

JLT DUBAI TOASTMASTERS CLUB

Issue 3
Feb '18



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MTM SHAGUFTA PATEL
JLT TMC



We are officially in the month of Love!

And though February brings with it an air of romance, roses, candies and all things cupid... a time when the air is cool and the hearts warm up to each other...not many are aware that this is also the month which takes its name from the Latin word Februarius meaning to 'purify' or 'expiate.'

In ancient Rome, Februarius was the "Month of Purification" and great festivities were held to re-establish the empire's focus on righteous living. Cool, isn't it?

So, while you confess your love to your near and dear ones, shower them with gifts galore, I propose to you that you first love yourself, purify what you need to and expiate all that hinders your way forward. And when you do that you will also find that you can love better than before. I can bet you my life that you will find a difference!

Sages with ancient wisdom have said that the Body is purified by water, Ego by tears, Intellect is purified by knowledge and the Soul is purified with love. It is only when you look at things with soulful & wholesome love that you get to experience true Joy & Peace, which are higher expressions of Love.

I am deep into change-work & alternative healing modalities, and the more I explore these, the more convinced I am that each of us is capable of living a life of bliss. All that we need is to detox our minds and direct our vital energies to work for our wellbeing.

And whilst I leave you now to ponder over the thought and to read what we have fondly put together in this newsletter; I wish that life loves you in all its grandiose ways and that you equally love it back with a huge huge smile.

Let Love Prevail!!!

● **PRESIDENT'S MESSAGE**



MTM REHNA KHALID
President, JLT TMC

JLT Dubai Toastmasters Club's new year has begun with many activities such as the Club's first anniversary, the Club contest as well as the Family picnic. Our club is well known in the Toastmaster's fraternity for the warmth, bonding and closeness amongst its members and we continue to step towards higher levels after every meeting and event.

I am very honored and proud to serve as the President of multi talented members. My first and foremost duty is to provide an atmosphere to achieve member's personal goals. Every member also have an pivotal role in achieving the club's common goals.

Here is an example with Former US President John F Kennedy to give you an idea: During his visit to the NASA Space Center, he introduced himself to a janitor and asked him "What are you doing?". "Mr. President, I am helping put a man on the moon", the Janitor

replied. The janitor understood the vision, and his part in it, and most importantly, he knew his purpose.

This incident clearly indicates how important it is to identify the purpose and the desire of your fellow members when you are a part of something that is bigger than they are. I would like to thank my fellow members for embracing such an attitude, and I believe that this has played a great role in achieving the position that we are at. No matter how large or small your role, you are contributing to a larger picture and contributing to the Toastmasters mission of empowering people.

I appreciate and congratulate the editorial team for the third edition of JLT Dubai Toastmasters Club's newsletter and hope everyone will get to know more about our activities in the following pages.

CLUB EXECUTIVE COMMITTEE ●

PRESIDENT



MTM REHNA

IMMEDIATE PAST PRESIDENT



TM SUDHIR

VP EDUCATION



MTM RUCHIKA



TM ASHISH

VP MEMBERSHIP



TM BRAHIM



MTM HAWABIBI

VP PUBLIC RELATIONS



TM SOUMYAJIT



TM MUKESH

CLUB SECRETARY



TM REJI



TM SAYNDIPPTA

CLUB TREASURER



TM KHALID



TM ALIYU

SERGEANT AT ARMS



TM SHOEB



TM NIDHIN

THE BANK JOIN US



TM BASEL SHIHABI

Working as a Sr. Internal Auditor in e-marine. With certifications in risk based audit & risk assessment, Master's Degree in Finance from Manchester Business school & over 10 years of working experience.

I try to enrich the diversity of the toastmasters club, by using my knowledge & experience and suggesting different approaches in countering people in the course of carrying fraudulent activities. Hence, the speeches may involve debates and arguments which are a result of exploring various approaches and interacting with diverse level of people in the professional context.

In my free time, I enjoy my passion in arts of oil painting, and hiking as well as travel when ever my busy schedule allows me to.



TM MIDHUN VP

I was born and brought up in Kerala, India. Studied master of engineering. My passion for technology has given me an opportunity to work for one of the world's biggest enterprise software company as an advisor of cloud technologies. My interests range from arts to technology. I'm keen on cloud computing and blog about it whenever I have the chance. When I'm not in front of my computer, you'll find me in front of my sketchbook practising my drawing. I love to travel!

I always felt that a true measure of a person is not what they take from this world but its what they give to this world.

IDWAGON



TM NIDHIN GEORGE

"Fun loving person who likes to live in the present. Working in Engineering department of an Oil & gas equipment manufacturing company for the last 5 years. Living with my soulmate & our one-year-old little angel. Passionate about travelling, trekking & sports activities. I Love to entertain audience by public speaking; however, I have to overcome my fears inside. That's why here I am in Toastmasters club. I really enjoy to be part of the high energy JLT team."



TM MIKEL HALABI

Mikel is a biomedical engineer by profession, practicing in the medical devices industry, moved from Jordan, his home country to the UAE almost directly after finishing the university, and that is where the journey of self-discovery began for him, he used to believe in wish lists getting numbers into place, but now he believes that one should never have a fixed goal that can be reached as this would limit our potential and drain the joy off of our lives. Mikel heard of Toastmasters through a world champion speaker how delivered an intense, unforgettable speech about the belief in one's self and the power of the love of your people, and not very long after that video, the first meeting was attended and he was hooked to the club!



TM TONY

Cost estimator in construction. Calculating and analyzing are my strong suites. Coming from an oriental nation with a long history, I am passionate about meeting new friends and learning about different cultures. Joining JLT toastmasters is one of the most important decisions I have ever made. I get up every morning telling myself that life is either an adventure or nothing. Embrace surprises and changes and be ready for meeting the new self.

Passionate about traveling. Love exploring every corner of a city. A super sports fan. Michael Jordan is my favorite athlete in all fields. Also a wine lover. I desire to live my life to the fullest.

● JLT TMC BRIGADE



ALIYU PALATHINGAL, AMIT SHARMA, ASHISH SAXENA, BASEL OSAMA SHIHABI, BRAHIM LARAIKI, DEEPA SUREDRAJAN, FRANCIS SALIBA, HAWABIBI CHUNAWALA, HAOTIAN FANG (TONY), HUYNH THIEN LOC (MARK), JAYESH VED, JOSHI SHRIRAM, KHALID.N.KHAN, MARCO PESCE, MIKEL HALABI, MIDHUN, MIRKA VAVROVA, MUKESH MUKUNDAN, NEETA MALOO, NEETU SHAH, NIDHIN PILIPOSE GEORGE, PRATEESH PRABHAKARAN, RADHIKA GUPTA, REHNA KHALID, REJI DANIEL, RIZWAN SALEEM, RUCHIKA AIRON, RUKHSAR KHAN, RUMANA RIZWAN, SABEEH GHUGHARIA, SAYNDIPPTA GHOSH, SHAHNAZ RABIEI FAR, SHAGUFTA PATEL, SHAN ABDUL SALAM, SHOEB GHAZI, SIYU CHEN (TRACY), SOUMYAJIT NAYAK, SUDHIR K, TREVOR TAVARES

CLUB ACHIEVEMENTS ●



Awards and Recognitions go a long way in recognising the efforts of the individuals and the team members. They also help the club to cherish and motivate the club to strive for more laurels.

For the period from October '17 - January '18 our club and its members achieved following:

- ◆ **MEMBERSHIP MAXIMUS AWARD FROM DISTRICT 105**
- ◆ **FAST TRACK CC AWARD FROM DISTRICT 105**
- ◆ **FAST TRACK CL AWARD FROM DISTRICT 105**
- ◆ **CLUB DCP ACHIEVER AWARD DISTRICT 105**

The following three members have completed their CC tracks:

- ◆ ◆ ◆ **TM SUDHIR, MTM RADHIKA AND MTM SHAGUFTA**

The following three members have completed their CL tracks:

- ◆ ◆ ◆ **MTM RADHIKA, MTM REHNA AND MTM SHAGUFTA**

OUR MARATHONERS



It's not about the end goal ,it's about how consistently we push the edge of our limits.
Do our best and let the life do the rest.

TM NIDHIN GEORGE



Happy to do the 10km run for the third consecutive year at Dubai marathon and would look forward to running with the JLT team next year.

TM MUKESH MUKUNDAN

My very first full marathon!

Just a month earlier I was struggling to finish the half marathon. All sorts of pain, my feet, my knees, my back, and feeling bored after hours of running made it a true fight. I couldn't grasp what it would mean to run for 5 hours straight. What 42 km of running would feel like and how I would manage. Yet, this new ambitious goal was all I needed. Suddenly, the half marathon was the easiest thing in the world. It had to be, because I would have to run double that. As a result it was.

My learning: Dream big, set your targets unimaginably high - and your previous obstacles, will be your current achievements!

MTM MIRKA VAVROVA



CHANGE or MAKEUP

“Every man loves two women; the one is creation of his imagination and the other is not yet born.”

- Khalil Gibran

**Our question to the ladies at JLT Toastmasters Club:
What make up item you can't live without and why?**

Girls will always be girls, they all have one must have weapon (read makeup item) that is always in their handbag. Let's read their answer.

TM Shagufta: I like to live my life bright-eyed and bushy-tailed. So it has to be kohl for me.

TM Neeta: I am a makeup buff, so anything that is makeup has to be in my bag.

TM Rehma: Nothing can be classified as can't live without.

TM Deepa: My will power is something that makes me up. If I have the urge to do it, I can go out and do it in any shape.

TM Ruchika: I can't live without making up my mind but if it is makeup in specific, it has to be kohl.

TM Hawabibi: I can live without make up.

TM Mirka: Eyebrow pen for me is the must have.

**Our question to the men at JLT Toastmasters Club:
What is one habit that your spouse wished to change?**

We got a mix of humor, seriousness and philosophy. Let's read what they said.

TM Sudhir: To become more serious and organized.

TM Reji: My snoring.

TM Ashish: Whatever needed to be changed remained unchanged.

TM Khalid: She wants me to wake up early over the weekends.

TM Shoeb: My pessimism.



MTM RUKHSAR KHAN
JLT TMC

A WIN-WIN A



MTM ANITA SAMBHUS
AREA 28 DIRECTOR

This year's contest season is in full swing. I am spending every weekend doing judging duty. When I visit a club during contest season, I am always in awe of members who selflessly contribute their time and effort towards organizing their club's annual contest.

Organizing club contests is no easy feat. Booking a venue, inviting judges, arranging Master of Ceremonies and contest chairs, ordering trophies and presents, there are dozens of things to do. Normally members who work tirelessly to organize their own club's contest get so busy that they can't even think of participating in their own club contest. This can be quite disappointing for them as well as for the club.

This is a once in a year opportunity for members to shine and present their talent before the wider TM community. Also a club wants all its members to participate and increase the club's chances of winning at Area and Division level.

Organizing a contest should not become an obstacle in a winner's dream. And it is with this thought that the community club Ex-coms in Area 28 worked on a unique concept of co-operation. The aim was to increase club member participation in club contests.

Greens Dubai TM Club organised club contest of JLT TM Club on 22nd Jan 2018. JLT TM Club organised club contest of DGTC TM Club on 3rd Feb 2018 and DGTC TM Club organised club contest of Greens Dubai TM Club on Feb 9 2018.

This allowed members of all 3 clubs to freely participate in their club's annual contest. Member participation increased many folds. More participants mean more chances of winning. In Area 28 we sure have found our own win-win formula.

As Toastmasters, we know that we are stronger as a group than as an individual. Thanks to continuous guidance of past Area Directors and its Leaders, I can say that Area 28 is a well knit and strong group.

Area 28 has benefited from this co-operative spirit. I encourage other Areas and Divisions to try this unique concept. This is a win-win proposition.

PROPOSITION

TM'S EVENT



JLT TOASTMASTERS CLUB ANNUAL SPEECH CONTEST



DG TOASTMASTERS CLUB ANNUAL SPEECH CONTEST
ORGANISED BY JLT TOASTMASTERS CLUB



What if we functioned from a state of completeness rather than worked towards it in the future? Most of us have the implicit or explicit idea that we need to achieve or work towards something in order to be fulfilled, complete or/and happy. Some maybe so immersed in this way of thinking or what in other terms maybe called the “hamster wheel” that they don’t even recognize it.

What is that “something” that we are running towards? If we say money, material wealth, success, better relationships, health, giving back, helping society etc. what are we hoping that all of this will give us?

The answer is obviously happiness. As Deepak Chopra puts it: “happiness is the goal of all goals”. In other words everything we do is for something else, but happiness is the only thing we seek for its own sake. There is a subtle expectation of future fulfillment in all of our actions, but if you have lived and experienced life long enough, you are probably starting to get disillusioned by this promise.

Can you see the assumption we have: “WHEN, or IF I achieve this or that, THEN I will become happier”? Once you start seeing through this, then a few brave souls might begin to redirect their efforts internally rather than externally, and look inside themselves for



TM FRANCIS SALIBA
JLT TMC

ACHIEVEMENT VS. CONTENTMENT

CAN WE START FROM A STATE OF HAPPINESS?

fulfillment. A word of caution here as this can be a double-edged sword, where you need to practice self-reflection while being mindful of not making this yet another future goal (thus setting you out of the present moment). Even though it is a necessary step to shift to introspection, a veil is still covering the truth.

What is the truth? The truth is that you can never reach completion, absolute fulfillment and happiness. Why? Because it is already here, it is life itself. These are not my own words, rather what all the great masters across the ages have told us. This is not about developing an aversion towards pursuing activities but the utilization of them in

the correct way. Pursue all your dreams, desires, and the experiences you want, but by starting this journey from happiness rather than working towards it.

Can you sense the different flavors each perspective has? Can you sense how one is functioning from lack and the other from completeness? Then you might logically ask: how can I do this? Realize that asking and answering the question “how”, will become another method or approach that your mind might use to try again to achieve another future state, which throws you back in the hamster wheel. There is no “how to”. How does understanding take place? “understanding” is

not a question of “how” but an instance of realization, an aha moment that occurs spontaneously once something is seen clearly, similar to how it is when you first understand a joke at the end of the punch line.

Francis Saliba works in a corporate training consultancy, and in his free time pursues knowledge from western and eastern wisdom spiritual and philosophical traditions. He is passionate about exploring the possibility of the human potential to reach its highest state through these resources.

JLT DXB T

JLT TMC members and their families bonding over games and chit-chat, fun and frolic. Spreading love and joy among us to life long special friendship!! A BIG Thank You to the team members behind the scenes.



MC PICNIC

TM's EVENT

such a lovely day well spent at the Al-Barsha Pond Park. This camaraderie will surely take
and the scenes making this a day to remember. All ready and wanting for more.



THIS IS WHY I JOINED TOASTMASTERS...



MTM RUCHIKA AIRON
VP-Education, JLT TMC



Despite knowing the importance of public speaking I was quite ignorant of the extent of its impact until I became a Toastmaster. I have often thought of this as a desirable skill in the past but several 'not so amazing' instances(to put it mildly) of public speaking later, I have come to categorise it as ESSENTIAL.

To be successful in any field or to even enjoy social situations better, effective public speaking as a skill is truly a MUST for all of us!

It's not that I haven't spoken in public in the past or haven't had to address crowds. I have been an HR professional and while I may not have trained people, but speaking in meetings or to groups of people is something that's required of me very often. However, I have to admit - I

haven't always enjoyed it or been consistently great at it. There were times when I was asked to speak impromptu and they weren't the most pleasant moments either.

Joining Toastmasters was a part of fighting this fear. I asked myself - 'I am thirty seven years of age with lots of greys already. Do I really want to be doing something I don't enjoy? I'd much rather avoid being in

any situation which causes discomfort to me now' and I heard a voice inside calling me a - LOSER! So there I was attending Toastmasters as a guest in the first two

meetings and was so charged after these that I soon became a member.

Unlike any other group I have ever been a part of before, Toastmasters is unique in its positivity and focus on getting better at public speaking and becoming a better Leader. Everyone is in it for the same reason. There is unity in a common goal and somehow everyone is appreciative of everyone else. You only hear words of encouragement and no one is bothered about your age, background or professional accomplishments. No one questions anyone about 'Why Now?' ..something I was petrified of being asked all along.

Toastmasters is a classic example of an organisation that has managed to retain the essence that its founder possibly envisioned. How has

an organisation so large in size and magnitude, managed to create this environment uniformly across all its clubs? I wish there was a case study done to identify how such an amazingly supportive and convivial attitude has successfully been percolated down to each level and member of the organisation.

I am fairly new here and yet somehow social and professional situations have a different appeal for me already. Parties where I am the host seem less daunting all of a sudden, weddings where I could be asked to speak on stage look more welcoming and I no longer try my best to avoid situations at work which involve addressing a group or a crowd.

Other than this, I am thoroughly enjoying being an integral part of this group. I think I can honestly admit that I don't ever remember being part of a group or an organisation in the past that has no pretense or negativity whatsoever. At Toastmasters, there is only effort, there is only hope, there is only encouragement and there is only the will to get better. At the same time, improvement areas are not ignored - they are duly notified to respective individuals but never in a way to make anyone feel small or lowly of themselves.

I wish every organisation and group in the world could run on the same principles. I am lucky I got the opportunity to join here and I will strive to spread this positivity to all organisations where I work in future and in social groups I am a part of.

Crux of the day - TMOD's, Themes & Takeaways

The highlight of any meeting besides the Project Speeches and Table Topic Sessions of course, is the Toast Master of the Day.

As Master of Ceremony, the TMOD with his choice of 'Theme for the Day' adds a valued dimension to the proceedings of the meeting.

With newer perspectives and learning that is so carefully thought of and delivered, the TMOD and the Theme is no doubt an important aspect that is much looked forward to.

Read on to know what our TMOD's have been bringing us at each meeting, October to January. Absolutely Delightful!!!

8 OCTOBER 2017

TALL TALES

TM Jayesh Ved

Tall-Tale is about wild imagination. Imagination is the preview of life's coming attractions.

22 OCTOBER 2017

THE LOVE OF BOOKS

TM Shoeb Ghazi

Books open up a whole world in between the pages. There is no better companion than a good book. The love of reading is a rewarding passion.

12 NOVEMBER 2017

EAT, DRINK & CRAVE

TM Brahim Lairaki

More than nutrition for the body, cuisine is an art and a way of life that can give meaning to our everyday life.

26 NOVEMBER 2017

HAPPINESS

TM Francis Saliba

Happiness is a quality that can be learned. In the same way we can master suffering, we can master happiness. Our brain is elastic and so it's physical structure can literally change through our thoughts.

10 DECEMBER 2017

MOTHER

TM Aliyu

Mothers are the highest force behind all progress human kind has made so far, and therefore, the most powerful person on the earth is a Mother.

20 DECEMBER 2017

MILLENNIALS

MTM Mirka Vavrova

Don't get blinded by stereotypes and popular messages in the media. Millennials are defined as the age group born roughly between 1980 and 1995. In other words, people currently at the age of 23 to 38 are considered to be "the same". Instead of judging individuals based on preconceived notions to an arbitrary age group, listen carefully and consider what the individual has to say.

4 JANUARY 2018

MEMORIES

MTM Shagufta Patel

Memories are the architecture of our identity. They are the experiences that happen to us and which mould us into the people we are. We all have a thousands of memories & experiences, good and bad. It's up to us whether we get bitter or better from the memories that will be a part of us until our very end.

“

I FEEL *Great!*



MTM SHAGUFTA PATEL
JLT TMC

These were the words that the NBA league star Pete Maravich, ‘Pistol’ as he was nicknamed, uttered as he collapsed and died on the court of a pickup game. A heart attack killed him and he was only 40.

An autopsy revealed that Pistol Pete was born with an undiagnosed congenital heart defect that normally kills its victims by age 20 and he had lived an additional 20 years.

In playing a sport that is very physically demanding and very athletic despite a heart that was half blocked, his astonishing career became even more notable in death. And he passed away feeling great!!

It is not so much about the grim reality and inevitable end that we all must face, but the words that Pete uttered that make one introspect as to what we must feel at all times.

“I feel great.”

If we can't feel or say this often about ourselves at any given point in time, then there is a course correction needed somewhere. Something needs to change that will evoke that feeling of elation within. And this could be in any space and sphere of one's life -personal, professional, with friends, with family, even with our own selves.

Look back at your life and retrospect. What did you do or could have done that would have added true joy and a feeling of peace, calmness and tranquillity. The important

thing here is identifying with the feeling within. So many of us are going on living our lives, doing our chores feeling exhausted, worried, and overwhelmed. **Stop it..** stop it if you do not have your soul into it... whatever it is that you are doing.

When the soul is the giver of energy and permeates everything that we do — there is ease and effortless flow. Things feel good and they feel right.

Sadly and unfortunately we live our lives by standards and rules set by others and wonder why we are so unhappy. Outside influences force us to keep up, compete, and measure ourselves to others. This kind of living is a testament that even though some of us might have achieved great things in life -- misery is still sitting at our dinner table. Despite having achieved our goals and objectives, the soul is left unfulfilled and therefore the achievements are not imbued with the soul's light. It all feels empty. Rather than investigating this state of being, we tend to rush off to the next goal that might give us that sense... that feeling of fulfilment.

Now mind you, we all need to take certain actions in the world to get things done. I am not in any way saying passivity is a good thing - what I am saying is that we need to learn to distinguish between things that compels us to act, push the envelope as is said... and



the accomplishments that we should've been waiting upon our soul to inspire our course of action.

For many of you who have built castles in the air, your work need not be lost; that is where they should be. Now is the time to put the foundations under them. If there is something that you could change today, what would it be? If there is some action that needs to be taken today, what will it be? And then let your soul, your innermost feeling be the guide and compass as you set out to execute your plans. If you do not feel great... you need to stop, get quiet and wait upon the whisperings of the soul to spur and guide you on and that will enrich you beyond measure.

In the 1989 movie 'Dead Poets Society', Robin Williams,

famously says: **Carpe diem**. Carpe diem means to seize the day... Seize the opportunities and change your life... Fight your fears... Charge forward... Take the plunge... Take the world by storm... Nothing is ever achieved by holding back. It is courage my dear friends that counts.

Courage is doing what you're afraid to do... There can be no courage unless you're scared... It is ok to be scared... just don't live there.. All your aspirations can come true - if you have the courage to pursue them. What lies behind us and what lies before us are tiny matters compared to what lies within us. Explore it... delve into it... Romance it... And then as said by Thomas Edison, if we did the things we are passionate about, we would astound ourselves...

And what astounds us should not be anything less than what makes us feel magnificent and glorious and accomplished.

You know you are on the right track when you can stand and play like Pistol did ready to collapse any time, any day with a smile on your lips and a song in your heart and you can leave the world saying...

"I feel great"

A People Development Specialist, Shagufta is a Certified Image Advisor, mBIT & Success Coach, NLP Enthusiast, Sleep Talk Practitioner and a Consulting Hypnotist.

With a firm belief that life does not get better by chance, it gets better by focused change; she follows her passion & love for coaching to 'spark a transformation' to the people she works with and help them live a life led to the fullest.

Woman of Substance

Was it compassion,
Or was it funny that she smiled;
Was she really happy,
Or was it something she tried to hide.

Gets lost in her creative pursuits,
Structured on the outside,
An artist at the roots.
She could goof up..And make it look fine;
She could falter, and yet never cross the line.

A head above her shoulders,
Emotions under boulders;
She moves on in life..
Lucky he would be to whom she would be wife!

She could kill with her looks,
But she'd rather drown in books;
She could intimidate,
But she'd rather put it straight.

She giggles for a while,
And regains composure like she never lost it;
A child at heart, a woman in body..
It would seem natural even if she flaunted



MTM RUCHIKA AIRON
VP-Education, JLT TMC



WORDS CREATE WORLDS

THE POWER OF WORDS

TM SABEEH GHUGHARIA

JLT TMC

I don't know what made me think of this - I was driving home from work one evening, coming across a bar on the way while we were there - we were going to start a party, I was thinking. Within the first few minutes of the party, I was out of the top after a few sips though. One last toast to the bar.

What I've been doing all day is fantastic wine we drank here. Remember how we never happened to sit down? Yeah, I know what you're thinking. We sat down before one of us ripped the leather. Paulie had us brought in because they're the best. We're going to crack that open at 12 to the theme of the Love Boat.

A woman with long brown hair, wearing a grey t-shirt, is smiling over her shoulder towards the camera. The t-shirt has handwritten lyrics from the song 'We Didn't Start the Fire' printed on it. The background is a plain white.

A photograph of a person from behind, wearing a dark t-shirt and jeans. Their back and hands are covered in cursive handwriting of lyrics from Bruce Springsteen's song 'Born to Run'. The lyrics describe a road trip, a love affair, and a sense of freedom and destiny.

We all have a creative brain within us, you don't need a paintbrush to be creative, **your words paint your world**, and the beauty is the picture of your world depends on how carefully you use your words.

We find many scholars say that **words flow from your heart**, I truly believe in this phrase, because your mind makes you think but what you speak comes from your heart. Speaking out what you feel is so very important especially when it comes to appreciations, acknowledgment, encouragement, praises, good words etc. Do not allow phrases like I am sorry, Thank you, I appreciate, I love, you are important, I understand, and you are beautiful to die on the assumption of good intentions. You never know your words might create a new world for someone.

Lastly, sometimes words are better left unsaid, the power of unspoken words cannot be underestimated.

HIGHLIGHT SPOTS

I always wondered how one can be a good leader who is appreciated by his team and delivers results for the organization. I had seen many leaders, leaders who were either too nice to team however couldn't deliver the results and other leaders who were too focused on the



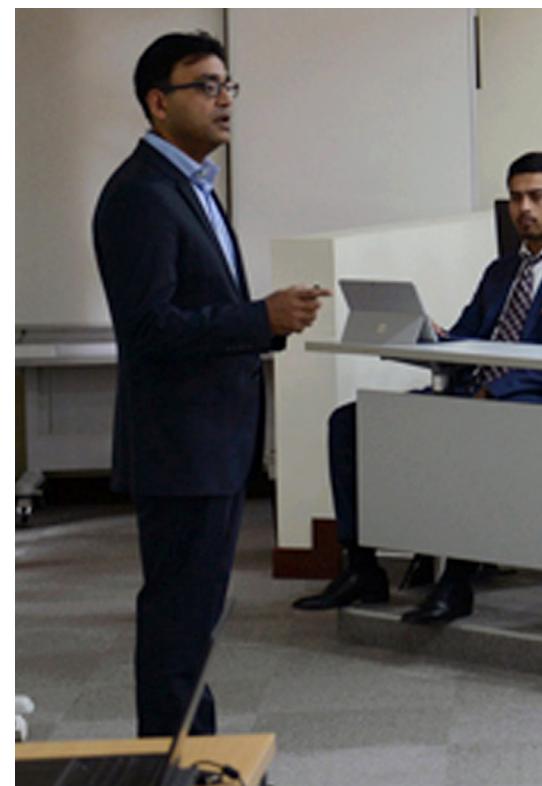
TM ASHISH SAXENA

JLT TMC

organization's results however weren't popular with their team. I always wondered there must be a better way, a way which is good for the team and the organization.

Like many lessons in my life, one of the core lesson that I have learnt is if you stay with the question long enough, somehow the answers start approaching and reveal to you in unknown ways.

It was the month of February and I had already read few books on management however didn't really get the answers and then suddenly I had to travel and on the Dubai airport I saw one book with the title "One thing you need to know" about great managing by Marcus Buckingham. Somehow this book immediately connected



inside me and I liked the idea of just one thing. I read the entire book on my way in the flight and I started to get the answers. I realized that many a times we believe the management is about pushing people to do job which they don't want to do. However, the book suggested few new ideas as below:

1. Learn your people's strengths, what they enjoy doing. Observe and take feedback from the peers is the best to know them. Map their strengths to organizations goal.

2. Learn how your people learn, do they need training, do they need to work with experienced person or need assurance to make them believe that they can learn.

3. What are the triggers of your team members, what



LEADERSHIP

makes them anxious, angry, under perform and what makes them aspire, happy and deliver good results. Find ways to minimize triggers which impacts performance in negative way and use triggers where team member gets energized to act.

4. What does your organization want from you and how can you realign your team based on the strengths of the individuals to deliver results.

I found best management is when the employee feels fulfilled in working for the manager and the organization and this employee will deliver fantastic results if empowered, whereas if employee feels that his manager is there to get results for the organization only

and doesn't really care about team or him then he will just do what's asked or required and will not take initiatives to deliver higher performance.

There were still times when I needed to give feedback to my team members however I kept it very light and informal like over a coffee and I focused more on, what they are doing right and if they do certain things differently then it will help the organization, me and them too. And I generally never had to repeat feedback again. Trying to change people doesn't work well and I realized that I continuously need to change myself and support my team members in the areas where they needed help so the overall team looks good

and the continuously keep the culture of support within the team.

I am glad that these principles are replicable and can be applied everywhere including with my family and people in general.

If I must say two things about management then it is this, know your team members strength and believe in their abilities to use their strengths to deliver good results. And as a manager it's our job to map this strength to organizations goal and, that's an easy part.

Ashish Saxena is working in Telecommunications MNC as Director and is passionate about self development and contributing to lives of others.



TRAVEL is the only thing where you **SPEND MONEY & GET RICH!!**

Life is beautiful, exciting and full of mysteries. Ever since my childhood days, I have always loved the adventure of travel, exploring the unknown, something different and to find something new. My excitement of just going around the “next bend” has over the years developed a passion for travelling, exploring new places, meeting new people and experiencing new cultures, traditions and of course different cuisines. Exploring a new land, a new language, new currency, and all the little challenges that go with it, make it even more exciting for me. I have also been very fortunate and lucky to be in a profession which allows me to travel to new and different places and thus live my passion. Having been in the profession of International Business Development for two decades, I have had the

opportunity to travel to some of the most remote corners of the world. Although it can be challenging at times but I have become addicted to it. It gives me a great adrenaline rush whenever I land in a new destination with full of opportunities to be explored.

I believe that travel broadens your mind in so many ways. Meeting new people, sharing new experiences, and to let down your guard much more than when we are back at home caught up in our mundane day to day routine of life that we think is “normal”. Be it for a vacation or a business trip, I like the excitement of landing in a new place and to see how the world lives. The differences and similarities from people to people living in this world makes it even more interesting for me. Whenever I travel for work, I try to ensure

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that there is adequate time to explore the place as much as I can.

From the local market and beaches of Freetown in Sierra Leone, an exciting late evening boat ride on the North Atlantic (due to compulsion though), exploring the peak of Mount Kilimanjaro to an adventurous evening in Astana in Kazakhstan, I feel blessed to have been able to explore some of the unique places in this world, places where we would normally not plan a vacation to. One of the most exciting places that I have been able to explore are the snowcapped mountains in the north of Almaty in Kazakhstan. From all my little experiences, I have realized that our world is a beautiful

place and in no other time in my life have I met so many generous and friendly people and made so many friends.

Also, being a foodie, I have had the opportunity to try many different cuisines from different regions of the world. So many things influence cuisines from different places and it has helped me learn so much about people, cultures and traditions through the food they eat. From the borshch soup in Kiev Ukraine, pelmeni in Russia, different types of bush meat in West African countries to the Koobideh in Iran, I have tried it all. Food tells us a lot

of story and history behind different cultures and traditions.

Whenever I am in a new place I try to explore the local unique and traditional cuisine rather



than looking for my own traditional food. The very first thing on my itinerary would most likely be a famous food place. It may be a fancy restaurant or a hole-in-the-wall, as long as it is considered their specialty, it's a must try for me. Knowing what people eat and the taste of their food gives an idea the personality of a certain place. I believe that

FOOD SPOTLIGHT

what people eat is a reflection of themselves.

Having spent almost two decades now travelling, I feel that I have not even been able to explore even a fraction of



this beautiful world. To be able to live my dream follow my passion for travel and food is the greatest blessing which I have and it has taught me so much. We should always

be reminded that there's the whole world for us. We all have dreams and aspirations in life, the things that keep us moving on. As I go to places, travel unlocks a certain part of me. It allows me to have a deep understanding about my entire existence in this world.

"I wandered everywhere through cities and countries wide. Everywhere I went, the world was on my side."



POWWOW PICS - SPEEC



HES, SNACKS & SMILES



THE LEARNING THEORIES



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JLT TMC

Confucius who lived in the 6th century BC already gave us the Theories of Learning through his wisest Words and I quote: By 3 methods we may learn wisdom: first by Reflection which is the noblest, second by Imitation which is the easiest and third by Experience which is the bitterest.

Generally, when we think of learning we visualize a classroom full of students' books open on the desk listening to a teacher or professor in front of the room. However, contrary to this image, learning takes place in individuals through 3 different processes. And all our behaviour is a result of these three processes.

- i. Conditioning: Classical and Operant or Instrumental Conditioning**
- ii. Social Learning Theory**
- iii. Cognitive Theory of Learning**

In the 1890's Evan Pavlov conducted an experiment with a Dog where he made the Dog learn to Salivate at the sound of a Bell. Pavlov observed that the Dog salivated naturally when it was given food. Just before the Dog was served food Pavlov rung a bell. With continuous pairing of the Bell and the food over a period of time the Dog learnt to salivate even when only the bell was rung in anticipation of the FOOD it knew would follow.

Let me give you an example before I explain the theory to you. In my school my Principal made important announcements over the Public Announcement System. Every time the PA system was switched on we students could hear the speaker turn on. When the Principal was talking teachers made the class quiet and if students failed to stop talking they were reprimanded either at that time or after the announcement was done. I have noticed that this act of discipline has persisted in me over the years. Now every time a speaker is turned on I stop talking immediately. I am sure you too can think of many of your behaviours which are a result of classical conditioning.

Another landmark

experiment for better understanding of learning is the one conducted by Burrhus Frederic Skinner better known as BF Skinner-for who in their right minds would like to be called Burrhus. BF Skinner made a major breakthrough when he explained learning in relation to responses and the contingent consequences.

Skinner placed a Rat in a box called the Operant Conditioning Box which had a lever. His aim was to teach the Rat to press the lever and then to make it unlearn the response too. When the pressing of the lever was followed by a pellet of food the Rat quickly learnt to press the lever. But when the pressing of the lever was followed by an electric shock the Rat quickly unlearnt what it had learnt before...Smart Rat.

Thus, Skinner concluded that behaviour can be learnt or unlearnt depending on the consequences that follow after a response is made. If behaviour is followed by a reward the behaviour is more likely to be repeated and if followed by punishment is less likely to be repeated.

That brings us to the third theory of learning. Social Learning Theory

Albert Bandura proposes that people learn from one

another, via observation, imitation, and modelling. What Bandura is proposing that we need not go through a situation ourselves or get rewarded or punished ourselves for us to learn a behaviour. Merely by watching Skinners Rat his assistant could conclude when was it safe to touch the lever.

Cognitive Theorists however propound that learning is not just change in behaviour. Learners come to a situation with prior knowledge and how much a person learns in a situation is largely dependent on the Individual, the environment he comes from and the environment he is placed in and his past knowledge. Which means how much a person will learn depends on the individual, his mental makeup and memory & the environment.

But my dear friends these social psychologists propounded their theories in the 19th and 20th centuries but the great Confucius who lived in the 6th century BC already gave us the Theories of Learning through his wisest Words and I quote again: By 3 methods we may learn wisdom: First by Reflection which is the noblest, second by Imitation which is the easiest and third by Experience which is the bitterest .

Nurturing Confidence
Fostering Leadership

