

# MILVEST INSIGHTS

'MILVEST' ANNIVERSARY ISSUE

JULY 2024  
VOLUME 1  
ISSUE 3

"MANAGEMENT ESSENTIALS"

# 25 YEARS KARGIL VIJAY DIWAS



# DISCLAIMER



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The primary aim of this magazine is to provide a platform for expression, discussion, and the exchange of ideas among the participants of Project Deepak. We believe in fostering a community where diverse viewpoints can be shared and respected. However, the Sambhav Kadam Foundation and MILVEST do not endorse, support, or verify the accuracy or reliability of the information provided in these articles. Readers are encouraged to critically evaluate the content and form their own opinions.

We would like to extend our heartfelt gratitude to all the contributors for their hard work, dedication, and intellectual input that have made this magazine 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



## Dear Readers,

As the third issue of 'MILVEST Insights' magazine is ready to roll out, let us introduce you to the vibrant array of creativity and passion enveloped in this edition. With each publication, we strive to bring you a unique blend of ideas, stories, and insights that reflect the spirit and dedication of our MILVESTian community.

In this issue, we celebrate two significant milestones. First, we mark the 4th anniversary of the Sambhav Kadam Foundation, a beacon of hope and positive change, making a tangible difference in countless lives by fostering continuous learning and professional growth. Our journey over these years has been nothing short of inspiring, and we take immense pride in our achievements.

Second, we honor the Glorious 25 years of Kargil Vijay Diwas, a day that stands as a testament to the courage and sacrifice of our brave soldiers. We are privileged to feature an exclusive article by Lt. Gen YK Joshi (Retd.), "A Saga of the Bravest: Yeh Dil Maange More," providing a profound insight into the valor displayed during the Kargil conflict.

In this edition, we embrace hues of blue, reflecting the powerful spirit of our community. As the author John Steinbeck once said, "It is the nature of man to rise to greatness if greatness is expected of him." This quote resonates deeply with our theme, as we continue to honor and expect greatness from each other.

Our Picture-a-thon segment offers a visual journey through our collective experiences, capturing moments that define our path. In the LinkedIn Visit section, we highlight the exciting corporate tie-up between LinkedIn and the Sambhav Kadam Foundation, showcasing the synergies that drive impactful initiatives.

Poem from kutumb presents heartfelt stories of change and adaptation through postings, while "Securing Your Business: Navigating the Cybersecurity Landscape" provides essential insights to protect your digital assets. We also delve into the "Parental Dilemma," discussing the complexities and joys of modern parenting, and explore "Drinking Water Mantra: RO Water: The Hidden Risks and Smarter Alternatives," shedding light on healthier water choices.

As you turn these pages, I hope you feel the passion and dedication that has gone into creating this edition. Each article, each photograph, and each feature is a piece of our collective story, a story that continues to evolve and inspire.

Thank you for being a part of this journey. Here's to celebrating our past, embracing our present, and looking forward to a future filled with endless possibilities.

Warm Regards  
The Editorial Board

# NEWS & UPDATES

## JULY 2024

### 'PICTUR-A-THON'

Photo bombardment witnessed on 07 Jul 24 in the MILVEST in-house event 'Pictur-athon'

### HR MODULE

HR Module Completed on 11 Jul 24 after 10 weeks of immersive sessions by IIM Faculty

### LEAN SIX SIGMA

An intense training on Lean Six Sigma Green Belt was conducted in collaboration with Grant Thornton Bharat from 13 Jul 24 to 21 Jul 24

Marketing Module commenced on 16 Jul 24

### ENTREPRENEURSHIP COURSE

06 weeks Entrepreneurship Course Commenced on 21 Jul 24 featuring a Global faculty, economist, mentor and judge for Entrepreneurship courses in Stanford University and University of California

191 participants awarded with 'Certificate of completion on Facility Management Foundation Course'

Between 30 Jul 24 and 31 Jul 24, CSM Training was provided to a 04 Nation cohort from Global Leader in e-commerce, Bangalore

## UPCOMING EVENTS

### AUGUST 2024

Upon completing HR Module 5 at the Management Essentials Program, an industry leader and participant-led HR session.

**Symposium** is being conducted on 18 Aug 24 – online Live (participation by Grant Thornton, S&P Global and many more)

**Lean Six Sigma Black Belt Program**, in collaboration with Grant Thornton Bharat will be conducted from 08 Aug to 22 Aug 24

**Certified Scrum Master Training** from 14 Aug 24 to 16 Aug 24

**Entrepreneurship Course Closure on 25 Aug 24**

### CORPORATE LEADERSHIP TALK

To commemorate Kargil Vijay Diwas, Independence Day & 01st Anniversary of 'Valour India' Chapter (Veteran's Initiative) on 13 Aug 24 with Guest Speaker - Lt Gen Peru N Ananth Narayanan

HELLO JULY



## THIS MONTH'S KICK-OFFS

### 4th Anniversary



#### 04th Anniversary of Sambhav Kadam Foundation

Celebrated on 30th Jul 24 along with release of 03rd issue of MILVEST Insights.

### 25th Kargil Diwas



Kargil Vijay Diwas Creative Competition was conducted to capture expressions of gratitude towards the valiant martyrs, soldiers and celebrate the warrior spirit in each one of us in the form of slogans, poems, stories, drawings and paintings.

### Linkedin Times



40 MILVEST participants from all corners of the country visited LinkedIn Bangalore Corporate Office on 11 Jul 24 which offered them corporate exposure along with mentoring and coaching from LinkedIn coaches.

# UPCOMING COURSES

## LEAN SIX SIGMA BLACK BELT PROGRAM

This is Not an exclusive MILVEST program, it is an Open Program by Grant Thornton, but special MILVEST rates will be applicable for fauji community members Only

The schedule for the upcoming Lean Six Sigma Black Belt (LSSBB) training, to be conducted in two phases between 8 th Aug and 25th Aug 2024 as under:

Phase 1: Dates:

08th - 11th August, 2024 Timings:  
08th & 09th August: 6:00 pm - 11:00 pm  
10th & 11th August: 10:00 am - 6:00 pm

Phase 2: Dates:

22nd - 25th August, 2024 Timings:  
22nd & 23rd August: 6:00 pm - 11:00 pm  
24th & 25th August: 10:00 am - 6:00 pm

The fees for MILVEST participants will be INR 17,500/- (regular fees for the program is INR 43,660/-)  
Payment Link: <https://paytm.me/3CUK-j7>

For more information or for any queries, reach out to us at: Priya Singh, Assistant Manager, Growth  
M +91 95995 85003 | E-mail - Priya.Singh@IN.GT.COM

## LEAN SIX SIGMA GREEN BELT PROGRAM

The schedule for the upcoming Lean Six Sigma Green Belt (LSSGB) training, to be conducted only on weekends:

Dates: 31st August, 01st, 07th & 08th September 2024

Timings: 10:00 am - 5:00 pm

The fees for MILVEST participants will be INR 7,500/- (regular fees for the program is INR 19,470/-)  
Payment Link: <https://paytm.me/M3Fx-IN>

For more information or for any queries, reach out to us at: Priya Singh, Assistant Manager, Growth  
M +91 95995 85003 | E-mail - Priya.Singh@IN.GT.COM



# UPCOMING COURSES

## CERTIFIED SCRUM MASTER (CSM BATCH 15)

Dates Training 14, 15, 16 Aug (all dates included)  
Online-Live Session Timings: 6:45 pm to 11:30 pm (all 3 days)  
Training & Certification (from Scrum Alliance)  
Total Fee Rs 17500/- (on final checkout - All inclusive)

**To ENROLL Click HERE: <https://milvest.sambhavkadam.org/99899892-f60e-4851-930c-cbc38600ca28>**

Interested participants may read more details about course and Scrum on above link  
Query or Support: on Telegram Link: <https://t.me/OpenProjectDeepak/1759>

For military community members: Soldiers (serving/retired), spouses, and wards.

Limited admissions are also open for civilian referrals from military members.

[Further exclusive discount – Only for participants undergoing the Management Essentials Course]

\*\*Management Essentials participants may seek details separately during live sessions.

### MILVEST- Certified Scrum Master (CSM) - Batch15

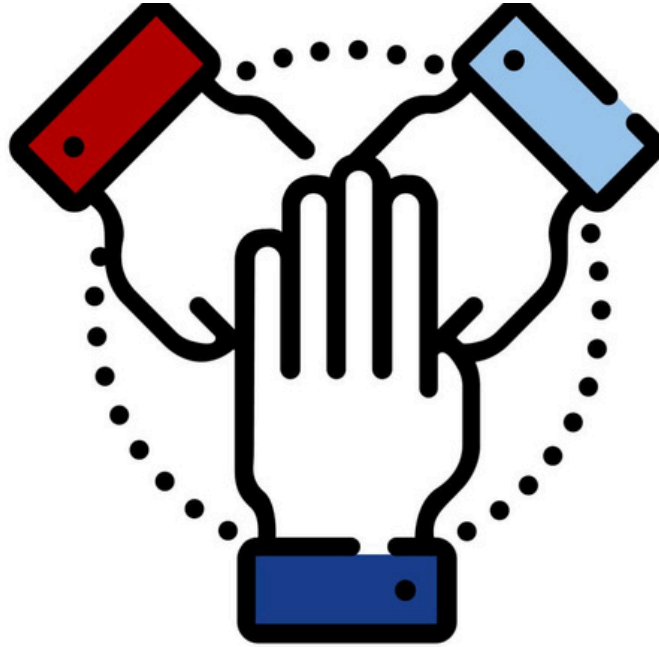


for members from military community

**14-16 Aug 2024**  
**Classes : Online-Live**  
**Evening 6:45 pm to 11:30 pm**

# 04

## ANNIVERSARY



**Sambhav Kadam Foundation**



**MILVEST**

Military | Veteran | Skilling | Transition

# CELEBRATING FOUR YEARS OF EMPOWERMENT : THE JOURNEY OF “SAMBHAV KADAM FOUNDATION”

As we mark the 4th anniversary of “Sambhav Kadam Foundation” it's an opportune moment to reflect on our journey and the small but significant distance we have covered so far - Together . The foundation remains committed to create enabling opportunities for military community members and empower them to find their rightful place in civil society and shining India. This milestone today is not just a celebration of time but a testament to the resilience, commitment, and growth of every individual we have served.



## Genesis: The Beginning of a Vision

“Sambhav Kadam Foundation” was legally incorporated on 31 July 2020 as a Section 8 (charitable, not-for-profit) entity under the Companies Act 2013. The foundation was functional informally since a few years earlier, creating thought-leadership and advocacy on military community issues and helping a few of ours in need. Its genesis has a continuous and well-mapped history since 2012. At Sambhav-Kadam, we realised the gaps & the unexpressed sentiment of military community; their need to keep pace with shining India in civil space, and their unmet requirement for customized structures that leveraged their strength most positively towards overcoming the challenges posed in our fast-changing world.

## Our Vision and Mission

### Our Vision is

‘To channelize the immense human and social potential of military and veteran community for the betterment of larger society’.

In near-term we aim to be a beacon of unwavering support and empowerment for Armed Forces Veterans, Widows, Dependents, and the Defence Community. Through innovative programs, advocacy, and community engagement, we strive to create a future where every individual within our community leads a fulfilling and dignified life, leaving no one behind. Our commitment is to build a legacy of resilience, camaraderie, and enduring support, reflecting the values of service, honor, and unity

### Our Mission

MILVEST became our instant mission due to its universal applicability to the largest segment of serving and retired soldiers as well as their family members. ‘the existing gap and unmet need of an ecosystem that prohibited them from joining the journey of growth and opportunities alongwith rest of countrymen in shining India’.

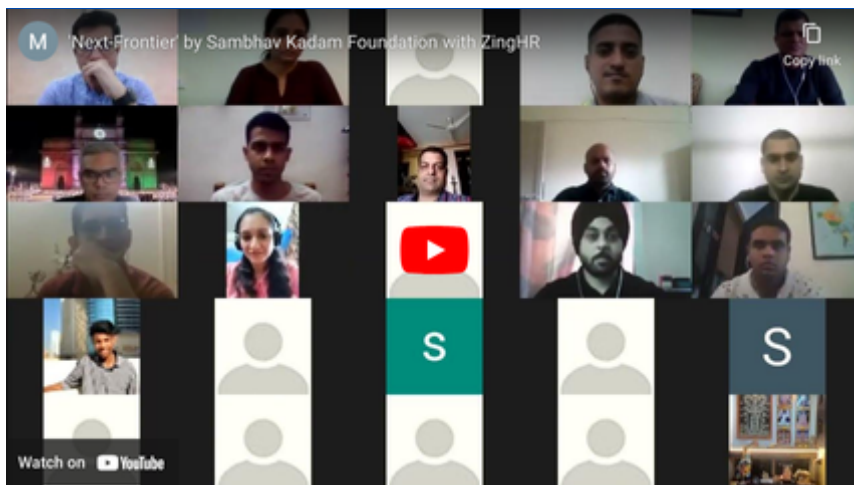
Within 15 days of incorporation of our Foundation, we conducted a Corporate led path breaking learning cum mentoring program **Next Frontiers**; with ZingHR, a tech-HR-product nationally leading company with international footprints. The program was inaugurated on 15 Aug 2020, along with the Founders, CEO, and senior Business leaders of the company, who continued to be the program faculty and mentors till the culmination of the program in **mid-December 2020**.

**Realizing a need for academic learning of management principles prior Corporate mentoring, an innovative 3 – month online MILVEST -Management Development Program was launched with Saintgits Institute of Management on 26 January 2021.**

Alongside this innovative MDP, additional impactful interventions like Business Communications course 'GLIDE', CV making LinkedIn profiling etc were mounted. The MILVEST MDP ran three full batches through the year 2021. During the length of 2021 MILVEST also created an extensive pool of learning resources under agreement and license with Coursera, however, this proved to be ahead of its time with only limited utilization by the Community. **By mid-2021**, MILVEST connected strongly with LinkedIn India and started creating LinkedIn Leaders-led webinars, group coaching, and one-on-one mentoring for Veterans. Head of LinkedIn India, himself also volunteered and personally mentored a few Officers. Initiatives with LinkedIn have become stronger, more regular, and continued to date.

By **March 2021**, we had launched our Corporate Mentoring for Veterans with IHS Markit, by **June 2021**, we launched Lean Six Sigma Certification with KPMG, **by August 2021** we strategically tied up with UpGrad-KnowledgeHut to start Certified Scrum Master in end Aug 2021 (& onwards) and PMP certification program in **Oct 2021** (& onwards). **In Early 2022**, MILVEST started operating its own online LMS (learning management System) paving way for technology adoption towards making resources available online. With the merger of IHS Markit into S&P Global, our connect and journey started with S&P Global mentors, leading to launch of their **Valor-Chapter** in India on 01 Aug 2023, in close association with Sambhav-Kadam. **In Oct 2022**, MILVEST created **VCAPS-01 (Veterans Conclave at premier B-Schools)** a first-of-its-kind congregation of all the retiring Officers undergoing DGR courses at all 7 IIMs, and delivered a 10 Hour of non-stop focused all-inclusive delivery, with participation from Corporates, Business leaders senior professionals and MILVEST-Mentors, with Maj Gen Sharad Kaur, DGR delivering the Key-note address and himself sitting through the marathon 10 hour delivery, along with 250+ participants . **In Nov 2022**, LinkedIn India came to stand-still to celebrate Veterans-Day receiving veterans from Sambhav-Kadam across all its 3 Offices in India on **16 & 17 Nov 2022**. **By end of 2022 and in Jan 2023**, we conducted detailed batches for CV making and LinkedIn profiling with MBA-Trek for 100s of our participants. **By March 2023** we signed a strategic agreement with Grant Thornton Bharat LLP a global consultancy to create best-in-class and fully customized Operational Excellence Certificate programs in lean Six Sigma Green Belt and Black belt. Moving back into skill-based learning, we started our first batch in Data and Business Analytics with KPMG in **April 2023**, followed by an improved design in Data analytics with Grant Thronton in **July 2023**.

## Next Frontier - Inauguration Next Frontier Program with ZingHR



# ALL ALONG THIS JOURNEY, AT MILVEST

We maintained seven fundamental pillars of MILVEST in every program, every initiative: **(i) lowest possible Cost, (ii) highest Quality, (iii) assured Delivery, (iv) veteran Customization, (v) veteran Utility, (vi) primary veteran Research and (vii) continuous Innovation**

- We maintained zero employee base to ensure zero cost of operations and zero overheads to our participants. No individual has ever been paid for their services at MILVEST to date.
- We maintained a 99%+ participant base exclusively of the military and veteran community alone. It helped to research extensively on Fauji community learning behaviors, apprehensions, and challenges
- We started every session on time; no session of MILVEST was ever cancelled or postponed or delayed except three such exceptional circumstances in the past 4 years
- We were continuously supported by many Business leaders, Senior and experienced Corporate Professionals and individuals who selflessly volunteered their time, committed efforts and knowledge to assist and mentor veterans, some of them continuing to contribute from inception to date.
- We achieved highest level of competence on veteran Skilling in the Country, basis our primary research, backed with our emphasis on excellence in every design and exceptional delivery month-on-month, continuously.

**We received appreciation and awe from industry as our Designs and Delivery far exceeded expectations and Results on learning and impact, compared to others that were prevalent in the market. Our advice was sought by many of the MNCs that drive the Veteran Programs. We saw, and also understood the gaps that exist with them.**

We strived all alone, independent of any military establishment, or any of its multiple bodies and organisations who engage in similar work on welfare or skilling. A lot of it being done institutionally was not able to either match-up with fast changing world requirement, or correctly address the aspirations. It wasn't working hence the unmet needs of community at the first place. It required a fresh approach, and we were committed to take the lonely track.



**Inauguration of MILVEST MDP with Saintgits Institute of Management**



**Navy Day Celebrations with Indian Music Group - 04 Dec 2020**

# OUR IMPACT BETWEEN 2020 AND 2023

We have trained and certified over 2000 veterans and military members under various structured programs such as Business Management learning, PMP, Lean Six Sigma (Green and Black belts), Scrum Master, Supply Chain, Business Communications, Data Analytics and Software development Training. In addition, we also provided free and opportune mentoring to over 5000 participants.

## Our Challenges

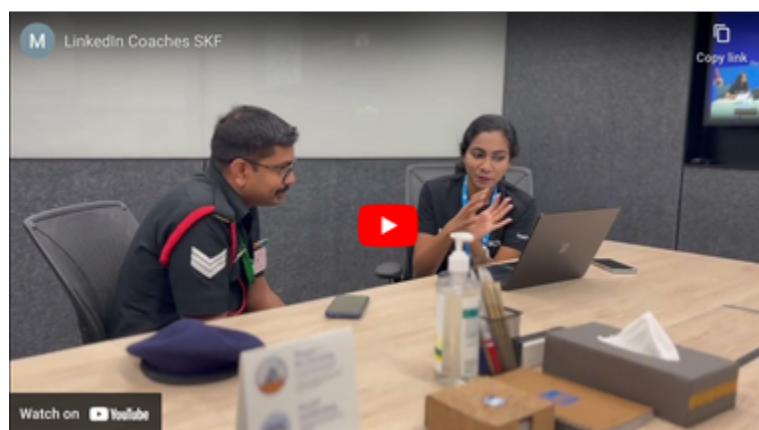
We faced excessive challenges acquiring participants for continuing our month-on-month courses for their own benefit. We also noticed largest participation base from Officers soon to retire; although in every batch of ours since beginning, we had representation from all segments of military, i.e. Officers, Other-Ranks, Spouses, Widows and Fauji-Children. Being Global certifications, Our courses also had substantial costs, though the lowest anywhere in Industry. These were some of reasons that were holding military community from upskilling, besides many other systemic reasons. Month-on-Month sporadic participants for short-term also displayed a short-term temperament not best aligned to learning. Our participants whom we banked upon as our only marketing channel, were unable to convert next batch customers for us, despite a very strong feedback. We had a much larger competence and capability and we were delivering very little due to limited number of participants. Many other scenarios could not be evolved simply because of lack of scale.

## MILVEST-2.0: Project-Deepak

Given our deep insights and competence on veteran skilling; there was a huge under-utilization of our capability specifically in context of the vast need of a very large community. We were facing immense challenges and we had to consider tough options. What evolved over 6 months of ideation is a beautiful design called **Project Deepak**, where it is now possible for us to deliver **Great Programs at Scale**, covering **6 universal skill gaps** in fauji community, from **most reputed Institutions at near-free costs**. This Innovation has now given us a possibility to Scale to **match with large need and size of our community**. It also helped us to lead the leaders in ed-tech and education, through our Organically developed **Large Program Frameworks (LPFs)** and **Common Class Room Frameworks (CCFs)**. Something that was unbelievable by anyone till December 2023, has been made possible, well-proven and now being watched with keen interest by the best in the field. Today we have a growing list of most reputed institutions and Corporates that align very closely with our Purpose at MILVEST and Sambhav Kadam Foundation, such as S&P Global, Grant Thornton, IIM Shillong, Army Institute of Technology, International Management Institute, Saintgits Institute of Management and more. Project Deepak was inaugurated on 26 Jan 2024, and kick-started its Flagship program with IIM Shillong on 30 Jan 2024.

With launch of Project Deepak, we have aimed to skill 10,000 participants Certified in Year 2024, and we have already impacted 3500+ participants through intense training in Excel Training, Data Analytics and Management Learning through great learning Programs being delivered at scale at MILVEST. We are also fast developing capability to create and deliver impactful programs completely in-house at MILVEST such as recently delivered Facility Management Certificate Course and Entrepreneurship module

## Strategic Tie-up with Upgrad-Knowledgehut



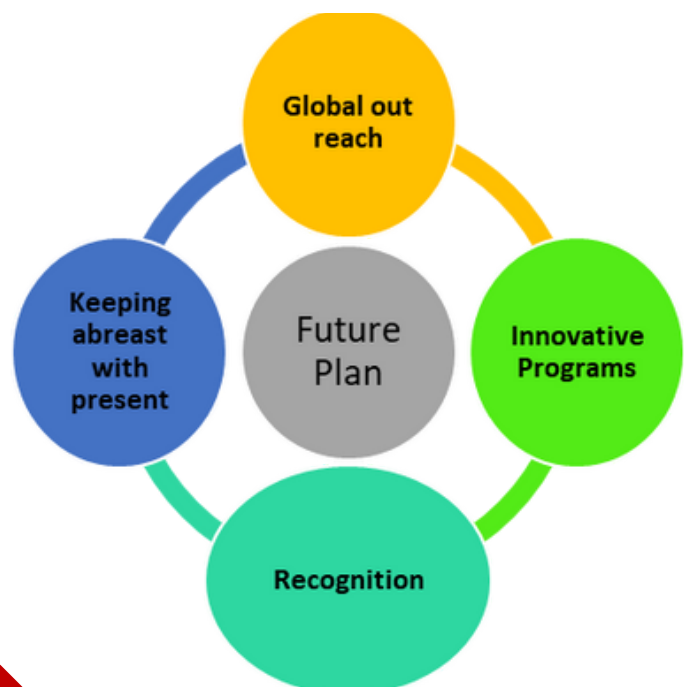
Today MILVEST stands for '**Military and Veterans Skilling for Transformation**', evolving from its initial version of Military Veterans Skilling for Transition. We are now fully inclusive w.r.t. the all the segments within military community, and have diversified to include a wider funnel of skilling programs relevant to community members. In addition, we are now attempting to bring-in a culture of continuous learning as a means of fulfilment, growth and community building, rather than previously existing practice of skilling for retirement from military. The mission now is to build a growing community of military families focused on actionable learning to become better professionals and grow together, both in military and after-military.

## Future Vision: Expanding Horizons

As we look to the future, our vision for “Sambhav Kadam Foundation” includes significant growth and expansion. Our goals for the coming years are ambitious yet achievable, driven by our commitment to empowering the military community.

## Future Plans:

- **Expand Reach within Community** Reach at least 10, 000+ participants especially from Indian Army and Indian AirForce for MILVEST Management Essentials Course 2025
- **Global Out-reach for MILVEST:** Expanding our MILVEST programs to military families on a global scale, ensuring that military personnel worldwide benefit from our initiatives as well.
- **Corporate Training by MILVEST:** Deliver Training to leading Corporates to uncover corporate best practices for consumption of our military participants as well as to create bridges with Corporates.
- **Self-Paced Learning Courses:** Develop kits for self-paced programs on chosen subjects.
- **Project Based Learning:** Small Project based learning to provide hands-on learning.
- **Industry Delivered Programs:** to hear the learning content directly from the source, as well as create bridges with Corporates.
- **Entrepreneurial Support:** Adopt and Support atleast One Entrepreneurial idea/ venture from a military family
- **Digital Learning Community**

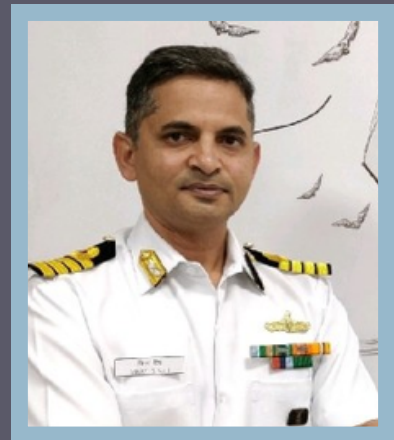


# MESSAGE FROM THE MANAGING DIRECTOR

## Project Deepak

Dear Friends & Folks,

Sambhav Kadam Foundation is completing 04 yrs since its inception on 31st Jul 2020. It gives me immense pleasure to have achieved this milestone together with all the participants at MILVEST who have been instrumental in walking this journey with dedication, faith and pride. Our journey over the past four years has been one of growth, learning, and profound impact. The achievements of SAMBHAV KADAM are a testament to the hard work and dedication of our team, partners, and the military community we serve.



Our mission to empower military community through education and skilling is more important than ever. This is being fulfilled now under the aegis of Project Deepak as we are committed to expanding our reach, innovating our programs, and ensuring that every person in military community including serving personnel, veterans and their families have the opportunity to learn, grow and become better professionals. Together, we will continue to light the path for our military community towards enablement and fulfilling successful careers.

Thank you for being a part of our journey. Your support and belief in our mission have been fueling our efforts to bring out the best in the most innovative manner. Here is to many more years of pinnacle growth and profound impact.

Warm regards,  
**Captain Vinay Singh (Indian Navy)**

## Sambhav Kadam





# THE LEGACY OF CAPTAIN VINAY SINGH: A LEADER APART

In the heart of Milvest, where the mountains rise,  
Lives Captain Vinay Singh, under vast azure skies.  
With a gaze like steel and a heart of gold,  
He stands tall, courageous and bold.

From the bustling ports to the quiet coves,  
His ship cuts through waves like a blade that roves.  
Through tempests wild and calms serene,  
His steadfast resolve, an unwavering scene.

In tales told by firesides, his exploits unfold,  
Of battles fought and stories of old.  
A leader revered, with a crew so tight-knit,  
They sail as one, through every moonlit pit.

Through perilous storms and treacherous tides,  
He navigates with wisdom, where courage abides.  
With a compass true and a steady hand,  
He guides his ship to the promised land.

But beyond the seas and the windswept sails,  
Lies a man of kindness, where humanity hails.  
A friend to all, in times of need,  
A beacon of hope, in word and in deed.

For Captain Vinay Singh, in Milvest's heart,  
Is more than a captain, a leader apart.  
His legacy echoes in the ocean's roar,  
Forever remembered, and cherished evermore.

## THE ARTIST

## THE NOBLE THREADS OF MILVEST

In Milvest's halls where knowledge gleams,  
Four segments weave their noble themes.

Kutumb, children of the brave and bold,  
Their futures bright, in Milvest's hold.

Karmveer, guardians of our nation's peace,  
Their courage and honor, never to cease.

Tejasvini, partners with hearts so true,  
Supporting, nurturing, in all they do.

Shaurya, veterans with tales profound,  
Their wisdom echoes, the world around.

Together they stand, united in grace,  
Milvest's spirit, a guiding embrace.

In the journey of learning, they light the way,  
Inspiring minds to seize the day.

Milvest's legacy, forever to thrive,  
Empowering dreams to soar and thrive.

## THE ART

Poem By: Aman Kumar



REFINED

In the realm of knowledge, where learners unite,  
MILVEST stands tall, with wisdom bright.  
Captain Vinay's vision, a guiding light,  
For Fauji families, a course to ignite.

With lessons learned and skills refined,  
Our minds expanded, and hearts aligned.  
From battlefield to zoom sessions, we will soar,  
Guided by wisdom forevermore.

So here's to MILVEST as a learning tree,  
Empowering us all, strong and free.  
In the journey of management, we'll find our way,  
Thanks to our professors' guidance,  
Come What May!

aligned

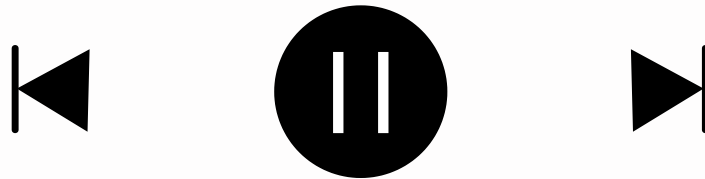


# The BUZZ

## ABOUT MILVEST

Poem By: Disha Gupta

# MILVESTIANS SONG



Here's MILVESTians Song!  
MILVEST is place is to be ...  
Wake up to a brand-new day  
Noble dreams will lead the way  
Learn and grow reach for the sky  
With your heart we'll never die

Every step a journey starts  
Building futures with our hearts  
From the classrooms to the field  
Noble spirit always yields

Here we stand strong and free  
MILVEST is pride and our legacy  
Together we are meant to be  
Living dreams at MILVEST online offline classes

Mentors guide us to the stars  
SOM is the Spirit of MILVEST near and far  
Knowledge lights a brighter road  
In our minds it will be sowed

Chase the moments seize the day  
Noble path will show the way  
With each challenge we'll break through  
SOM power because of you

Here we stand strong and free  
MILVESTians pride our legacy  
Together we are meant to be  
Living dreams at MILVEST  
Jai Hind!



# SSOM

(SIMPLE SEEDHA OUTPERFORMING MEMBER)

## Scenario 1

A virtual classroom with 150 participants. The class is winding down after a lengthy 90-minute session. SOM continues to speak.

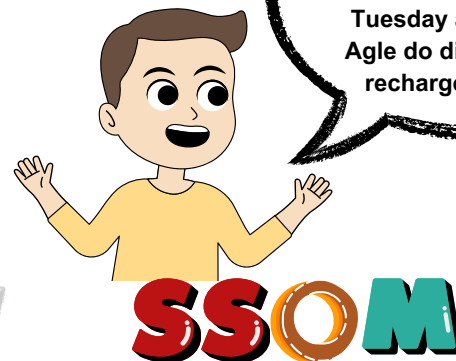


Class Goes On.....

No, One Says Anything



It's unconditional love!  
It's like a booster. After attending this class on Tuesday and Thursday, Agle do din ke liye aadmi recharge ho jaata hai.



Everyone Laughs !!! and Stays in Meeting!!!

# Scenario 2

## SSOM, talking to herself.

This Editorial Board work becomes too much and second half of the month are too busy. How much work I have taken on my head. I could even maintain it lesser.

After 15 Days

Magazine to release ho gai.... Good. Ab Kya....



SSOM

These Editorial Board Meetings are so good. We keep laughing, khi khi khi... so many jokes and good fun. Stress buster it is.



Not feeling comfortable. Somehow, I am feeling low, a bit sad. What to do? What's happening? How to bring energy and fun back?

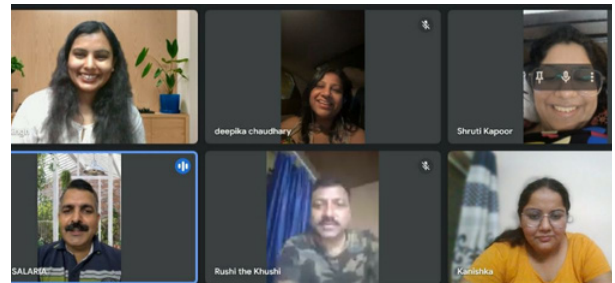


Missing Editorial Board Meetings

Dear Members, I think we should have a meeting now. Lets start the Editorial work soon. We can cover up our work in the beginning to distribute our load through the month.

I feel so much better. Work is good. Life is swinging when we work. Luckier when we also work with good people. Yahoo....

Meeting happens



People catch up on a short meeting – Discuss 30% work & 70 % khi khi khi....catching up with friends after a break of almost 10 days.



# Scenario 3

Acha tell me.....how many participants would be interested in attending the convocation at the campus?



Sir, 700 !!!



Why so sure with the numbers?



Sir actually, half of the participants are out of the game already!! Looking into the attendance and assignment and etc etc etc

Everyone Goes

“HA HA HA”





# SPIRIT OF MILVEST

Brings you some

LOVE  
HAVE

STORIES



# SoM LOVE STORIES

One evening, a young man messaged me with a very basic question, as he wasn't yet on the course group on Telegram. I instructed him to stay back after the live session so we could resolve his query. He followed the instructions. After the session, he raised his hand politely, joined the live call, and explained his digital challenge. We resolved it quickly. What followed was an intriguing revelation: this young man had 54 years of aviation and flying experience, including five flying tenures at Siachen, 25 years of corporate aviation experience post-Army service, and even owned a private aircraft. Despite being 73 years old, he was truly youthful in spirit, revisiting all the management mastery he had accumulated over his extensive career. He loved the program, and his story was both inspiring and humbling, showcasing the power of lifelong learning and passion.

During Navy Week, late November to early December 2023, I called the Naval Assistant amid the busy schedule of Navy Week and the Prime Minister's visit. Despite the chaos, I detailed our initiative in an email, stressing its transformational potential. Though I couldn't meet with the Chief directly, his staff briefed him, leading to the Naval Wives Welfare Association (NWWA), DESA, and DNT sharing our program widely. Remarkably, over 75% of our Management Essentials participants were from the Indian Navy. The Admiral, who retired on April 30, 2024, made a significant impact, helping over 1,000 Navy members—officers, sailors, spouses, and children—grow through the program. This story highlights how leadership and vision can inspire a community, turning challenges into opportunities for collective growth.

***And as we have many such SoM Love stories therefore it is to be continued...***



# HAVE STORIES

I hate MILVEST because it has consumed all my free evenings, yet it persistently teaches various management topics, some familiar and some completely new, creating a whirlwind of abstract thoughts. Despite the confusion, it sparks a deeper learning process fueled by the shared experiences and ideas of others. The time I once spent on WhatsApp or TV has significantly decreased, but this sacrifice has led to a more productive use of time. MILVEST has managed to transform idle moments into opportunities for intellectual engagement and growth, even in far-flung remote areas. This paradoxical blend of frustration and appreciation underscores the unique and challenging journey of continuous learning and self-improvement that MILVEST fosters.

I hate MILVEST for constantly pushing me to study, to read the well-crafted, well-structured, and well-compiled study material. I hate MILVEST for making me attend all the lectures attentively and for making me burn the midnight oil for submissions and mandatory tasks. I really hate (admire) the way it works selflessly to integrate veterans and their dependents into the corporate mainstream. I hate (am thankful to) Capt Vinay for tirelessly working to make things easier for us, for continuously pushing us to learn new concepts and earn our course certificate. I am deeply thankful to MILVEST and Capt Vinay for providing a platform for faujjis to learn, grow, and expand our horizons. THANK YOU, MILVEST.

Team MILVEST Insights

# FEATURED ARTICLE



**A SAGA OF THE BRAVEST:  
"YEH DIL MAANGE MORE"**

# LIEUTENANT GENERAL Y. K. JOSHI (RETD.)



**Lieutenant General Y. K. Joshi, PVSM, UYSM, AVSM, VrC, SM (Retd)**, was commissioned into the 13 Jammu and Kashmir Rifles (JAK RIF) in 1982. During Operation Vijay in 1999, he was promoted to Lieutenant Colonel and given command of the 13 JAK RIF in the war zone. Under his leadership, the regiment displayed exceptional performance, earning the Chief of Army Staff Citation and the prestigious title of **“Bravest of the Braves.”**

As the Northern Army Commander, Lieutenant General Joshi led the Indian response during clashes with Chinese troops in Operation Snow Leopard, where the Indian Army launched **Quid Pro Quo operations**, compelling the PLA to disengage in the Pangong Tso area. Throughout his career, he has served in various capacities in the Military Operations Directorate at Army HQ, managing insurgency issues in the North Eastern States and affairs related to China and Pakistan. Fluent in Mandarin, he is considered a China expert, having served as the Defence Attaché in Beijing for three years.

Currently, he serves as the **Director General of the Centre for Contemporary China Studies** and is a motivational speaker, sharing insights from his Army experience as life lessons.

# A Saga of the Bravest: "Yeh Dil Maange More"

## The Story of 13 Jammu and Kashmir Rifles

By - Lt. Gen Y.K. Joshi (Retd.)

**Nation celebrates 25 years of Kargil Victory. This battle was unique, fought in a very difficult high-altitude terrain, at heights ranging from 14000 to 18000 feet. In this battle, while there was the enemy of course, but before we could reach him, we had to fight the weather, the climate and the terrain. But for the fearless troops of the Indian Army these were minor hurdles easily surmounted to accomplish the mission to evict Pak army infiltrators who had crossed the line of control and occupied certain features.**

I consider myself to be singularly fortunate to have got the opportunity to command 13 JAK RIF as the Officiating Commanding Officer during the most defining phase in the battalion's history, when it played an important role in turning the tide during OP VIJAY.

13 JAK RIF started the trek up the mountain to move up to Tololing which was captured by 2 RAJ RIF (Rajutana Rifles) successfully the previous night. In the morning of 13th of June, after a climb of around 16-17 hours under heavy artillery shelling and at places direct enemy fire, walking through a minefield laid by the enemy; I linked up with Colonel Kushal Thakur, Commanding Officer, 18 Grenadiers. We took over the responsibility from 18 Grenadiers and progressed the attack on the Tololing ridge capturing the area of Rocky Knob and Point 5140. Area Rocky Knob was captured by Alpha Company under Major SV Bhaskar. With this success, the morale of the battalion sky rocketed, and gave the troops lots of confidence. The second attack on Point 5140 was carried out by Bravo and Delta Company led by Lieutenant Sanjeev Jamwal and Lieutenant Vikram Batra. The going was very difficult, but the troops, ably led by the young company commanders did an outstanding job and by the morning of 20th June, Lieutenant Vikram Batra gave me the success signal, "Yeh Dil Maange More" and the Tiranga was fluttering proudly on top of Point 5140.

There was no stopping the battalion thereafter. The next task allotted to the battalion was the **capture of Point 4875 as part of 79 Mountain Brigade**. Point 4875 was a very dominating feature overlooking about 40-45 km of the National Highway.

The importance of this feature was realised by the enemy also and he held it very strongly. The battalion launched the attack on the 4th of July, with Charlie Company led by Major Gurpreet Singh and Alpha Company led by Major SV Bhaskar as assaulting companies. After a hard-fought battle over next three days, **we were able to capture Point 4875 top only on 07th July**. Captain Vikram Batra paved the way for the success, giving his company the much-needed foothold, but making the supreme sacrifice in the bargain. For his bravery he was awarded the Param Veer Chakra posthumously. **Point 4875 has been named as “Batra Top” as a recognition of his sacrifice**. The battle of Point 4875 was so fierce that it led to the award of two Param Veer Chakras, Captain Vikram Batra (P) and Rifleman Sanjay Kumar and prompted the then Army Chief General VP Malik to dub this as **“The Bloodiest Battle of the War”**.

13 JAK RIF, the Bravest of the Braves came out with flying colors and etched its name in the history of the Indian Army. **Honoured with 37 gallantry awards, including two Param Vir Chakras, 8 Vir Chakras and 14 Sena Medals, we achieved standards that are very difficult to emulate**. While this was a very proud moment for the battalion but victory came at a huge cost. Two brave officers and 14 Jawans of the battalion laid down their lives for the honour of the Nation, without blinking an eyelid. My homage and utmost respect to these courageous soldiers who will always be remembered.

The Paltan worked as a cohesive team, with clockwork precision, each man to his job in a joint endeavor towards the ultimate goal of success of the battalion. Each and every officer, JCO and jawan deserves credit and recognition for the stupendous success that the battalion achieved in this operation. Many however go unrecognized in the chaotic melee and fog of the war. Every soldier of the battalion played a very important role in his own way in the execution of one of the most complicated operations ever conducted.

As I look back on the war, Operation Vijay was a unique battle fought by the fearless troops of the Indian Army, who overcame the most formidable obstacles with ease and accomplished the mission to evict Pakistani Army infiltrators who had occupied key positions across the Line of Control (LC). I feel there were moments full of pride, elation and joy that we experienced when we had success, and anguish, anxiety and grief at the losses of friends and brave soldiers. These moments will forever remain as much etched on my mind as they certainly are in history.

As the nation celebrates 25th Anniversary of Kargil Vijay Diwas on 26th Jul 2024, I pay my homage to all the Bravehearts who shed their blood in the service of their motherland to protect the sovereignty of this nation Bharat. I also pay my heartiest respects to the families of these soldiers whose contributions gave us reason to celebrate this day every year with pride and spirit of patriotism. I also extend my congratulations to all the ‘fauji’ participants of Management Essentials Course at Sambhav Kadam Foundation and their families for celebrating the 25th Anniversary of Kargil Vijay Diwas. A special edition of MILVEST Insights Magazine on this occasion speaks volumes about the spirit of patriotism amongst all. As you celebrate the spirit of heroism and sacrifice of these soldiers, I wish and compliment each participant of MILVEST and Sambhav Kadam Foundation to carry this heroism in your individual journey of life.

My heartiest wishes for the Sambhav Kadam Foundation to always rise, shine and succeed as it continues to touch and transform lives of several ‘faujis’ and their families in the most beautiful manner.



**COAS visited the battalion after our successful operations on Point 5140. Left to Right- Self, COAS, Vikram Batra, Gen Mohinder Puri, GOC 8 Div, Lt Gen Krishan Pal, GOC 15 Corps and jawans of 13 JAK RIF**



**On top of Point 5140 after its capture. Left to Right- Lt Sanjeev Jamwal, Self, Lt Vikram Batra, Major Vikas Vohra. Capt Rajesh Adhau(Doctor) and in white cap Major Gurpreet Singh**



**COAS Congratulating the Battalion after the successful operation on Point 5140.**



**Drass - BRO Board- Self and Subedar Major Prakash Singh on my left**

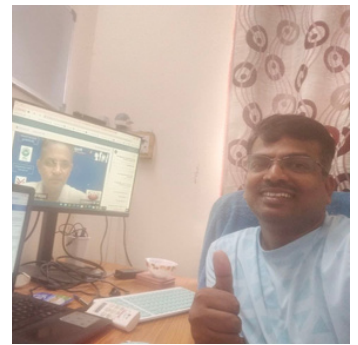


**In Drass after completion of all Operations. Self in the center, Major Bhaskar to my right, Major Gurpreet to my left, Subedar Bhishamber to his left and Captain Sanjeev Jamwal to extreme left. Right of Major Bhaskar is Doctor Rajesh Adhau**



# PICTURE -A-THON

6th JULY 2024



The Management Essentials Program crossed the midpoint after session 34. It is remarkable to see that the cohort has developed strong bonds, trust, and affinity with the program, its participants, leadership, and the Foundation. This program has witnessed several digital events such as the inauguration of the Management Essentials Program, the inauguration of MILVEST Insights, the birthday celebration of everyone's heartthrob Capt. Vinay Singh (IN), and many more. It has also been consistently proven that there is a hard-wired instinct in all humans to socialize, and this is especially true for all MILVEST-ians after having undertaken this learning journey with fellow participants to this point.

The Strategic Group at Sambhav Kadam Foundation has realized that there was a desire among the participants to see other classmates, immerse in the moments, and know each other. They also wanted to see how people engaged in MILVEST moments digitally from their respective physical spaces. Therefore, the Strategic Group, on its own volition, created and developed the idea of having an event where participants could come together to run a digital marathon in the Telegram group by posting their creative pictures as contributions at a defined time.

**The idea was executed without any delay, naming it "Picture-athon" on 07 July 2024. The response from participants was extraordinary, the energy was tremendous, and the day became alluring with the bombardment of pictures in the Management Essentials Telegram group.**

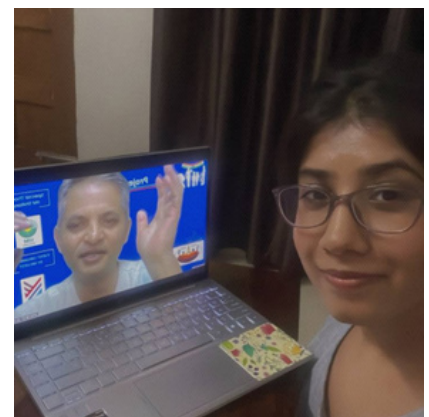




It is a delight to see how this organically designed digital framework at Sambhav Kadam Foundation has been able to foster a learning environment and provide an opportunity for people sitting in various parts of the world to upskill, learn, build confidence, invest intellectually, grow, and rise together.

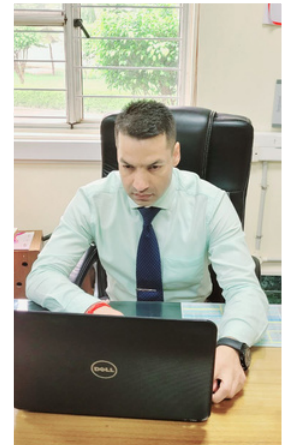
***The aim of Picture-a-thon was achieved by bringing these people of the military community closer and providing an environment for cooperation, collaboration, and co-creation, achieving the three essential C's of community building.***

A few glimpses of the event are shared here for the readers to see and smile at the innovation happening at MILVEST, along with actionable learning and enablement.





**MILVEST  
STRATEGIC GROUP  
ACTIONED DIGITAL  
MARATHON :  
PICTURE-A-THON**



11th July 2024



# LINKEDIN VISIT BY MILVESTIANS

## Headquarters, Bengaluru



## ROHIT GUPTA'S MEMORABLE DAY

**Greetings Milvestians! Your Captain here, ready for a memorable day.** As we gathered at the ground floor of LinkedIn HQ in Bangalore, the excitement was palpable. Meeting fellow coursemates in person for the first time was a beautiful feeling. Seeing our Captain of the Ship, with his unmatched aura, and our beloved stars from our virtual meetings created an instant connection among us.

After a brief introduction, we moved up to the LinkedIn reception. The photography session started right there, capturing our joy and anticipation. The high tea, as we faujis call it, was accompanied by positivity and friendliness from the LinkedIn team. We were introduced to LinkedIn's features and given a comprehensive overview of how to optimize our profiles and network effectively.

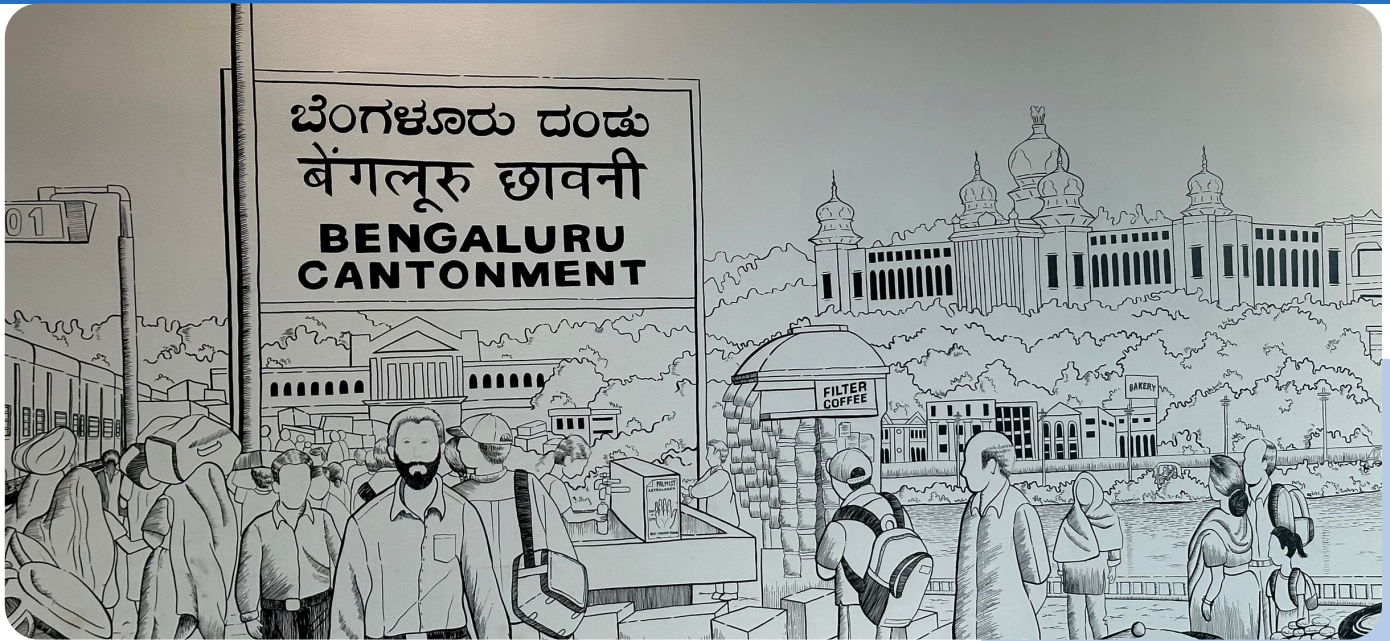
My mentor, Ms. Vijayanthi, with her extensive experience, guided me through the intricacies of LinkedIn with ease and efficacy. The one-on-one session was incredibly beneficial, and the bonding with mentors was instantaneous. We were presented with goodie bags from LinkedIn, and we reciprocated with our MILVEST caps.

The lunch was a jaw-dropping experience. The inviting and cozy lunch space offered a multi-continental menu that left us spoiled for choice. The food was sumptuous, comparable to any star hotel. The desserts were equally tempting, and we lost track of time, immersed in the delightful atmosphere.

After lunch, we participated in an engaging activity where attendees shared their experiences. We discovered a beautiful wall, a canvas of expressions and stories, which became a favorite backdrop for our photos. As the day concluded, we bid goodbye to the LinkedIn team and fellow MILVESTians, each of us feeling enriched by the experience.

The visit to LinkedIn HQ was like a "Baby's Day Out," filled with fun, happiness, and a strong bond of togetherness. It offered a glimpse into the positive and lively culture of LinkedIn, leaving us all wishing we could stay longer. The day was the best as we all Milvestians Linked-In.

# A JOURNEY OF INSPIRATION: MILVESTIANS AT LINKEDIN



## SHASHIKANT'S EXCITING JOURNEY

The moment I discovered my name was shortlisted, a wave of excitement washed over me. Having never been inside a corporate office before, the thought of meeting fellow MILVESTians in person gave me goosebumps. Planning the trip to Bangalore was a whirlwind. I applied for unscheduled leave, a rare and precious thing for someone in charge in the military. Thankfully, it was approved.

Just days before the trip, a bigger problem arose: my little son developed a severe gluteal abscess that required surgery under anesthesia. It was a nerve-wracking time, balancing the urgent hospital visits and the thought of missing the LinkedIn visit. Fortunately, he was discharged on the morning of my travel day. I boarded the train, reached Bangalore, and began my journey to the LinkedIn office, navigating the infamous Bangalore traffic with a mix of anticipation and anxiety.

Arriving ten minutes late, I worried about the reaction, but the LinkedIn team welcomed us warmly. The building was modern and inviting, reflecting the innovative spirit of LinkedIn. The workspace was designed to encourage collaboration and creativity, with open areas, cozy meeting rooms, and fun recreational spaces. The world-class facilities, including a gym, meditation rooms, and relaxation areas, showcased LinkedIn's commitment to employee well-being and work-life balance.

The day began with an introduction to LinkedIn's features, focusing on profile building, branding, networking, and professional opportunities. The passionate team explained how LinkedIn connects professionals globally to help build their careers. During the afternoon, I had the invaluable opportunity to receive one-on-one mentoring from Roshan Ramesh, who provided personalized advice on creating a compelling LinkedIn profile. His insights were incredibly helpful, emphasizing the importance of showcasing skills and experiences effectively.

We engaged in storytelling sessions, sharing our experiences and learning from the mentors about corporate alignment and opportunities through LinkedIn. This mentoring session was a key takeaway, providing me with tools to enhance my online presence and attract potential employers. The lunch provided was more than just a meal; it was an experience, with an exquisite menu that left us all in awe.

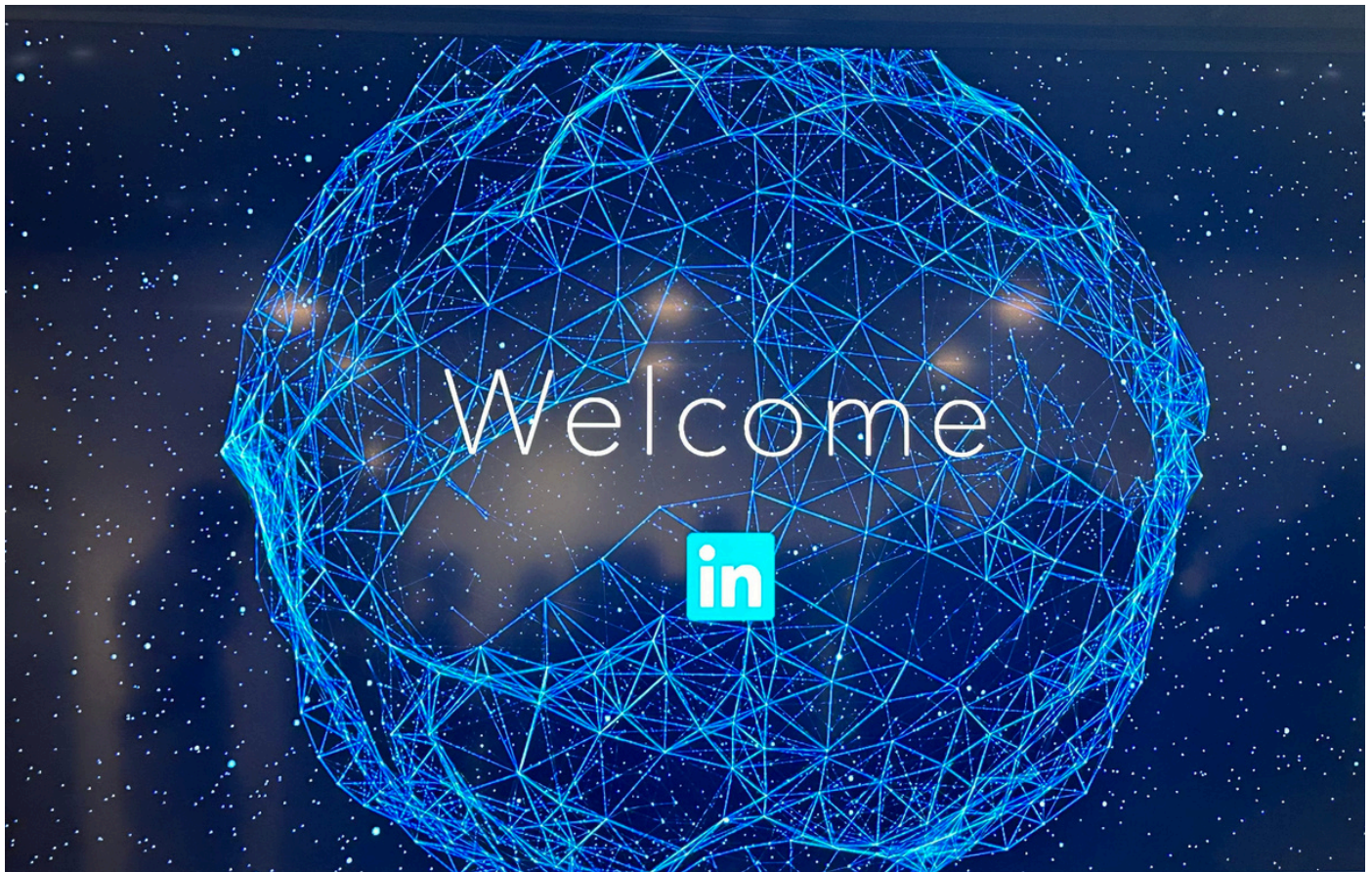
**The visit also provided a fantastic networking opportunity.** I met several talented individuals from different backgrounds, all eager to learn and grow. *The chance to connect with like-minded people was truly motivating. The visit, organized by the Sambhav Kadam Foundation and MILVEST, turned out to be an unforgettable experience.*

# VENKAT A - ENRICHED EXPERIENCE

The moment I was selected for the LinkedIn corporate visit in Bangalore on July 11, 2024, I was ecstatic. My spouse, also a MILVESTian, joined me on this exciting journey. Due to limited flight options, we arrived a day early and booked accommodation near LinkedIn Headquarters. Bangalore's infamous traffic turned our cab ride from the airport to our hotel into a three-hour ordeal, but exhaustion from travel ensured a good night's sleep. Meeting fellow MILVESTians and Capt. Vinay Singh was a pleasure. At the seventh-floor conference hall, we received our business guest ID cards. The introduction by LinkedIn members Neha Upasani, Bhavana Thakur, and George was enlightening, giving us a deeper understanding of LinkedIn's purpose.

Assigned a mentor, Pushpa, I received valuable advice during our one-on-one session. The eco-friendly LinkedIn gifts were a pleasant surprise, and each MILVESTian distributed gifts to their mentors, winning the hearts of the LinkedIn staff. Capt. Vinay Singh's orchestration.

The photoshoot on the seventh floor captured our joyful moments, thanks to Col. Rohit Gupta. We left with cherished memories, gratitude to the Sambhav Kadam Foundation and MILVEST for this enriching experience, and a strengthened bond among MILVESTians.



JULY 11 2024

# Get together of MILVESTIANS in LinkedIn office



### A Grateful Heart

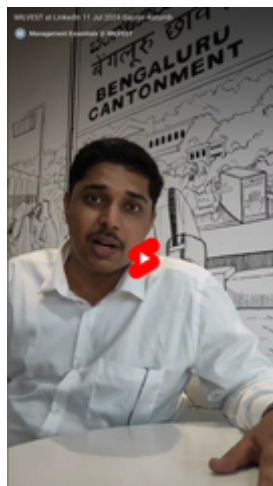
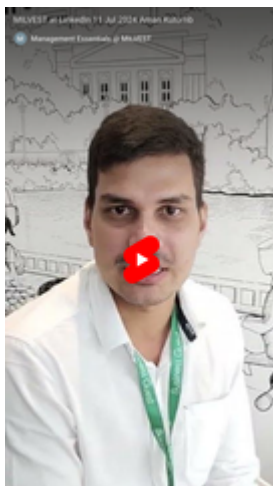
We extend our gratitude to the Sambhav Kadam Foundation and MILVEST for organizing such an enriching experience. Their efforts in bringing us together with industry leaders like LinkedIn made a significant impact on our learning journey. In conclusion, our visit to LinkedIn's Bangalore office was a memorable day filled with inspiration and knowledge, leaving us motivated and excited about future opportunities.



In the words of Ralph Waldo Emerson, "Do not go where the path may lead, go instead where there is no path and leave a trail." The hues of red in this magazine symbolize the valor and strength that each of us carries, a testament to the indomitable spirit of MILVESTians.



# VIDEOS: MILVESTIANS AT LINKEDIN



“UNWAVERING COURAGE, UNRELENTING PRIDE:  
KARGIL WAR TRIBUTE”

# JULY 26

# KARGIL

# VIJAY DIVAS







# 50 SHADES OF WAR

Age was thirteen when things started turning.  
Gazing at Army Convoys and Sirens Blazing.  
My Native Place was burning as the enemy was gunning.  
Ended up among the bivouac, a new home to dream.  
Months passed and India Gloried .  
People in the tents were still worried.  
It (war) costs a life of many,  
But this is how stories accumulate for granny.



Poem by: Arun

# 25 YEARS OF KARGIL: IZZAT ۞ IQBAL

*Twenty-five years of glory, pride, and victories.*

**Twenty-five years since the Kargil war. On the 26th of July 2024, we commemorate the 25th anniversary of this pivotal moment in history, a moment that marked India's emergence as a true leader, a brave and united nation.**

The Kargil war stirs a deep well of emotions across generations. It evokes anxiety and apprehension in mothers who sent their sons to the front lines, longing and fear in wives who watched their husbands defend our borders, and anticipation tinged with annoyance in children who missed their fathers. War, that unpleasant specter, stirs many negative emotions within us. Yet, the Kargil war also unified us with a singular feeling of pride—pride in our soldiers, pride in our citizens, and pride in our nation.

The Kargil war stands as a testament to India's courage, valor, and dignity. Nearly 30,000 soldiers fought with relentless spirit, and among them, 527 made the ultimate sacrifice for their motherland's safety. These 30,000 men are etched in history as saviors who fought valiantly and selflessly. They defied odds to emerge victorious, they believed in the supreme power above, they believed in their nation's honor, they believed in their own strengths, and most of all, they believed in the brothers standing next to them.

In such times, the lines of poet T.M. Macaulay resonate deeply: **"How can a man die better than facing fearful odds, for the ashes of his fathers, and the temples of his Gods?"**

The Kargil war should continue to be seen as a reflection of what our nation is capable of and the fierceness that it can demonstrate when threatened or meddled with. As a war veteran's daughter, **I am immensely proud to know that my father, Lt. Col. Mukesh Raut (Retd), and his unit played a crucial role in this victory.**

I will forever respect the challenges that were overcome, the bonds that were forged, and the sacrifices that were made, for no one comes out of a war unscathed—neither the ones who fight nor the ones who wait.

# VISION OF A COMMANDING OFFICER

**It's my time.....To be a "TREE"  
All these years of army life being carefree,  
From a lieutenant Young to the CO appointee,  
Dreams of my men I have now to foresee,  
It is my time....To be a "TREE"**

**Only karma, No expectations like a devotee,  
Embracing all opinions even if we disagree,  
Buck stops here I am the only addressee,  
It is my time.....To be a "TREE"**

**Without a NO, Yes is the master key,  
Care for everyone, from serving to retiree,  
Command from the heart, echoes my pedigree,  
It is my time....to be a "TREE"**

**Unit Tarteeb we follow as per the precis(ee),  
Together we will reach for the planned new apogee,  
Determined to take care of Unit as my family(ee),  
It is my time....to be a "TREE"**

**A home with respect even to a non-invitee,  
Happiness around, everyone excels, all Oscar nominee,  
Fruit abundant, space for nests, shade for rest, and oxygen complimentary(ee),  
It's Time to nurture the sapling for future tree,  
It is my time....It is my time....It is my time....to be a "TREE"**

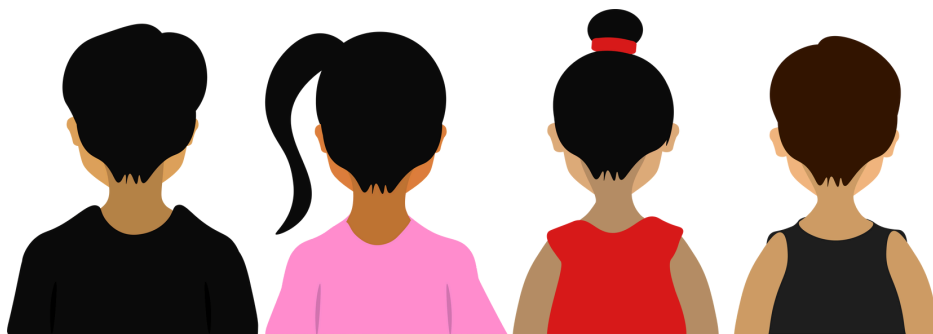
# THE JOURNEY OF FAUJI KIDS: EMBRACING CHANGE AND BUILDING BONDS

In every corner of the motherland,  
We fauji kids finds a new place to stand,  
A new school, a brand new friend,  
Another chapter just around the bend.

Our dads announces the postings,  
We pack the bags, say goodbye to our existing friends,  
With every move, we learn to fly,  
New horizons, a fresh sky,  
Rest of the world develops adaptability,  
Ours flows in our blood

Though each goodbye brings a tear,  
Every place is dear,  
But Gives us strength to face our fear,  
And new city along with an excitement  
to meet an old friend from a previous posting holds near.

With every posting, our heart grows strong,  
In every place, we find a song,  
Through change, we learn and belong,  
In a world that's vast and long.



# Anecdote: Parental Dilemma



It was summer vacation and I had gone to my husband's native place. On a beautiful evening, while having a soothing tea with some relatives, my daughter came running to me crying.

With tears in her eyes she said she was beaten by a boy living next door.

At this moment, I realised that I was facing a dilemma of what to say to my daughter. Suddenly **I realised that I had to console her as well as give her advice for her course of action in case the same thing happens again in the future.** Consoling was a smooth ride, however telling her what she must do in future if that boy repeats the same thing or to prevent the same thing to occur altogether, was the challenge.

I had few choices-

***I could have told her to avoid the guy, not to go near him or I could have told her to remain silent and do not react whenever the boy does something. Else, I could have told her that when the boy does something to you, reciprocate the same on him.***

At this moment my mind immersed into a sea of thoughts and questions. I started comparing the situation with what is happening around in the world. The powerful countries are dominating the world and have a say in world affairs. In a way, the power is the epicentre of respect from other countries. In case a country does not prepare itself militarily, it is vulnerable to bully from other stronger ones, which means if my daughter is not strong enough, she may be bullied. This also meant I would have to advice her to retaliate to the boy in same language as he understands. But this would mean an eye for an eye and tooth for a tooth. ***Is it morally right?***

Next thought that erupted was - **Is the Gandhian approach really valid in today's times.** The Gandhian approach which said if someone slaps you on one cheek, give him another, the man will be embarrassed himself and won't repeat. But is it actually valid today?

Countries today are fighting with each other for territorial and energy resources. Can a country in today's times give away its territory politely in case its neighbour claims it. The thought made me realise that in today's cruel world, it is difficult to teach my daughter to follow the Gandhian approach towards the boy.

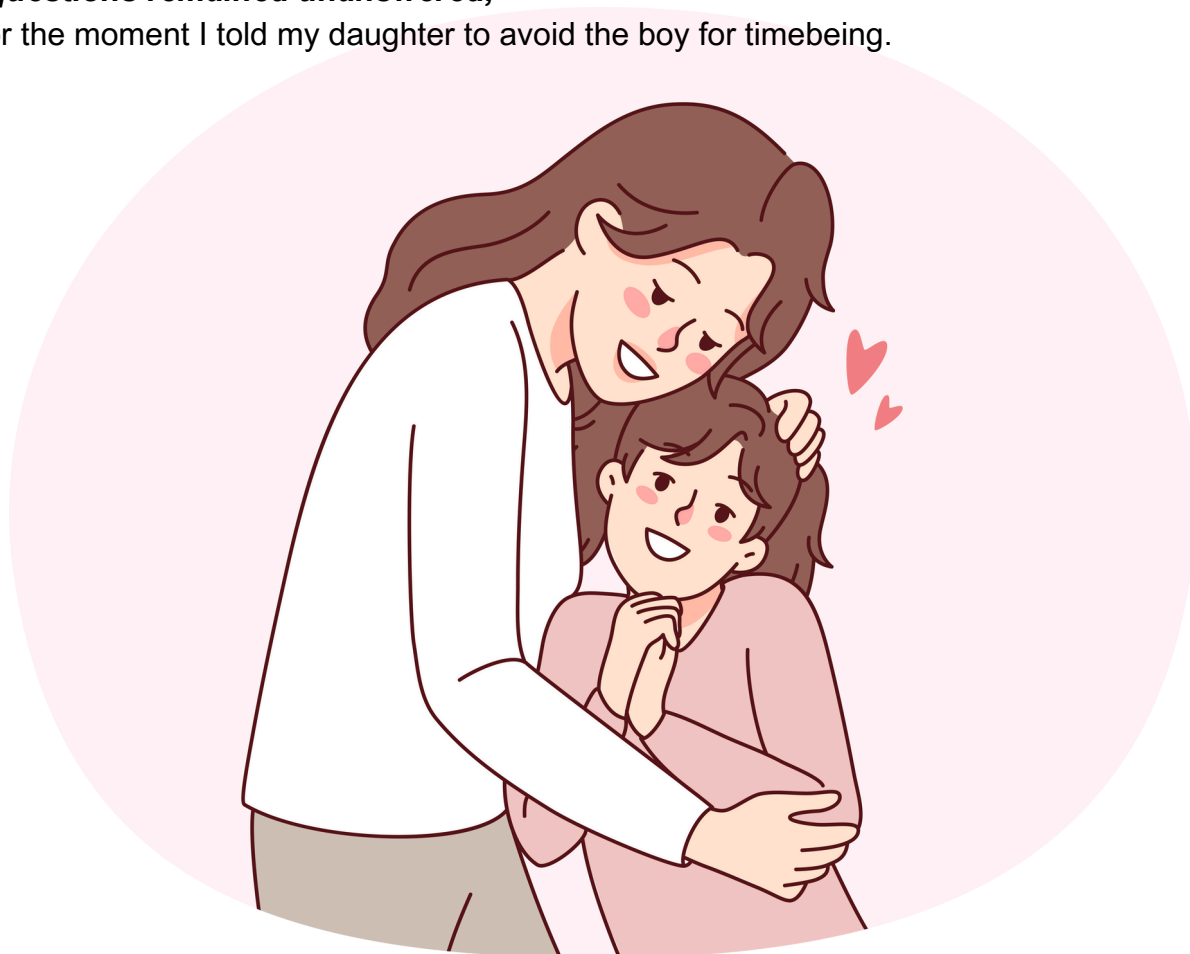
Today the countries prepare their militaries to deter others. If they do not do so, they will remain in a constant threat of being bullied or occupied. The same way, I thought ***my daughter must be strong enough to deter bullies but not be the first provocator.***

The realpolitik of the world is that the strongest countries are being respected and have a say in world affairs while the peace loving countries are following what the strongest countries indirectly dictate to the world. Should we then vouch for power and strength in life. Is this the right approach? Should we not vouch for peace and patient approach which is morally correct but not aligned with realpolitik.

All these questions created a spiralling dilemma as to what must be taught to our children.

***The questions remained unanswered,***

but for the moment I told my daughter to avoid the boy for timebeing.



# SECURING YOUR BUSINESS: NAVIGATING THE CYBERSECURITY LANDSCAPE

In our contemporary, interconnected world, where businesses increasingly rely on digital technologies to drive innovation and efficiency, the threat landscape continues to broaden. Cybercriminals incessantly devise new tactics to exploit vulnerabilities and compromise sensitive information, thereby posing significant risks to organizations of all sizes and across diverse industries. From sophisticated cyber-attacks targeting sensitive data to insider threats and human error, the breadth and complexity of cyber risks mandate proactive management and strategic oversight.

## The Role of Management:

As custodians of our organization's resources and reputation, management assumes a pivotal role in establishing the cybersecurity ethos. By prioritizing cybersecurity as a strategic imperative, management showcases unwavering commitment to safeguarding the organization's digital assets and ensuring its enduring prosperity.



## Aligning Cybersecurity with Business Objectives:

Effective cybersecurity management necessitates alignment with overarching business objectives and risk management strategies. Management must collaboratively engage with IT and cybersecurity professionals to seamlessly integrate



cybersecurity considerations into business processes, decision-making frameworks, and investment priorities.

## Staying Vigilant:

In the face of ever-evolving threats, organizations must adopt a proactive stance towards cybersecurity. Vigilance transcends mere virtue; it constitutes an imperative. Sustaining vigilance entails institutionalizing security-conscious behaviours as habitual practices. This encompasses the implementation of multi-layered defenses, regular risk assessments, and staying abreast of emerging threats through proactive engagement in threat intelligence sharing initiatives.



## Defense in Depth:

As custodians of our organization's resources and reputation, management assumes a pivotal role in establishing the cybersecurity ethos. By prioritizing cybersecurity as a strategic imperative, management showcases unwavering commitment to safeguarding the organization's digital assets and ensuring its enduring prosperity.

## Collaborative Defense:

Cyber threats transcend geographical boundaries, necessitating collaborative efforts and information sharing among stakeholders. Public-private partnerships, industry alliances, and proactive engagement in threat intelligence sharing initiatives play a pivotal role in enhancing collective resilience against cyber-attacks, enabling pre-emptive threat detection and swift response mechanisms.



## Building a Cyber-Aware Culture:

Management assumes a pivotal role in fostering a culture of cybersecurity awareness within the organization. By championing education and training initiatives, articulating cybersecurity policies and best practices, and leading by exemplary conduct, management empowers employees to become active participants in the organization's cybersecurity endeavours.

## Conclusion:

In this discourse, we have underscored the paramount importance of cybersecurity in safeguarding an organization's digital assets, preserving its reputation, and fortifying its resilience. By prioritizing cybersecurity, aligning it with business imperatives, nurturing a culture of awareness, and fostering collaborative engagements with stakeholders, management can adeptly navigate the cyber domain and ensure the organization's sustained success. Anticipate our forthcoming editions as we delve deeper into topics pertinent to effective leadership and management in the dynamic realm of cybersecurity within today's business landscape.



# DRINKING WATER MANTRA

## RO Water: The Hidden Risks and Smarter Alternatives



Reverse Osmosis (RO) water, celebrated for its purity, is created by filtering water through a semi-permeable membrane to eliminate impurities, including dissolved salts, bacteria, and other contaminants. However, despite its reputation, consuming RO water can have several ill effects.



### Mineral Deficiency:

RO water strips away essential minerals such as calcium, magnesium, and potassium, which are vital for bone health, muscle function, and overall metabolism. The absence of these minerals can disrupt the body's electrolyte balance, potentially leading to health issues like muscle cramps, weakness, and heart problems.

### Acidity and pH Balance:

Lacking alkaline minerals, RO water tends to be more acidic. Over time, consuming highly acidic water can increase body acidity, contributing to conditions like acid reflux and metabolic acidosis.

### Impact on Digestive Health:

The mineral deficiency in RO water can affect stomach acid production, crucial for digestion. This can lead to digestive issues such as indigestion, constipation, and reduced nutrient absorption.

### Environmental Concerns:

RO systems waste significant amounts of water during filtration. For every gallon of purified water, several gallons may be wasted, posing a serious concern in water-scarce areas.

***In the realm of water purification, knowledge is power. Make an informed choice today for a healthier tomorrow.***



*To mitigate the drawbacks of RO water, various alternative techniques ensure the safety and quality of tap or municipal water:*

- **Activated Carbon Filters:** These filters effectively remove chlorine, volatile organic compounds (VOCs), and other contaminants while retaining beneficial minerals.
- **UV Purification:** Utilizing UV light, this method kills bacteria, viruses, and other pathogens without altering the water's mineral content.
- **Ceramic Filters:** These durable filters remove bacteria, protozoa, and sediment, maintaining beneficial minerals in the water.
- **Boiling:** A simple yet effective method, boiling water for at least one minute kills most pathogens.
- **Distillation:** This process effectively removes a wide range of contaminants, including bacteria, viruses, and heavy metals.

**While RO water offers high levels of purification, it also poses potential health risks and environmental concerns.** Alternative purification methods provide effective ways to ensure safe, high-quality drinking water without the drawbacks of RO systems. By understanding TDS levels and following guidelines from reputable organizations like BIS and WHO, consumers can make informed choices about water purifiers. This ensures the health and well-being of their families while contributing to water conservation efforts in regions facing scarcity.

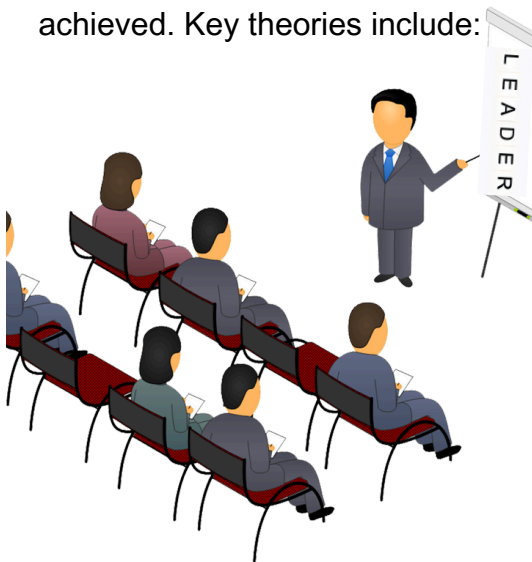
## 1. Recruitment and Selection

Recruitment and selection are fundamental HR processes aimed at attracting, identifying, and hiring the best talent for an organization. Effective recruitment strategies include employer branding, leveraging social media, using job boards, and employee referrals. The selection process typically involves screening applications, conducting interviews, performing assessments, and background checks. Best practices emphasize creating a clear job description, maintaining a structured interview process, and ensuring a fair and unbiased selection process.



## 2. Leadership Theories

Leadership theories provide a framework for understanding how effective leadership can be achieved. Key theories include:



**Trait Theory:** Focuses on identifying specific traits that successful leaders possess.

**Behavioral Theory:** Emphasizes the behaviors of leaders rather than their traits.

**Contingency Theory:** Suggests that the effectiveness of leadership depends on the situation.

**Transformational Leadership:** Highlights the role of leaders in inspiring and motivating employees to achieve extraordinary outcomes.

**Transactional Leadership:** Focuses on the exchanges between leaders and followers, such as rewards for performance.

## 3. Management Styles and Approaches

Different management styles and approaches can impact organizational culture and employee performance:

**Autocratic:** Centralized decision-making with little input from employees.

**Democratic:** Involves employees in decision-making processes.

**Laissez-Faire:** Minimal managerial intervention, allowing employees to make decisions.

**Transformational:** Focuses on inspiring and motivating employees.

**Situational:** Adapts management style to the current situation and needs of the team.



## 4. Training and Development

Training and development are crucial for enhancing employee skills and fostering career growth. Effective programs include:



**On-the-Job Training:** Practical training within the work environment.  
**Mentorship Programs:** Experienced employees guide and support less experienced ones.

**Workshops and Seminars:** Provide opportunities for skill enhancement and knowledge sharing.

**E-Learning:** Online courses that offer flexibility and accessibility.

**Continuous Professional Development (CPD):** Ongoing learning to maintain and improve professional skills.

## 5. Group Dynamics

Group dynamics refer to the interactions and processes within a team. Understanding group dynamics can improve teamwork and productivity. Key aspects include:

**Formation Stages:** Forming, Storming, Norming, Performing, and Adjourning.

**Roles and Norms:** Different roles and norms that guide team behavior.

**Cohesion:** The bond that keeps the team together.

**Conflict Resolution:** Techniques for managing and resolving conflicts within the group.

## 6. Motivation and Employee Engagement

Motivation and engagement are critical for maintaining high levels of productivity and job satisfaction. Theories and practices include:

**Maslow's Hierarchy of Needs:** Basic to advanced needs motivating employees.

**Herzberg's Two-Factor Theory:** Distinguishes between hygiene factors and motivators.

**Employee Engagement:** Strategies to keep employees committed and enthusiastic, such as recognition programs, career development opportunities, and a positive work environment.

## 7. Compensation and Benefits

Compensation and benefits are essential for attracting and retaining talent. Key elements include:

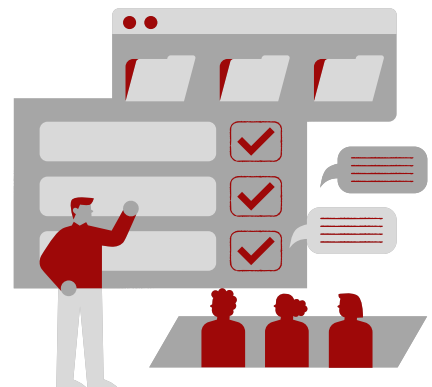
**Base Salary:** The fundamental component of compensation.

**Incentives:** Performance-based bonuses and commissions.

**Benefits:** Health insurance, retirement plans, paid time off, and other perks.

**Equity Compensation:** Stock options or ownership stakes.

**Total Rewards Strategy:** Integrates compensation, benefits, and career development to provide a holistic value proposition to employees.



## 8. Feedback and Assessments

Regular feedback and assessments are crucial for employee development and performance management:

**Performance Appraisals:** Formal evaluations of employee performance.

**360-Degree Feedback:** Comprehensive feedback from peers, subordinates, and supervisors.

**Continuous Feedback:** Ongoing informal feedback to guide and improve performance.

**Self-Assessments:** Encouraging employees to evaluate their performance and identify areas for improvement.



## 9. Team Building

Team building activities enhance collaboration, trust, and cohesion within teams. Effective team-building strategies include:



**Workshops and Retreats:** Focused sessions to improve teamwork.

**Team-Building Exercises:** Activities designed to promote collaboration and problem-solving.

**Social Events:** Informal gatherings to build relationships.

**Professional Development:** Shared learning experiences to foster teamwork and growth.

## 10. Negotiation

Negotiation is a critical skill for resolving conflicts, securing agreements, and improving outcomes. Effective negotiation involves:

**Preparation:** Understanding objectives, interests, and alternatives.

**Communication:** Clear and assertive communication of needs and perspectives.

**Bargaining:** Finding mutually acceptable solutions through compromise.

**Problem-Solving:** Collaborative approach to address underlying issues and interests.

**Closing:** Reaching a final agreement that satisfies all parties involved.

These notes provide a comprehensive overview of essential HR topics, offering valuable insights for HR professionals and organizations looking to optimize their human resource practices.

# JOURNEY WITH MILVEST AND IIM SHILLONG

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

1

**Module 3 - Economics**  
(May 2 - May 9)

3

**Module 4 - Finance**  
(May 13 - June 4)

4

2

**Module 2 -  
General Management**  
(Apr 2 - Apr 30)

**Module 5 -  
Human Resource  
Management and OB**  
(June 11 - July 11 )

5

**Module 6 -  
Marketing  
Management**

6

## Topics Covered

- Principles of Marketing
- Marketing Research
- Consumer Behaviour
- Service Marketing
- Branding

## Upcoming Topics

- Advertisement
- Digital Marketing
- Marketing Strategy
- B2B Marketing
- Salesforce Management

**FUNZONE**

FUNZONE

**FUNZONE**

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FUNZONE

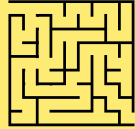
**FUNZONE**





# RIDDLES

TEASER



...

LOGIC



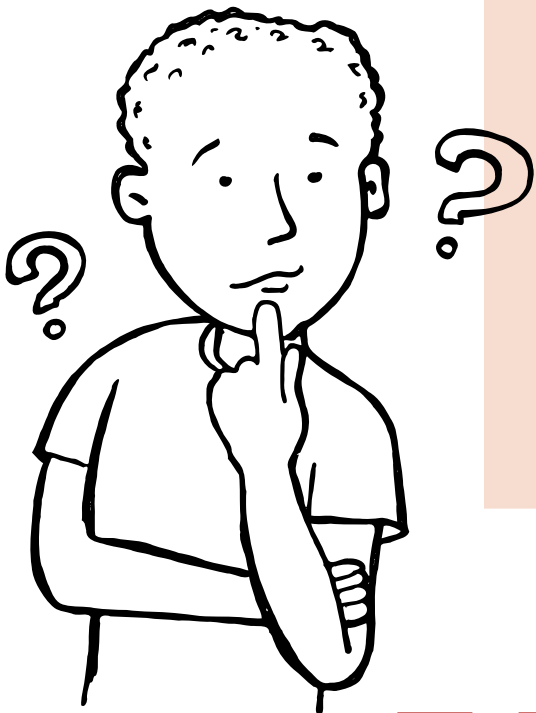
1

I speak without a mouth and hear without ears.  
I have no body, but I come alive with the wind.  
What am I?



2

I talk, but I do not speak my mind  
I hear words, but I do not listen to thoughts.  
When I wake, all see me.  
When I sleep, all hear me.  
Many heads are on my shoulders.  
Many hands are at my feet.  
The strongest steel cannot break my visage,  
But the softest whisper can destroy me.  
The quietest whimper can be heard.







“

3

Which is faster,  
hot or cold?

”

“

4

What starts with E,  
ends with E and only  
has one letter?

”

5

What can you  
hold without  
touching it?



“

6

What can you swallow  
that can also swallow  
you?

”

7

What is always in  
front of you but  
can't be seen?



8

What appears once in every minute,  
twice in every moment, but not  
once in thousand years?



## UNLOCK THE ANSWERS TO ALL YOUR QUIZ!

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

“MILVEST Insights Monthly Magazine”

<https://www.sambhavgadam.org/ans-quiz-32to38-milvest-insights-30jul2024/>

### Session 32 - Training and Development

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

### Session 33 - Assessment and Feedback

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

### Session 34 - Compensation and Benefits

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

**Session 35:  
Negotiations**

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

**Session 36:  
Introduction to  
Marketing**

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

**Session 37:  
Marketing Research**

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

**HERE ARE THE QUIZ ANSWERS.**

“ **WHY WORRY**  **IS HERE!** ”

**WHEN**  **IS HERE!**

**SPIRIT OF MILVEST**

**SAB MILEGA SAHI TIME PE... HAPPY NOW!**

# QUIZ

ANSWERS

## Session 38: Consumer Behaviour

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

## TIME FOR ANSWERS

### Of Riddle



- 1 An echo.” An echo doesn’t have a mouth, yet it repeats sounds it hears. When the wind carries sound waves, it creates an echo effect.
- 2 An actor
- 3 Hot, you can easily catch cold
- 4 An Envelope
- 5 Your breath
- 6 Water
- 7 The future
- 8 The letter M

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Our Contributors for notes - MILVEST greatly values and acknowledges the dedication and hard work invested in creating the notes.



Ms. Shilky



Ms. Ashwini

## Mr. Rishikesh Soni

Mr. Rishikesh Soni's remarkable dedication and tireless efforts have been instrumental in our team's success. Despite facing several challenges, including limited resources and high-pressure deadlines, Mr. Soni consistently demonstrated unwavering commitment and professionalism. His proactive approach and strategic insights have greatly contributed to the magazine's quality and timely delivery.



## Mr. Arun Mishra

Mr. Arun Mishra has been an invaluable asset to our team, particularly in proofreading and creating the backdrop. His meticulous attention to detail ensured that every piece of content was error-free and polished to perfection. Mr. Mishra's dedication and expertise have significantly contributed to the magazine's success and are deeply appreciated.



## Mr. Anoop K Nayak

Mr. Anoop K Nayak has been a crucial member of our team, making significant contributions through his individual efforts. His dedication and hard work have greatly enhanced our projects and overall success. His role as an important contributor is deeply valued and appreciated.



# THANKYOU

We greatly appreciate your overwhelming response and contribution during the launch. Your time and efforts are invaluable to us.



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We look forward to your continued participation and contribution in the near future. We hope you enjoyed reading this issue and that future editions will bring even more joy to the **MILVEST family!**



Thank you for 162 likes, 50 exclusive comments, and 25 heartwarming reposts on the  
**LinkedIn Sambhav Kadam Foundation Page**  
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