

Unexpected events throw us, off course...

BUSINESS *UN* USUAL

...It's a search, way out, if not way lost!

Emerging **GLOBAL IMPERATIVES**

SURVIVING / THRIVING ON...

Towards
Excellence

A prodromal 'trailblazer' of a book, batted on experience and research; elucidates in an incredibly simple and practically relevant manner, appealing to everyone in search of EXCELLENCE.

WALK THROUGH LIGHTLY,
READY TO **REIMAGINING** DISTINCT WORLD...

Dr. George Neelankavil

INNOVATIVE NDIA NTERNATIONAL NITIATIVE

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Dr. George Neelankavil

— Preface —

Consider 'CORONA CRISIS' as perspective-lifters!

Unexpected events throw us, off course...

BUSINESS UNUSUAL

...It's a search, way out, if not way lost!

When we survive a CRISIS of this pandemic manifestations, our individual and collective responses might take us either up or down.

We can complain, and even curse at the insurmountable issues; resenting it and feeling sorry for ourselves. This will pull us down into a pit of self-pity!

The crisis can be visualized as stepping stones, empowering and enabling us climb up and see ourselves from a HIGHER perspective...
For SURVIVING and THRIVING on...

Emerging **GLOBAL IMPERATIVES**

LET'S BE MINDFUL OF THE FACT, THIS IS **ONCE IN A LIFETIME / CENTURY, OR EVEN RARER OPPORTUNITY TO RE-INVENT OUR OWN INDIAN WHEEL OF GROWTH FACTORS!**

DON'T MESS UP WITH EITHER 'PET POLITICAL POINTS OF VIEW' OR 'QUICK FIX' EASY OPTIONS, BUT **THE RIGHT, MAY BE 'DIFFICULT' ONES...IT'S WORTH!**

A prodromal 'trailblazer' of a book battened on experience and research; elucidates in simple and practically relevant manner, appealing to everyone in search of EXCELLENCE!

WALK THROUGH LIGHTLY,
READY TO **REIMAGINING** DISTINCT WORLD...

George Neelankavil

Executive Summary

Ratan Tata on COVID - 19

"...a time to support, invest in our own innovativeness...many innovations could find their roots there. If some funds could be marshaled into certain areas, there could be another wave of innovativeness..."

Part I

GOVERNANCE

*GOVERNMENT / BUSINESS(Public/Private) / NGOs /...

- Be mindful of the fact that **innovation for socio-economic growth is not overlooked** in the innovation ecosystem.
- Re-invent an INDIAN WHEEL of GROWTH FACTORS; defying / denying dysfunctional concepts / constructs, and re-defining CEO / LEADER agenda.
- **...A new business paradigm that goes way beyond conventional wisdom...** And its commitment within the framework of a developing global perspective for Human, Organizational and National Development...
- As we embark on a **norm-breaking and trend setting mission**, we look forward to engaging with serious and visionary leaders who are **seeking to disrupt the status quo**.
- The time is ripe to revitalize and consolidate the ideas developed and the experiences gained for achieving a better **integration and a meshing of the needs of the organization with the needs of the individual and the wider society**, to make for human, organizational and national growth.

FAMILY / SOCIETY

- **Family Lab and Holistic Self Governance:** Two pioneering approaches focused on family and individual evolution / enrichment.
- **Gearing/Grooming the whole person** (The most essentials ...YET, NEGLECTED UNIVERSALLY!):
- **Proactive Parenting / Life Style Management** - Physical / Psychological / Spiritual / Social domain; dovetailed to basic tenets of managing Self, Relationship, Performance and Growth.
(MORAL PROFESSIONALISM & UNIVERSAL SPIRITUALISM)

HEALTHCARE

- **HOLISTIC Preventive/Primary/Emergency HEALTHCARE**
(Provide a 'cost-effective', well concerted and a networked elaborate management system solution)
- **Personal evolution of natural immune system** by universally proven spiritual / yogic / meditation processes, in consonance with the nature, environment, cosmic vibration / energy...

SENIOR CITIZENS

- **CARING / 'CAPITALIZING' SENIORS:** Build a highly motivating and facilitating infrastructure and environment around them, so as to unconventionally care and capitalize, **making them happily productive and valuable human resource.**
- We can really do wonders, converting these **misunderstood 'liabilities'** into **fantastic 'assets'**

GLOBAL CHALLENGE

- This is a significant movement at a crucial and critical phase and face of a global challenge, **TO MOVE EVERYONE AND FOR EVERYONE TO MOVE.**
- We ALL must be in it together!

* (As we are so very keen/certain of our '**INSPIRED**' strategy and plans; with some **CHOSEN** sectoral leadership, we will be happy to offer '**NO FEE FOR SERVICE**' for one year (on mutually comfortable T&C). This is with our realistically optimistic expectation of eventually receiving a share of phenomenal incremental overall growth / gain...)

Part II

EDUCATION / TRAINING / DEVELOPMENT

- A Global Initiative for **Inclusive HRD & Innovative CSR**
- **Re-define Manager, Management & Leadership Development**, making MBAs work, and uniquely customizing working MBAs...
- Groom 'client-centered' professionals in **REAL** collaboration with user organizations, primarily providing '**contribution value**' rather than '**market value**'.
- Institute in-house 'Consultants / Trainers / Counsellors', for enhancing **CORPORATE VITALITY INDEX**, **socially facilitating hyper 'innergy'** for making unemployed, employable; and employed, more creative. (**Innovative CSR integration**)

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WITH
MORAL PROFESSIONALISM & UNIVERSAL SPIRITUALISM

HOLISTIC Preventive / Primary / Emergency **HEALTHCARE**

CARING / CAPITALIZING SENIORS

(International Chain of '**HealthVarCities**'...
DiamondDays Inn®)

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- A Futuristic Concept

A Global Initiative
for
Inclusive HRD & Innovative CSR

COACHING⁺

GEARING/GROOMING THE WHOLE PERSON
(The Most Essentials...YET, NEGLECTED UNIVERSALLY!)

THE **ULTIMATE!**
In/Exclusive
Y O K E • MEDITATION

Part I

REIMAGINING ORGANIZATIONS *& beyond*



RE-DEFINING **CEO / LEADER** AGENDA

“...a new business paradigm that goes way beyond conventional consulting...And its commitment within the framework of a developing global perspective for Human and Organization Development...”

The universal significance of this approach to our emerging context and its promise for the future is resplendent...”

CEOs / LEADERS across the globe, are resonating a common leadership challenge

– **RELEVANCE, VALUE & APPROACH** –

A unique pragmatic strategy for

HUMAN AND ORGANIZATION DEVELOPMENT

To drive and derive the desired growth trajectory.

Innovation is the key pivot and cornerstone of growth. We have been moving up the global innovation index, but the real challenge is in making innovation a constant feature of growth through collaboration with all stakeholders.

INNOVATIVE INDIA INTERNATIONAL INITIATIVE

We need to be mindful of the fact that innovation for socio-economic growth is not overlooked in the innovation ecosystem.

We need to re-invent an **INDIAN WHEEL** of

GROWTH FACTORS

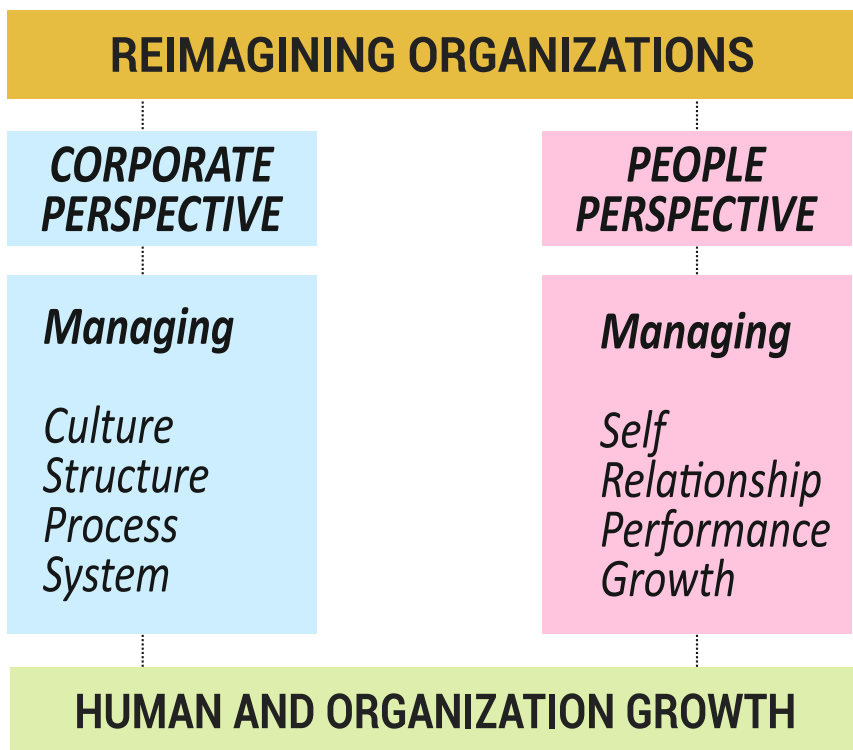
(DEFYING / DENYING DYSFUNCTIONAL CONCEPTS /CONSTRUCTS)

AND

RE-DEFINING CEO / LEADER AGENDA

As we embark on a norm-breaking and trend-setting mission, we look forward to engaging with serious and visionary leaders who are seeking to disrupt the status quo. The group size envisaged is for a Board room consultation.

The schedules will be packed with group consultation, individual/organizational profiling and processing; Breakfast and Dinner sessions - sharing insights and experienced reality from Family Lab and Holistic Self Governance: two pioneering approaches focused on family and individual evolution /enrichment.



UNIQUELY PROVEN PRAGMATIC STRATEGY

FOR

HUMAN & ORGANISATION DEVELOPMENT

WITH

MORAL PROFESSIONALISM & UNIVERSAL SPIRITUALISM

(ISSUES / CONCERNS / VISION/ ACTION IMPERATIVES)

- HUMAN AND ORGANIZATION DEVELOPMENT suffers from the conventional disadvantage that its practice is focused mainly on methods and techniques, to the neglect of an action perspective for growth.
- The evolution of a global perspective, relevant to our emerging context, is fast taking shape. The time is ripe to revitalize and consolidate the ideas developed and the experiences gained.
- However, there is ample evidence from many sources that practically no organization, even among the very best managed, capitalizes fully on its tremendous investment in Human Resources and Management experiences.
- In the long run, however, we believe this movement is the best hope for achieving a better integration and a meshing of the needs of the organization with the needs of the individual and the wider society, to make for human and organizational growth.

The time for resolution and action is now!



core competence is in organization structure, design and development, with emphasis on Organizational Leadership and Development. Acknowledged as one of the best, the ever expanding network of alliance worldwide is further enabling a single source advantage for integrated management services.



has learned from experience that the rudiments, the basic guiding tenets of effective management of Self, Relationship, Performance and Growth are universal. And so, CICA's strategies focus on philosophies and techniques that induce a strong sense of conviction and yield a rich harvest of positive transformation in individual and corporate performance.



represents a new business paradigm that goes way beyond mere consulting. Unlike many consultancy firms that necessarily take a 'Specialist' point of view, CICA bolstered by a panel of acknowledged experts, believe in a holistic view. And its commitment to a relevant organizations specific context gives it real competitive advantage. THE TOTAL TASK TEAM examines every task from CONCEPT TO COMMISSIONING AND BEYOND...

H O L I S T I C Preventive / Primary / Emergency H E A L T H C A R E

Provide a 'Cost-effective', well concerted and a networked elaborate management system solution

Background

The present health seeking behavior of individuals and society as a whole is observed to be reactive in nature.

Medical intervention is sought after the onset of an ill-health condition. At which point intervention becomes costly to the healthcare provider and the consumer. However, there could be factors that promulgate this behavior such as accessibility, affordability and availability of healthcare providers.

Opportunities for improvement in Health Care Delivery

1. Expand coverage.

2. Change the fundamental way that healthcare is structured and perceived.

If we need to bring about the differentiation in the health care delivery and consumption behaviors, so as to enhance the Quality of Life of each and every individual in our communities, we may need to revisit the delivery model.

Conduct primary and secondary research to understand health seeking behaviors and implement delivery models that align within the health seeking context.

Deliver services that encourage consumers to adopt preventive health seeking behaviors.

Increase access and engage people to get timely and preventive healthcare by getting a greater number of young people involved.

Provide the planners and front line staff with the required training and development to continue to grow and apply the latest concepts and techniques in patient care.

The poor in India don't suffer from fewer "lifestyle diseases" than the rich. They just don't know it. A new study shows that the actual prevalence of common non-communicable diseases (NCDs) is far higher among the poor than they report, and is as high if not higher among the poor than among the rich.

THE ULTIMATE! *'In/Exclusive'* YOKE • MEDITATION

One recovered coronavirus patient, used to do some elementary yoga - Breathing, in the pre-pandemic days. But when in hospital with the dreaded COVID-19, taunted by media/people for having 'infected' others, the only message that got him thinking was to do more elaborate breathing exercises - *om, anulom-vilom, kapal bhati, bhastrika, and kumbhaka* - It is both preventive and curative.

The word YOGA is derived from a Latin word 'Yuj' meaning 'yoke'.

Yoga literally means "union". This union can be understood on different levels: **Philosophically**, as that of the relative, limited self with the absolute Self; **religiously**, as that of the individual soul with the Infinite Spirit; **psychologically**, as the integration of the personality – a state wherein a person no longer lives at cross-purposes with himself; **emotionally**, as the stilling of the waves of likes and dislikes, permitting one to remain in all circumstances complete in himself.

The yoga frenzy has suddenly seen a shift: in CORONA CRISIS., it is no longer a 'Hindu / saffron-tinged religious ritual'. Today, it is seen more as a form of 'mind-body toning' to prevent an invisible force like CORONA, locking us down!

When the World Health Organization (WHO) announced that the number of COVID-19 cases outside China had increased 13-fold and the number of countries affected had tripled, the Harvard Medical School's health blog published an article titled 'Coping with

coronavirus anxiety'. The writer, John Sharp, suggested yoga, meditation, and breathing as three distinct ways of relaxing. He even offered names of apps such as Yoga Studio and Pocket Yoga, Headspace and Calm, ironically all owned and developed in the West.

Prime Minister Narendra Modi, an ardent Yoga practitioner, tweeted that he practices yoga nidra, regularly...

It was in the 70s, I was initiated into YOGA...

I have since come a long way...have a lot to share my experience of practicing and growing with the process, for the last more than 4 decades...

And now, come to think of it, we realize, what we are practicing/training, is **The ULTIMATE, 'In/Exclusive' YOKE-MEDITATION**, (covering ALL **physical, mental/emotional and spiritual domains**, as mentioned at the bottom), which is a first of its kind - COMPREHENSIVE!

Grateful for the proud privilege of getting trained by ALL the INTERNATIONALLY ACCLAIMED AUTHENTIC TEACHERS of each specialization...till 'yesterday'!

We have, by the Inspiration, Grace and Blessing of God, synthesized and integrated ALL into an HOLISTIC ONE.

A 55 minutes intensely internalized 'Work-in', conserving energy/calorie; in contrast to the conventional 'Work-out', expending energy/calorie.

THE ULTIMATE! 'In/Exclusive' YOKE • MEDITATION

(Asana•Auratic•Ayur•Bhakti•Calisthenics•Cardio•Dermato•Dhyana(TM)•Endocrino•Gastroentero•
Hattha•Immuno•Image•Karma•Mantra•Nephro•Neuro•Ophthalmic•Otolaryngo•Ortho•Pranayama•
Pranic•Pulmano•Rajyog•Resistance•Rheumato•Stretch•Tibetanrites•Uro...)

CARING / CAPITALISING SENIORS

**INTERNATIONAL CHAIN
OF
'HealthVarCities'**

DiamondDays Inn®
for / by
Accomplished Seniors

The percentage of senior citizens is going to phenomenally increase – thanks to the longevity increase, the universal healthcare consciousness and the advanced medical care etc.

These 50s/60s age and beyond are the best time of people in terms of maturity, wisdom and more importantly their inner urge to actualize and contribute to the system and society around, rather than the mundane time structuring and merely living to die! We need to build a highly motivating and facilitating infrastructure and environment around them, so as to unconventionally care and capitalize, making them more happy valuable human resource. We can really do wonders, converting these misunderstood 'liabilities' into fantastic 'assets'.

We are not talking about the conventional senior citizens' homes / assisted living etc. we are contemplating on a novel concept of a chain of Corporate 'HealthVarCities', with a multi-specialty hospital, university, school, various enterprising ventures; built around and managed by senior citizens. They will be accommodated on the campus in various categories of apartments of their choice and style, every detail taken care.

People from all walks / skills / levels of specializations can be absorbed as per their interest, capacity and potential, either on voluntary/compensation basis. Eventually, we hope to have these 'HealthVarCities' in every district of various degrees and dimensions.

This will be a great relief and encouragement, particularly for all the parents/children. The potential, opportunity and possibility are simply mind boggling.

We have done a lot of research/spade work on all the above projects and more.. we can fine-tune them and be ready for implementation, once the government/business corporate is inclined to work on a collaborative effort.

We have only conveyed a brief bird's eye view and perspective. This is only a tip of the iceberg and a small visible dot of a very large canvas. This is a significant movement, at a crucial and critical phase and face of a global challenge, to move everyone and for everyone to move. We ALL must be in it together.

60+ is No Age Bar. Why should companies recruit people over 60, for senior and responsible positions ? Because they are more productive than those below 60 !

A massive study in America has found that the most productive age in a man's life is 60-70. From 70-80 is the 2nd most productive age. The 3rd most productive age is 50-60.

The average age of a Nobel Prize winner is 62.

The average age of a CEO in a Fortune 500 company is 63.

The average age of the pastors of the 100 biggest churches in America is 71.

The average age of Pope is 76

This tells us somehow, God has designed that the best years of your life are 60-80 !

IT IS WHEN YOU DO YOUR BEST WORK.!

A study published in NEJM found that at 60 you reach your peak of potential, and continue up to 80 !

So, if you are between 60-70, or 70-80, you have the best and second best years of your life with you !

All senior citizens need not worry about age at all. Be Happy_ & Cheers!!!

(Source: New England Journal of Medicine:(2018))

Part II

CORPORATE MANAGEMENT SCHOOL

SUPER SKILLS SCHOOLS - Integrating Academics/Works

- A Futuristic Concept

*Re-defining Manager, Management & Leadership Development
Making MBAs work & Uniquely customising working MBAs*

Grooming client centred professionals in REAL collaboration
with user organisations

Uniquely providing '**Contribution Value**' rather than
'**Market Value**'

EDUCATION / TRAINING / DEVELOPMENT - SOME CONCERNS

- The system is not churning out well groomed products to meet the requirements of end users, resulting in various organizations entering the sector in the guise of training and development.
- The system is not in tune with the times. The number of educated unemployed is swelling phenomenally. There is possibility of their falling towards pervasive and destructive activities.
- We must provide them a better chance of positive employment through more relevant and meaningful educational / developmental facilitation.
- We need to evolve more appropriate strategy for development and a proper environment must be created in which not only the economy grows rapidly but also the overall quality of training and development is also enhanced considerably, in real collaboration with the business corporate and other user organizations - Inclusive HRD and Innovative CSR

This is the gap CORPORATE MANAGEMENT SCHOOL / SUPER SKILLS SCHOOL gearing to fill up totally through an innovative paradigm and process.

INNOVATIVE CSR - INTEGRATION

Institute IN-HOUSE Consulting / CSR, Corporate Consulting,
Proactive Parenting, Career/Family Counselling, Lifestyle
Coaching

Groom Internal Consultants, Trainers & Counsellors
Socially providing hyper 'INNERGY' for making Unemployed -
employable & employed - more creative

A Global Initiative for Inclusive HRD & Innovative CSR



Join a unique voyage in the ocean of a parent's heart

...Cruise the sparkling waters of winsome wisdom, simple truths and intuitive insights...Rediscover and celebrate the joys of parenting in this unforgettable journey!...A preventive medicine and happiness prescription in one... With several heartwarming true life stories, shared from children 6-60... terrible twos to the turbulent teens to the tranquil times...A welcome antidote to today's multitasking overstressed 21st century parent... for every mother and father in pursuit of a treasure more precious than any ever found...

Get ready to open door to embrace a new way of life!



Physical, Psychological, Social and Spiritual dimensions are the pivotal areas of interest; facilitating individuals focus on their ontogenetic ennoblement - incredibly simple and practically relevant for all who (want to) WILL something beyond themselves...

AN INVESTMENT IN LIFE FOR A LIFETIME!

BASIC MODULE : Lifestyle management basics with personal parameter profiling, periodical progress review and professional consultation.



Universal Behavioral/ Management concepts and experienced realities strongly support the fact that human faculties are meant not merely to eke out an existence, but also to quest for excellence.

Our focus is to facilitate individuals in viewing their own development as a lifelong process, a real-life fairytale that unfolds overtime.

CORE FOUR MODULES (8 days)

First: Individuals learn that self-development is an 'Inside-out' process-understanding of one's own strengths and blind spots - **MANAGING SELF.**

Second: Helps individuals acquire the ability to relate and work with others - **MANAGING RELATIONSHIP.**

Third: Reveals how to manage one's own performance and of the teams for collective results - **MANAGING PERFORMANCE.**

Fourth: Deals with understanding and managing change & growth, more importantly of one's own and the entire organization - **MANAGING GROWTH.**

ADVANCED SKILLS LAB (4 days) : Is an experiential process lab that provides theatrical improvisational techniques designed to sharpen/develop functional / life skills and attributes to be an impactful Manager / Leader. In a relaxed atmosphere, participants will go through a series of 'on stage' exercises and games designed to improve self-awareness, listening skills, responsiveness, presentation, non-verbal / verbal communications, responding to impromptu situations, etc.



Those with interest, potential and commitment to become professional CONSULTANTS / TRAINERS / COUNSELORS, will be identified for...

TRAINERS/COUNSELORS WORKSHOP (6 days)

These workshops held separately, provide the nuts and bolts to be a professional Trainer/Counselor. Conceptual input as well as video supported actual case analyses and role-plays will be facilitated.

CONSULTANTS WORKSHOP (6 days)

Caters to the Development of Organizational Consulting Skills. The structural, systems and process aspects will be brought out through actual case studies, simulation exercises, projects etc.

PROFESSIONAL CERTIFICATION

Successful completion of the entire series will be the basic requirement for professional certification.

Further qualifying criteria such as on-line study / internship / supervision and evaluation are necessary to ensure the desired international quality standards.

On certification, one may join the emerging global network of Consultants, Trainers and Counselors with necessary professional guidance and organizational system support.

COACHING +

GEARING/GROOMING THE WHOLE PERSON
(The Most Essentials...YET, NEGLECTED UNIVERSALLY!)



Physical, Psychological, Social and Spiritual dimensions are the pivotal areas of interest; facilitating individuals focus on their ontogenetic ennoblement - incredibly simple and practically relevant.

AN INVESTMENT IN LIFE FOR A LIFETIME!

for

ALL who (want to) WILL something beyond themselves

With

MORAL PROFESSIONALISM and UNIVERSAL SPIRITUALISM



“...we could and should enjoy parenting our children, just as or even more than we enjoyed being a part in creating them. ‘Proactive Parenting – the happiest hardest journey’, perhaps becomes the hardest, only when we unnecessarily cross the boundary beyond being the happiest – happily interested in their growth and well-being, enjoy being responsible for providing all the needed support-system and environment and ultimately feel happy to see them grow.

On the contrary, major problems crop up, only when:

- Parents assume unnecessary responsibility/authority to unduly discipline/control and in that process make a 'bonsai' of their child rather than help in tending and blossoming it to be a full grown tree out in the world.
- Parents expect their children to dream and realise their parent's dreams rather than their own REAL – and let Him work in and through them to accomplish His great purposes, as per His unique personalized divine designs and plans.
- Ultimately, when their children grow even beyond their parents' imagination, parents do not have the courage of conviction and magnanimity with a special sense of humor to admit and tell them and the whole world, that their children are what they are, 'not because of us, but in spite of us!..."

COMMUNICATION SKILLS LAB : Is an experiential process lab that provides theatrical improvisational techniques designed to sharpen/ develop communication / life skills and attributes to be an impactful Manager / Leader. In a relaxed atmosphere, participants will go through a series of 'on stage' exercises and games designed to improve self-awareness, listening skills, responsiveness, presentation, non-verbal / verbal communications, responding to impromptu situations, etc.



This was how my mother died, from a viral fever, in our village, when I was 17 months old...I was her first and only child...my father was out in the war field, serving Royal Air Force...He could reach home only after a week...by that time, she had already been buried...

Now, I keep **REIMAGINING, How did I SURVIVE / THRIVE, to pen this book!**



Indebted...

Dr. George Neelankavil

Visionary / Mentor



Founder / Chair: *Consortium of International Consultants and Administrators (USA / India)*

Doctoral Specializations: *Management / Organizational Leadership / HRD.*

Some Significant Leadership Roles : *(Please see back inside cover)*

For over five decades, Human and Organization Development with Business/Healthcare / Educational sectors as

Director/CEO/Management Advisor.

Proven forte; facilitating organizations ascend leadership positions... over 30 organizations in India / USA viz., EICHER, MRF, APOLLO HOSPITALS GROUP, MADRAS MEDICAL MISSION, REGENT UNIVERSITY, just to mention a few.

For the last more than 20 years, gifting talents and time, substantially consulting 'not-for-profit' educational / healthcare sectors. Having spent considerable years in the USA (Studying/ Working/Teaching), even Ph.D programs in Organizational Leadership, he is fairly well aware of India / US scenario of Business / Healthcare / Education

MOST VALUABLE EDUCATION / TRAINING / DEVELOPMENT

SSLC (Secondary School Leaving Certificate)

Studied in a rural government school, walking 5km(bare-footed), not always on a 'hearty-full' stomach. All subjects, 'including English' taught in Malayalam. Managed to pass, scoring 41%.

DVDs / Books

DVDs

The Uncommon People Sense : The street smart psychology of winning lifestyles

[60 minutes management film enacted by professional artistes - sparks off some thoughts on personal/ professional lifestyles. Conceptualized and coordinated by Dr. George Neelankavil]

Human Resources Management: A Corporate Action Perspective

[Brilliant presentations by some best HRM minds

in the country - including prominent IIM/XLRI

/IIT Directors, conceptually coordinated by Dr. George Neelankavil]

The Possible Manager: Help mobilize one's latent resources.

[Four films, coordinated by Dr. George Neelankavil]

"Riston ke ehsas": A popular TV serial in Hindi (with English sub-titles)[Based on real life cases of the growth dilemma of children/youth, treated to perfection by Dr. Lily Neelankavil]

Calisthenics | Cardiovascular | Resistance | Stretching | Asanas | Pranayama | Tibetan Rites | Meditation

Books

- Happy Year Ever...A universal life management strategy that would unlock the springs of happiness.
- Human Resources management: A corporate Action Perspective.
- Proactive Parenting: The happiest hardest Journey of all.
- Towards Excellence: An action program for empowerment.
- Grace to Live Day to Day: Daily Dose Divine. Prayer Point.
- Scripture Synoptic
- Wonder Wor(l)d of Wisdom
- Take Care: A supplementary primer on lifestyle management.
- Social Stimulus Scheme (Upcoming)
- Inclusive HRD & Innovative CSR (Upcoming)
- Management & Leadership Development -A Global Perspective (Upcoming)

Some Significant Leadership Roles:

Business Corporations

Chief of Personnel & Administration: **EICHER**
Director-HR & Management Services: **MRF**
Group Management Advisor: **KCP**
Group Management Advisor: **SITA World Travel**
Group Management Advisor: **Aruna Group**
Group Management Advisor: **CPC**
CEO: **Techno-Management Research & Development**
Group Management Advisor: **Dyna Lamps & Glass Works**

Healthcare / Service Organizations

Group Management Advisor: **Apollo Hospitals Group**
Management Advisor: **Sankara Netralaya**
Group Management Advisor : **Madras Medical Mission & Chairman Projects & Consulting**
Pondicherry Institute of Medical Sciences
Executive Chairman / Director: **Clara Swain Hospital**
India Representative: **Methodist International of the Methodist Hospital (USA)**
Management & development Advisor: **FMM Hospital / EHA**

Consulting Firms

Chairman & CEO: **CICA (USA)**
Chairman : **Center for Individual & Corporate Action**
Director-International Board: **Regent Consulting WorldNet (USA)**

HRD / Academic / Institutions / Universities

Visiting Faculty / Advisor: **Regent University (USA)**
Visiting Faculty: **Maharishi University of Management (USA)**
Director on Board : **Xavier Institute of Management**
National award and FELLOW in HRD: **Indian Society of Training & Development (ISTD)**
Founder Member : **Swamy Chinmayanandji's 'VEDIC MANAGEMENT SCHOOL'**

Spiritual Societies

Advisor: **Vedic India Society**
Chairman Special Projects: **HBI & C**
Advisor: **CBN**
Chairman Advisory Panel: **Emmanuel Ministries International**
Chairman: **ABC WorldNet (USA)**

