddenly as he had entered our lives, Golu bid farewell. On a sunny morning he just left our home and went out not to come back. His departure shrouded in mystery and unanswered questions. Where did he go? Why did he leave? Was he a mere pet, or was he something more—a divine messenger sent to guide us on our journey? Or did he just come to fill the gap. Was he just waiting for my daughter to knock on the door of our lives? Was he there for me just to keep me out of a depressed state? Or Was he a God Almighty? Questions are endless.



The answers may remain elusive, but one thing is certain: Golu touched our lives in ways we never thought possible, his presence a testament to the power of love and companionship in all its forms. Whether he was a god or a messenger of god, his legacy lives on in the cherished memories we hold dear, a reminder that divine powers do indeed exist in the most unexpected of places.

As we continue on our journey, we carry Golu's spirit with us, a beacon of light in the darkness, a reminder that sometimes, the greatest blessings come in the form of a furry friend who enters our lives when we need them the most.

Dogs are not our whole life but they make our lives whole”.

Roger Caras

What is going at MILVEST?

Every day at MILVEST and Sambhav Kadam Foundation is a day of celebration, where people collaborate, meet, share ideas and as a consequence experience wonderful moves & dance of progressive success.

A glimpse of action and activities



<https://www.linkedin.com/company/sambhav-kadam-foundation/>

MILVEST Literary Challenge



Sambhav Kadam Foundation - Empowering Indian Veterans on...

When work becomes fun, a Team is Born When team gets a focus, Solutions and success are born When...

linkedin

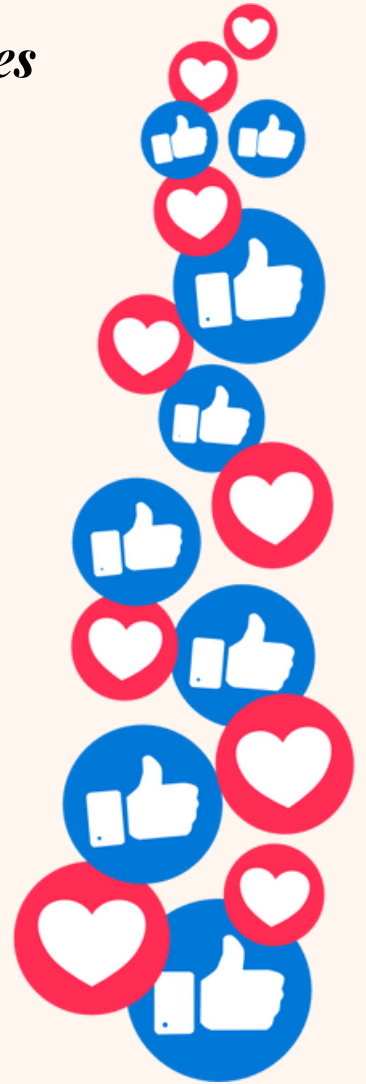
Mothers day celebration



Sambhav Kadam Foundation - Empowering Indian Veterans on...

On the occasion of #Mother'sDay MILVEST & Sambhav Kadam Foundation - Empowering Indian...

linkedin



Testimonials

Pradeep is a KarmVeer in the Indian AirForce and an active learner at Management Essentials Program at MILVEST, being delivered by IIM Shillong. Management Essentials is a online Live management program being conducted under the 'Project-Deepak' at MILVEST between January and October 2024. This is a unique program to enable the members of military community and their family members. There are over 1500 learners from the community learning management skills from the distinguished faculty of IIM Shillong. The program is fully sponsored by Sambhav-Kadam Foundation.



MILVEST in Action



Culmination of Microsoft Excel Program in Mar 2024, Certificate of Completion to 482 participants



Culmination of course 'Data Analytics using Power BI' in Mar 2024, Certificate of Completion to 373 participants



Successful Completion of Scrum Master Immersive Training for 46 participants, between mid-Mar and mid-May.

MILVEST in Action



The MILVEST Mentor module



MD's visit to IIM, Ahmedabad and meeting with Ms Kala, CEO of BSI Learning Australia, for future collaborations



Launch of our Newsletter "MILVEST INSIGHTS"

Management Essentials Inaugural Program

On January 26, 2024, the military community gathered in impressive numbers for the inauguration of the Management Essentials Program by IIM Shillong. The event, filled with anticipation and enthusiasm, was graced by esteemed guests and distinguished leaders from various fields.

The inauguration of the Management Essentials Program by IIM Shillong, blessed by Vice Admiral G Srinivasan and enriched by Dr. Mukund Rajan's insights, highlighted its significance to the military community.

With robust support from MILVEST mentors and senior corporate professionals, the event exemplified the collaborative spirit essential for such educational ventures.



This milestone marks the beginning of a journey toward enhanced skills, leadership, and management excellence, showcasing the power of cooperation between the military, academic, and corporate sectors.

The cohort consists of 1500 learners - 400 Shauryas, 400 Karamveers, 400 Tejaswanis and 300 Kutumb learners.





Journey with MILVEST And IIM Shillong



Module 1 - Introduction to Business Management
(Jan 26 - 13 Feb)



Module 2 - General management
(Apr 2 - Apr 30)

Module 3 - Economics
(May 2 - May 9)



Module 4 - Finance
(May 13 - June 4)

Topics Covered

- Financial Planning
- Budgeting
- Financial Analysis & Reporting
- Fund Management
- Forecasting
- Supervising

Topics to be Covered

- Financing Decision
- Investing Decision
- Risk Mitigation



Module 4 - HRM and OB

Upcoming Plans

Visit to LinkedIn Corporate Office, Bangalore in mid-June



Expect Excel, Power BI and Business Analytics shortly this year. Hold On for more details in the next Newsletter

**EXPLORE
MORE** @



<https://www.linkedin.com/company/sambhav-kadam-foundation/>



[Sambhav kadam foundation](https://www.sambhavkadamfoundation.com/)



<https://www.youtube.com/@captvinay-navy-milvest>

Life Full of Suspense?

Find clarity and solutions by diving into the quizzes available in our Learning Management System.



Get ready to unlock the answers to all your questions!

For questions, visit the comments section under the respective quiz of each session.

Answer Key for
Budgeting - Session 18

Answer Key for Financial
Analysis & Reporting - Session 19

1	B
2	C
3	C
4	B
5	C
6	C
7	B
8	B
9	C
10	C

1	B
2	B
3	C
4	C
5	A
6	C
7	B
8	D
9	C
10	B

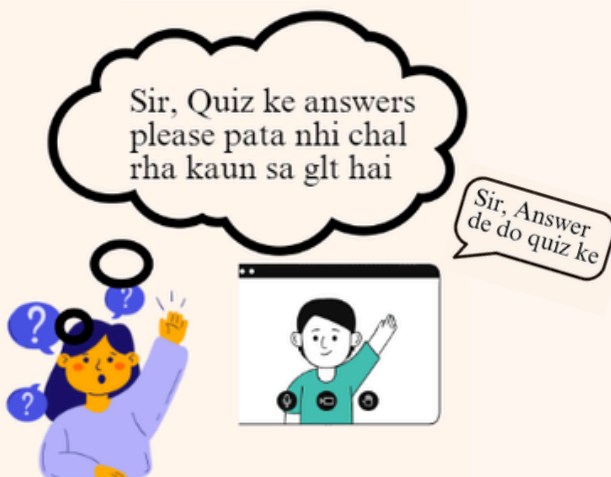


Answer Key for Fund Management - Session 20

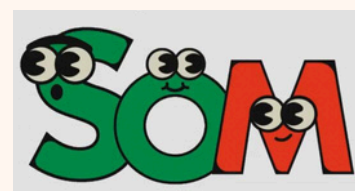
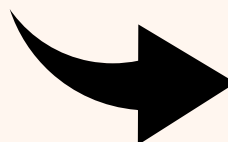
1	B
2	C
3	C
4	B
5	B
6	C
7	B
8	B
9	B
10	A

Answer Key for Forecasting - Session 21

1	B
2	B
3	C
4	B
5	B
6	C
7	B
8	B
9	B
10	B



Arre, why worry when SOM is here? Sab milega sahi time pe. Here are the quiz answers. Happy now?



SoM (Spirit of MILVEST)

SoM is the visionary backbone of MILVEST and the original mastermind behind our newsletter. SoM’s leadership and insight provided us with a valuable platform to express our thoughts, which often go unspoken amidst the hustle and bustle of the workplace. We are immensely grateful to SoM for giving us this opportunity to share our voices and ideas. SoM’s support has enabled us to connect, reflect, and grow both individually and collectively. SoM is also the visionary behind the character of SoM, which all readers will learn more about in this edition. Thank you, SoM, for your unwavering dedication and for empowering us to make our voices heard.

Kanishka

Kanishka was the driving force behind the inception of our newsletter, laying its very first stone. She played a pivotal role in selecting the remarkable editorial team, which collaborated to brainstorm and develop the newsletter's structure.



Her vision has been instrumental in bringing this project to life, and Kanishka's contributions in compiling this newsletter have been pivotal in ensuring its timely delivery.

Sandhya Singh

Ms. Sandhya Singh is a cornerstone of our newsletter team, whose pioneering spirit and unwavering support have been vital to our success. She has shown exceptional dedication, gathering insightful articles from special guests and meticulously crafting the structure of each edition.



Her contributions span various segments, from featured articles to the editorial board's messages, always providing valuable input and suggestions.

Shruti Kapoor

Ms. Shruti Kapoor is our talented graphic designer and the creative mind behind our captivating cover page. Her contributions are magnificent, from designing the newsletter's outline to handling all creative aspects with flair.



Shruti is also behind the caricature of SOM and has proven to be an amazing leader who keeps the team united. She has a knack for summarizing key points and creating to-do lists, ensuring everyone is on track. Her dedication and creativity have been pivotal in shaping our newsletter into what it is today.

Sandeep Wable

Mr. Sandip Wable's dedicated support has been invaluable to our team, especially considering he often worked from areas with limited network connectivity. Despite these challenges, he consistently motivated the team and contributed to every aspect of the newsletter.



Mr. Wable took charge of the Community Corner, curating and providing us with outstanding content from our community. His commitment and perseverance have been crucial in ensuring our newsletter's success

Suraj PS Salaria

Mr. Suraj has been the pillar behind our newsletter, providing constant support that has motivated the team and enabled us to bring each edition to life. His invaluable insights and experience have been transformative, and served as a turning point for the newsletter's development.



Mr. Suraj's contributions to the SOM segment are commendable. His dedication and guidance have been instrumental in our journey, and we are deeply grateful for his unwavering support.

Ananya Singh

Ms. Ananya Singh, our talented creative designer, has shown commendable dedication and commitment to our newsletter. Her contributions in meetings and her valuable inputs have played a crucial role in our success.



Ananya consistently provides fresh ideas and valuable feedback, helping to refine our vision and execute it flawlessly. Her collaborative spirit and willingness to go the extra mile have made a remarkable difference in our workflow and outcomes.

THANK YOU FOR READING!



Sambhav-Kadam
Foundation

Updated MILVEST Course Brochure- dt 04 February



IIM
SHILLONG

Certificate Program in

Management Essentials

A foundation Building program on Business Administration

Exclusively for members from Military Community
Rights of Admission in the course are Reserved, & also subject to strict eligibility criteria



MILVEST

HI THERE! THANK YOU SO MUCH FOR READING OUR
NEWSLETTER.

WE ARE THRILLED TO HAVE YOU AS PART OF OUR
COMMUNITY. WE HOPE YOU ENJOYED READING
EXCLUSIVE CONTENT, HELPFUL TIPS, KNOW US
MORE, ENJOYED EVERY SECTION AND LAUGHED
OUT TO YOURSELF SOMETIMES WHILE READING
FEW PAGES OR RELIVED FEW CLASSROOM
MOMENTS!

HOPE YOU ENJOY BEING PART OF OUR
NEWSLETTER FAMILY!

LOOKING FORWARD FOR SOME MORE ISSUES
COMING UP WITH MORE ENTHUSIASM AND ZEAL!
