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VALUES NETWORK E MAGAZINE

India's Youth
Potential :
A Ticking Time
Bomb

The Single Most
Helpful Trick for
Dealing with Child's
Emotional
Outbursts

SPOTLIGHT ON WG CDR SAXENA

NAVIGATING THE
CULTURE SHIFT

UNDERSTANDING ADHD
AND
FOCUS IN MODERN KIDS

MY FIRST
COMMAND
OF MILITARY
FARMS

INVESTMENT OPPORTUNITIES
IN EMERGING MARKET SPACES IN INDIA
THROUGH AIFS

Table of Contents

05

DUS SAWAAL: BEYOND THE
BATTLEFIELD

19

INVESTMENT
OPPORTUNITIES
IN EMERGING MARKET
SPACES IN INDIA THROUGH
AIFS

51

UNDERSTANDING ADHD AND
FOCUS IN MODERN KIDS

27

MY FIRST COMMAND OF
MILITARY FARMS

60

INDIA'S YOUTH
POTENTIAL :
A TICKING TIME BOMB

39

NAVIGATING THE
CULTURE SHIFT

71

AFTER THE UNIFORM: JOB
OR JOURNEY ALONE?
NAVIGATING LIFE AFTER
SERVICE

44

THE SINGLE MOST
HELPFUL TRICK FOR
DEALING WITH CHILD'S
EMOTIONAL OUTBURSTS

81

BOOK REVIEW - EXTREME
OWNERSHIP



"We create Big Value by being Together and adding Incremental Value Individually"

EDITOR-IN-CHIEF'S LETTER



Every month offers us a quiet turning point—an opportunity to not just change the calendar, but to recalibrate ourselves. As you open this edition of The Values Network, I invite you to treat it not as another magazine, but as a moment of stillness amidst the storm. A place where the noise fades and your inner voice becomes clear.

We live in a world that applauds speed, celebrates noise, and often overlooks depth. But values—those timeless threads of empathy, discipline, courage, and integrity—are not forged in the spotlight. They are built in silence, strengthened in solitude, and revealed in the smallest of actions. In how we speak, how we serve, and how we stand—especially when it's difficult.

This month's edition brings you stories that aren't just meant to be read—they're meant to be felt. They carry the heartbeat of real people, real change, and real struggle. You'll find tales of bold leadership, quiet

resilience, intergenerational wisdom, and the beauty of choosing purpose over popularity.

As Editor-in-Chief, I believe that values are not inherited—they are chosen. Not just once, but over and over again. In the daily grind. In unseen moments. In the decisions that define who we are becoming. Through this platform, we don't just document inspiration—we celebrate intention. We amplify voices that rise above trends and ground themselves in timeless truth.

To those who have contributed to this edition—Sangeeta Yadav, Mr. Haresh Varu, Cdr Ram (Retd), Col Nandkishore (Retd), Wg Cdr Saxena (Retd), Lt Col Batra (Retd), Fizan Sharma, and Sqn Ldr AK Panda (Retd)—thank you for your wisdom, time, and presence. Your stories shape the soul of this network.

To our readers—thank you for walking this path with us. In every word you read and every thought you take away, you are becoming part of a movement that believes in better. In a deeper, more grounded way of living and leading.

Let this month be a reminder: the world doesn't just need more noise. It needs more meaning. And it starts with us.

"In the end, it's not what you have or even what you've accomplished. It's about who you've lifted up, who you've made better. It's about what you've given back."

— Denzel Washington

With gratitude and conviction,

Editor-in-Chief



Millie

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DUS SAWAAL: BEYOND THE BATTLEFIELD



**BEYOND THE UNIFORM LIES THE MISSION
OF TRANSFORMATION**

**Interviewed and Compiled
By
Squadron Leader AK Panda (Retd)**



"We create Big Value by being Together and adding Incremental Value Individually"

Beyond the Uniform Lies the Mission of Transformation

Introduction

Welcome to Dus Sawaal: Beyond the Battlefield, a signature feature of the Values Network eMagazine, where we explore the remarkable second innings of Armed Forces veterans who have turned purpose into enterprise and experience into mentorship.

In this edition, we bring you the extraordinary journey of Wing Commander Sanjeev Saxena(Retd), a former helicopter pilot and VIP aviation specialist in the Indian Air Force, who took a courageous leap from combat airfields to digital boardrooms.

After two decades of service, Wg Cdr Sanjeev(Retd) didn't just retire—he reinvented. He is now a certified Master Trainer, FinTech entrepreneur, motivational speaker and the Founder of Mission Freedom, a platform empowering individuals to discover their niche and convert knowledge into income.

In this insightful conversation, he opens up about the mindset shift veterans need, the courage to start over and why learning is the real badge of success today. From the discipline of flying helicopters to mastering AI tools, he continues to serve the nation—this time by enabling others to rise.

Whether you are a veteran planning your next move, a young professional seeking clarity, or a mentor at heart—this story is your call to action.

Let's dive into Dus Sawaal with a veteran who believes that true freedom begins with finding your mission.



ABOUT THE VETERAN

Wing Commander Sanjeev Saxena (Retd) is a name synonymous with transformation. A decorated air warrior, gallantry award recipient and now a digital-age entrepreneur and mentor, his journey reflects disciplined growth and fearless reinvention.



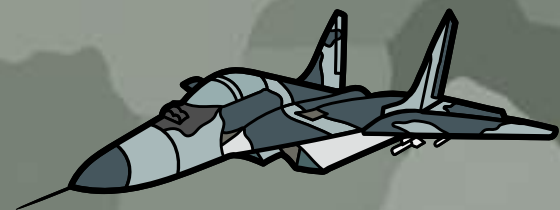
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Commissioned into the Indian Air Force in 1981, he spent over two decades in aviation and operational management, including commendable service in Op Pawan (Sri Lanka) and roles involving VVIP aviation management. His leadership earned appreciation from both the Finance Secretary and the Prime Minister of India.

Post-retirement in 2003, he redefined his flight path, entering the world of micro-entrepreneurship, digital transformation, and fintech innovation. For over 14 years, he has led large teams, delivered high-impact trainings, managed massive events, and travelled globally — all in pursuit of enabling others through knowledge and opportunity.

A Certified Master Trainer and founder of Mission Freedom Gurukul, he now mentors aspiring entrepreneurs, professionals, students and veterans on niche clarity, productivity, digital skills and business mindset. As a coach for Delhi Govt's Business Blasters and guest faculty at Skill University, he continues to bridge generations with wisdom rooted in experience.

From cockpit to coaching, from service uniform to startup culture, Wing Commander Saxena (Retd) continues to serve the nation — this time by igniting transformation in others.



Let's unravel
the story of
courage and
purpose — one
veteran, ten
questions,
endless
takeaways.



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Dus Sawaal – A Candid Conversation

Join us as we uncover 10 Questions (DUS SAWAAL). One Veteran. Endless Inspiration.

Sqn Ldr AKP : From Air Warrior to Architect of Prosperity – What inner calling or external moment sparked your journey from the disciplined corridors of the Indian Air Force to the dynamic chaos of entrepreneurship?

Wg Cdr Sanjeev: It wasn't just one moment—it was both life circumstances and inner desire. Family health issues made me stop and think. At the same time, I wanted more freedom and wanted to lead in my own way. I realised that the discipline and systems I learnt in the Air Force could help solve real-world problems through entrepreneurship.



Sqn Ldr AKP : You have seamlessly transitioned from helicopter cockpits to boardrooms and now fintech platforms. What part of your IAF training helped you most in adapting to such varied terrains?

Wg Cdr Sanjeev: My early years in an Air Force school, NCC training, and then 20 years in uniform taught me time discipline, planning and staying calm in crisis. But the most helpful part was my role in VIP aviation management—where I had to plan every detail, avoid last-minute problems and think ahead. That's exactly what's needed in business too.

Sqn Ldr AKP : You proudly wear the badge of a "Plug and Play" professional. For veterans struggling to redefine their identity post-uniform, what mindset shift does this phrase encapsulate?

Wg Cdr Sanjeev: "Plug and Play" means being ready for action, in any situation. But many veterans expect the world to value their rank and experience the same way outside. The real change needed is in the mind—you are starting fresh. It's not about your past title, it's about staying relevant now. You must know your niche and be willing to learn its rules.

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Sqn Ldr AKP : Having managed VIP aviation operations for the highest offices in the country, how do you define leadership under pressure and how has that translated into your civil ventures?

Wg Cdr Sanjeev: In the Forces, we don't wait for problems—we plan to avoid them. That's real leadership under pressure. In business too, I use the same habit: plan ahead, build systems, and handle people smartly. But in the civil world, you also need to learn communication, flexibility and people skills. These can only come if you are open to learning.



Sqn Ldr AKP : Your entrepreneurship journey spans microbusinesses, massive event management and now digital transformation. What key lessons did failure and risk teach you that the Forces couldn't?

Wg Cdr Sanjeev: The Forces make you a great leader—but they don't teach business. I learned this when I faced early struggles in business. I had to understand the market, money management, and customer needs. Thankfully, my preparation and niche clarity helped me grow. Having the right mindset, goals and focus is very important for success outside.

Sqn Ldr AKP : As a certified Master Trainer and a voice in programs like Business Blasters, what recurring gaps do you notice among today's youth and how can veterans become part of that solution?

Wg Cdr Sanjeev: I see the same problems again and again—young people have big dreams but lack direction, discipline, and real guidance. Many learn about business from people who have never done it themselves. Veterans can help here. They have real-life skills, problem-solving habits, and leadership experience. But even they need to choose their niche first before they start guiding others.



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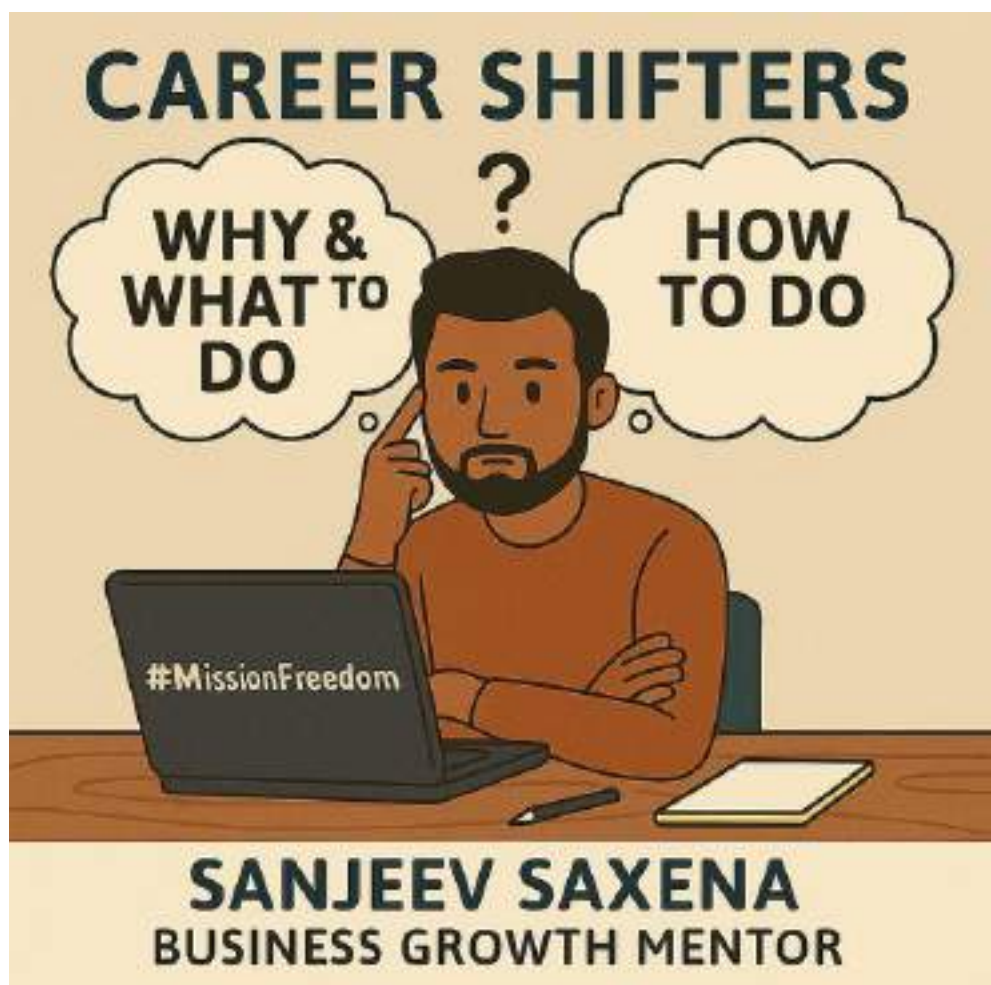
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Sqn Ldr AKP : Many veterans hesitate to upskill in tech or digital domains. Yet you have embraced AI, project automation, CAD and even launched a fintech startup. What's your advice for those afraid to start over in unfamiliar territory?

Wg Cdr Sanjeev: The real issue isn't technology—it's mindset. Many stop learning after leaving the uniform. I treated digital tools like flying—step-by-step, structured learning. I surrounded myself with smart people and learnt from them. Once veterans understand that learning is their new strength, they will see how useful digital skills are for the next phase of life.

Sqn Ldr AKP : From delivering lectures to launching missions like "Mission Freedom," your life post-uniform continues to serve. What keeps you anchored in service even without a rank or rifle?

Wg Cdr Sanjeev: Service is not about the uniform—it's about mindset. Today, I feel happy helping others change their lives, just like I changed mine. Whether it's students, working professionals, or ex-servicemen, I guide them to find clarity and freedom. I've travelled to over 15 countries, but the biggest joy is seeing people I've mentored succeed in their own path.



Sqn Ldr AKP : Looking back, what were the top 4 mistakes you made during your own transition—and how would you guide today's veterans to avoid them?

Wg Cdr Sanjeev: First, I wish I had studied more during my school and college days. Second, I jumped into action in just one niche—I should have explored and diversified into a mix. Third, I didn't build strong networks early. And fourth, I lacked financial knowledge.

My advice: take time to find where your talent meets market need—that's your niche. Then build the right ecosystem around it through learning, mentorship and a strong community.

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Sqn Ldr AKP : For **Wg Cdr Sanjeev:** Start preparing at least 1–2 years before those still in leaving the Forces. First, do a self-audit—by yourself or with a uniform or just mentor—to know your strengths and gaps. Second, accept the stepping into truth: not everyone becomes a General. Don't live under their second illusions. And most important—leave your ego at the guard innings, what room before stepping into civilian life.

would your

mission

statement be to

inspire them

toward

transformation?

Military life teaches great discipline, but civil success needs market relevance. You must understand branding, marketing, communication and how to create real value. Find a coach who has walked the path. Open up like you do with a doctor—share everything honestly. Don't take big steps blindly. Get proper guidance.

Conclusion

From the rotor blades of a helicopter to the algorithms of digital entrepreneurship, Wg Cdr Sanjeev Saxena's journey is a living testament to transformation through clarity, courage, and continuous learning. His story is not just about a shift in profession—it's about a shift in purpose.

Through his second innings, he reminds us that leaving the uniform behind doesn't mean leaving leadership behind. Whether it's mentoring youth, empowering veterans, or launching digital ventures, he leads with the same discipline and service-first mindset that defined his years in the Indian Air Force.

His message is clear: Your second innings is not a fallback. It's a launchpad—if you prepare well, adapt fast and lead with purpose



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KEY TAKEAWAYS FROM THE INTERVIEW

- **Start Early:** Don't wait until retirement. Begin preparing at least 1–2 years before transitioning.
- **Mindset Over Rank:** Leave the ego at the gate. Civilian success needs humility, learning and relevance.
- **Find Your Niche:** Align your strengths with market needs. That's where success lives.
- **Stay Plugged In:** Adaptability and readiness are more valuable than titles or past experience.
- **Keep Learning:** Whether it's AI, automation, or branding—embrace technology like you embraced training.
- **Serve Beyond the Uniform:** Real service continues when you uplift others using your life's lessons.
- **Don't Walk Alone:** Seek mentorship. Get coached. Build a community that grows with you.
- **Empower Others:** Share what you have learned. One veteran can change many lives.

Wg Cdr Saxena's journey reminds us that the mission never ends—it just takes a new form.

As we close this edition of Dus Sawaal, we honour Wing Commander Sanjeev Saxena (Retd) — a veteran whose mission didn't end with his uniform. His story is a powerful reminder that the runway of purpose only gets longer when fuelled by clarity, courage and continuous growth.

From serving the skies to serving society, his journey reflects what true transformation looks like. To connect with him, visit his website www.sanjeevsaxena.in or reach out to him at +919971824222

With every edition of Dus Sawaal: Beyond the Battlefield, we will continue bringing you stories of veterans who have redefined service, impact and leadership in their second innings. Because when the uniform comes off, the mission still continues.



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Investment Opportunities in Emerging Market Spaces in India through AIFs



MEERA BHALLA



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India, the world's fastest-growing major economy, is on the brink of a transformative investment era—driven not just by public markets but by a parallel, dynamic ecosystem: Alternative Investment Funds (AIFs). With traditional equity and debt instruments increasingly subject to global volatility, savvy investors are now looking beyond the obvious, toward niche, high-potential spaces that combine innovation, infrastructure, and inclusivity. AIFs, with their inherent flexibility and exposure to unlisted, emerging, and high-growth opportunities, are fast becoming the gateway to this "New India."

What makes this shift even more significant is the numbers. AIFs in India have grown over 30% year-on-year, crossing an impressive ₹5.4 lakh crore in assets under management as of March 2025. From real estate and fintech to private credit and ESG ventures, AIFs are channelling capital into sectors at the heart of India's structural growth story.

This article explores how AIFs are not just riding India's economic wave—they are helping shape it. With data-backed insights, policy cues, and performance benchmarks, we decode why AIFs offer one of the most promising vehicles to tap into India's emerging market spaces—and how investors can position themselves for the next decade of opportunity.

1. Soaring Growth: AIFs Become a Core Asset Class

India's Alternative Investment Funds (AIFs) have witnessed meteoric growth. As of end-March 2025, assets under management (AUM) have surged to ₹5.4 lakh crore—up a robust 32% year-over-year from ₹4.07 lakh crore (Business Standard). This boom reflects a strategic pivot by high-net-worth individuals (HNIs), family offices, and institutional players toward private markets offering diversification and alpha beyond public equities (Business Standard).

Category II AIFs—covering private equity, debt, and fund-of-funds—dominate the scene, contributing around 80% of commitments over the past five years (Oyster).



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Author : Haresh Varu

**Birla Vishwakarma Mahavidyalaya, SP University
2015 passout Mechanical Engineer**

Work experience: I've worked in L&T as Sr. Engineer for almost 3 years before joining the Government of Gujarat as a Tax-inspector in GST department through GPSC. I worked there for almost 3 years in Enforcement wing and Tax-Audit wing.



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2. Sectoral Frontiers: Where AIFs Are Deploying Capital

A look into sectoral allocations reveals real estate as the leader. In the first nine months of FY25, it garnered ~15–17% (₹74,000 crore) of AIF investments (Fortune India). Real estate AIFs, such as Meenakshi Alternates' ₹700 crore Real Assets Fund, are capitalizing on urban expansion and funding gaps (The Economic Times).

Beyond real estate, AIF portfolios include:

- IT/ITeS: ₹30,000 crore invested (Fortune India)
- Financial services, NBFCs, banks, pharma, FMCG, renewables: Broad exposure, with NBFCs and banks receiving significant inflows (DD News).

This diversification underscores AIFs' strategic flexibility in tapping India's multi-sector growth journey.



3. Alpha in Action: Performance That Outpaces the Market

AIFs have delivered exceptional returns—both in long-only and hedged strategies. For FY25:

- A9 Finsight's Finavenue Growth Fund led long-only AIFs with a striking 46.7% return (pmsbazaar).
- Other top funds posted 20–33% annualised returns (The Economic Times).
- March 2025 saw Category III long-only AIFs deliver 12–15% monthly gains—double Nifty50's ~6% spike (The Economic Times).

These returns highlight AIFs' ability to generate alpha, especially in privately negotiated deals and high-conviction growth plays.



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4. Policy Boosters: Regulatory Tailwinds Fuel Expansion

Recent reforms by SEBI are streamlining AIF operations:

- Co-investment reforms: Category I & II AIFs can now offer co-investments within their structure, simplifying investment pipelines and reducing compliance costs ([Reuters](#), [The Economic Times](#)).
- Digital onboarding: Online AIF registrations cut red tape, prompting rising numbers of fund launches ([biatconsultant.com](#)).
- Risk-tiered products: Allowing mutual funds to offer long-short/derivative strategies at lower thresholds may encourage broader investor adoption ([Reuters](#)).

GIFT City's development as an offshore hub—with tax incentives and global investor interest—is also positioning India as a hub for international AIF capital ([Vistra](#)).

5. Target Opportunities: Ride India's Mega Trends

- **Infrastructure & Real Assets**

India's ₹5 trillion National Infrastructure Pipeline (NIP) presents a massive runway for AIFs in roads, transport, energy, and urban renewal. NIIF, with its \$2.3 billion Master Fund, continues to anchor institutional infrastructure AIFs ([en.wikipedia.org](#)).

- **Fintech & Tech-enabled Start-ups**

India's fintech adoption stands at ~87% globally, representing a \$50 billion sector with prominent unicorns like Paytm and Razorpay ([en.wikipedia.org](#)). AIFs like Panvira's tech-focused fund (targeting \$200 million foreign capital) are banking on India's "Silicon Valley 1990s" moment ([Financial Times](#)).



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5. Target Opportunities: Ride India's Mega Trends

- **ESG & Sustainability**

ESG-focused AIFs are gaining traction amid India's renewable energy surge (47% of capacity) and regulatory mandates . SWAMIH funds have already deployed ₹35,000 crore to revive stalled housing projects ([Fortune India](#)).

- **Credit & Private Debt**

HNIs and family offices are channeling investments into private credit and debt AIFs for steady, non-correlated returns .

6. Risks & Caveats

- Illiquidity: Lock-in periods may span years; divergence from public markets requires deep due diligence.
- Execution: Regulatory bottlenecks (NCLT cases, RERA, environmental clearances) may delay expected outcomes ([Fortune India](#)).
- Volatility & macro headwinds: With global outflows (~\$31billion since Oct 2024) and \$8 billion exit in Jan 2025, India faces cyclical risks yet remains structurally resilient ([Reuters](#)).
- Manager quality: AIF rewards specialist fund managers; subpar execution or lack of transparency can impact performance.

7. Strategic Takeaways for Investors

- Blend with core assets: Consider AIFs to complement equities/fixed income, injecting alpha and portfolio depth.
- Stress on manager selection: Prioritise track records in private equity, infrastructure, or long-short strategies.
- Target themes: Infrastructure, tech, ESG, and structured credit stand to gain from India's multi-decade growth agenda.
- Stay alert to regulations: Monitor SEBI, tax reforms, and GIFT City policies—potential game-changers for AIF flow.
- Institutionalise due diligence: Valuation, exit clarity, and regulatory stance are critical, especially in niche sectors.



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Conclusion

AIFs are no longer fringe instruments—they're maturing into mainstream components of Indian portfolios. With ₹5.4 lakh crore in AUM, impressive returns, and smart policy moves underpinning them, AIFs offer access to sectors and capital structures unavailable via traditional means. For investors aiming to harness India's structural megatrends—in infrastructure, tech, sustainability, and structured credit—AIFs present compelling, albeit complex, opportunities with portfolio-enhancing potential.

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MY FIRST COMMAND OF MILITARY FARMS A SUCCESS STORY



Col Nandakishore Kulkarni (Retd)

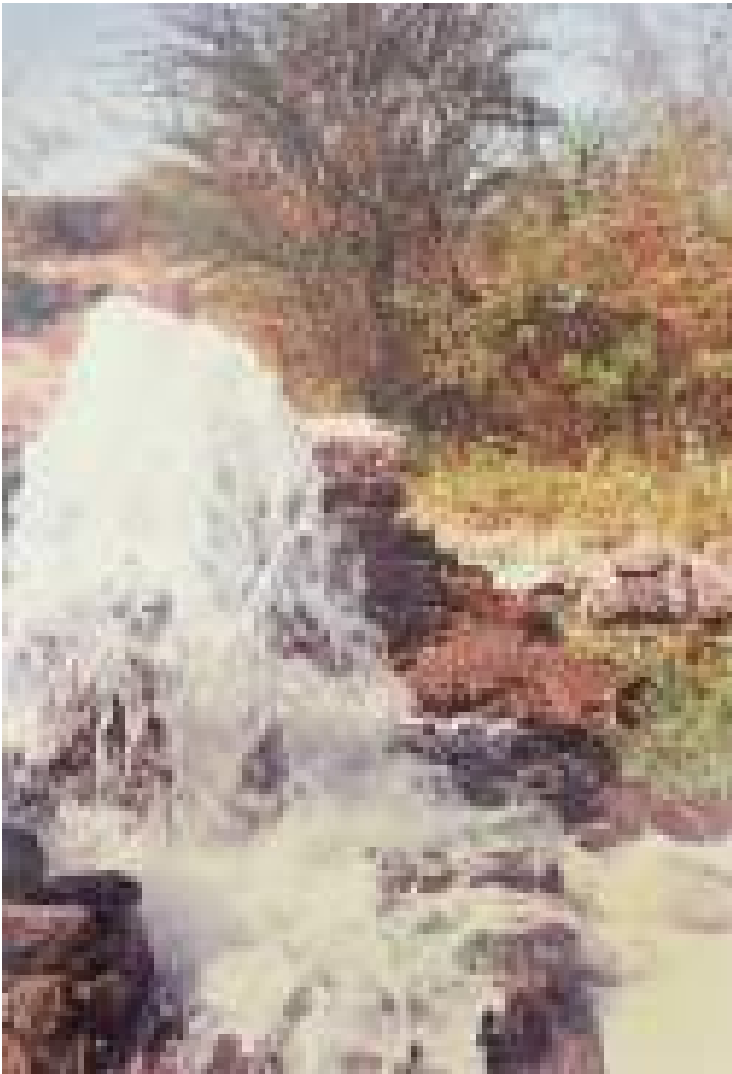
Col Kulkarni, who served for more than 30 years in Indian Armed forces, now lives a happy life at Pune and is reachable at +91 8902403198. He is an Expert in the field of, General Administration, Leadership, Liaison/Coordination, HR Management, Process Modification, Operation & Maintenance, Relationship Management, Safety & Security. Till 2019, he gained and then spread his expertise as Operations Director Dairy Farm and after that till 2021 Director, Bhartiya Agro Industries Foundation (BAIF), Pune

He has been felicitated with Awards :

- 1995 - Chief of Army Staff Commendation for distinguished service.
- 2004 - General Officer Commanding in Chief Commendation, Central Command
- 2015 - General Officer Commanding in Chief Commendation, Eastern Command
- 1987 - Citation by Zilla Parishad Sindhudurg for distinguished Service
- 1983 - Barrister Gundu Dashrath Patil award for academic excellence in Animal Science & Dairy Science subject during BSc(Agri)



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It was some time in 1992, I had finished my Infantry attachment with 2/4 Gorkha Rifles and Advance Administrative Course (A young officer's course). I got a hint at the fag end of my course that I would be sent on temporary duty to Military Young Stock farm (MYSF) Manjari - a unit located near Pune, to take over the unit as officer commanding. Military Youngstock Farm Manjari was infamous due to its remote location, no school facility, devoid of potable drinking water, 3 km away from the main road head, no transport and civic facilities and thus considered hard station. I was entrusted with command of Military Unit by my seniors by detailing on temporary duty which was converted into permanent posting after three years, who believed I had

ability to turn challenges into success i.e. to make lemonade from lemon. Military Youngstock Farm Manjari was plagued by administrative and technical problems. Unit was with unruly work force, poorly managed and sick cattle herd, theft of government resources was on rampant, scarcity of irrigation water resource due to faulty irrigation project and also drinking water. With this background of unit, I felt like I was falling down rabbit hole with my unit command. I took over command of unit in the rank of Second Lieutenant.

Drinking water Project

There was no safe and potable drinking water for men and animals. Water used to be pumped from a surface well which did not have natural water source. The well- used to get water only when nearby area is irrigated and by percolation the well-used to get filled with water.



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I decided to overcome this problem so I got hold of geologist to locate a ground water availability. He selected one point in the unit by using magnetic resonance method. With due approval of higher authorities and making required funds available a borewell was drilled in and fortunately we tapped the water. The water was lifted by using appropriate capacity of jet pump and stored in two 5000 litre capacity Sintex water tanks over and above my office for the height and then released for the men and animals. The issue of drinking water was resolved. This first project gave me confidence and I gained respect of men under my command.

Irrigation Project

There was major defect in the existing irrigation system. The unit was on the bank of MULA-MUTHA river but due to faulty and old irrigation system which had also outlived its life we were facing difficulty in irrigating the crop and thus resulting into failure of crop for the want of irrigation. I made an effort and searched in telephone directory contacts of the Kirloskar Executive dealing with irrigation systems.



Having spoken to one of the executives who heard me patiently and then he guided me to contact their subsidiary organisation 'KALPTARU'. I contacted them and their very competent officer Mr. Apte visited the unit. I suggested to utilise existing pipeline with modern Monoblock pumps to lift the water from the Mula – Mutha river. Mr. Apte did an on-ground survey and prepared technical report including financial outlay required for the project. Same was submitted to the higher ups. Having received project report, Assistant Agriculture Engineer from Army Head Quarter visited the unit, he discussed the project with Mr. Apte, besides that he did ground recce and submitted his report to Deputy Director General Military Farms (DDG MF). After few days Brig KA Patil, DDG MF himself visited the unit.



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Took briefing from me and while in Deputy Director Military Farms (DDMF) office summoned me there. In my presence DDGMF called for a PA of DDMF and dictated a letter for me directing to go ahead with irrigation project and he assured in his letter that the funds required for the project would follow. The estimated cost of project was just Rs.1.57 lacs only as against earlier estimate by Military Engineering Services (MES) which was 20 lacs. Meanwhile we had obtained administrative approvals as required for the project. Ultimately our team successfully delivered major project with tight time line resulting in considerable cost savings for the state and additional spinoff benefits such as enhanced green fodder production which greatly improved health and economic traits of cattle.

Cattle Management

Primary role of unit was to receive calves from Military Farms within command theatre, mainly from military farm Pimpri and rear them until they grew enough to conceive. The pregnant young stocks were transferred back to their parent farm at least two months before their due date of calving. When I assumed command of the unit, I found animals were in hide bound condition due to an outbreak of theileriosis, a disease caused by ectoparasite 'ticks. I took immediate measures to control disease.



Over few weeks' times, we successfully brought it under control. We repaired all feeding mangers installed additional drinking water points with 24/7 water supply for cattle and ensured an enhanced supply of green fodder and better nutrition through our own compounded feed as a result and also shower for the bath of animals. The cattle began gaining weight, their condition improved significantly and fertility rate soared to over 80% exceeding laid down target of 60%.



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This achievement was testament to joint efforts of our executives, farmhands and para-veterinary staff. Our success gave our seniors the confidence to assign us an additional task of milk production that too by using machines. We accomplished this task with flying colours by achieving record milk production thereby transformed Youngstock Farm into a Milk Production Farm.



Afforestation & Biodiversity Park



The unit was holding 345 hectares of land, out of which 35-40 hectares were used for green fodder production and around 60 hectares for hay production. The remaining land was barren and denuded, I approached divisional commissioner and requested him to undertake plantation (afforestation) programme on unit land. He was kind enough to instruct the social forestry officials and also allocated required funds to the social forestry department to establish a plant nursery within the unit and undertake plantation.



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A nursery of 5,00,000 saplings was raised at the unit. Before monsoon, pits were dug on the denuded land and plantation was done on onset rain. Within six months, denuded and barren land transformed into lush green landscape, attracting many birds. We also created water bodies between plantation to attract migratory birds, they did come (Bar headed goose, Demoiselle Crane) and nested. Furthermore , a botanical survey was conducted by an expert and we developed bio-diversity park within unit. It attracted many visitors and footfall grew day by day.

Vermi-Compost Project

The unit had abundance of biomass in the form of cattle dung and cattle yard waste. Initially we were using this biomass to produce compost through traditional methods for use in our cultivation fields. However, I introduced new technology developed by INORA (Institute of Natural Organic Agriculture).



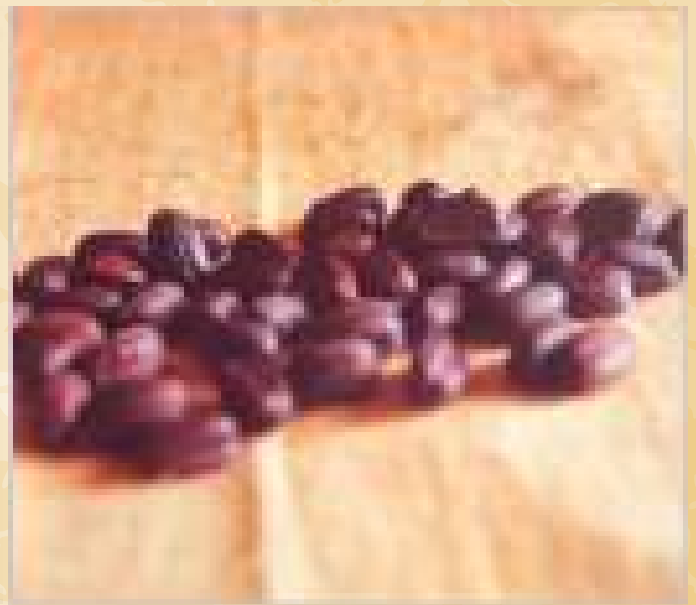
This was first time in entire Military Farm Organisation. Vermi-Composting utilizes earthworm digestion of biomass and its aerobic decomposition, leveraging the activity of microorganisms at room temperature. This method produces rich soil amendment containing a diverse array of plant nutrients and beneficial microorganisms by adopting this technology we successfully created valuable resource from waste material. After utilising required quantity in unit agriculture fields and the surplus was sold into open market to generate non-conventional cash receipt for the state.



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Jojoba Plantation Project

Under Gen Bipin Joshi's command of Army many projects of Education Institute and Ecology were implemented out of which Jojoba plantation was one which I implemented in my unit. Jojoba is called goat nut; it is an evergreen dioecious shrub native of southwestern United States and Northern Mexico. It grows well under semi-arid region. Jojoba oil and wax used for medicine. Jojoba is applied directly to skin for acne, psoriasis, sunburn and chapped skin. It is also used topically to encourage the regrowth of hairs in people who are balding. I went all the way to Jodhpur to get saplings of Jojoba and visited nursery there and brought 700 saplings and planted in one acre of land and nursed them. I could not see the plants bearing the fruits since I was posted out by then



Financial and Technical Results

As a quasi-commercial organization, our Military Farm unit required a strategic approach to achieve financial and technical success.

To accomplish this, we implemented austerity measures, enhanced production from land and animals and executed various projects to drive growth. Over time, our collective efforts transformed the unit from a financially struggling unit to a viable and profitable one. Hard work of my team, coupled with effective management, planning and execution played pivotal role in achieving this success.

In recognition of my meritorious and distinguished service, I was honoured with the Chief of Army Staff Commendation, a prestigious award that acknowledges exceptional service, courage and outstanding contribution to duty.



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I will fail in my duty if I do not express my heartfelt gratitude to Maj Gen (then Brigadier) C J Appachu, AVSM, Pune Sub Area Commander, Brig KA Patil, DDG MF, Col Chengappa, DDMF Southern Command, Brig (then Lt Col/ Col) VP Singh, AVSM. Their guidance , support to the hilt and encouragement were instrumental in my success so I am indebted and appreciate the time they took to mentor me throughout my journey.

Lessons learnt

During my four years tenure at Military Farms command, I gained invaluable knowledge and experience. I honed my skills in the fields of unit administration and financial management. I also learned to prepare and implement projects from conceptualization to execution and developed expertise in human resource management. Additionally, I gained experience in conducting disciplinary investigation, delivering briefings and presentations, navigating the procurement process and implementing best practices in cultivation and cattle management, plant and machinery maintenance and vehicle upkeep. Furthermore, I had an opportunity to interact with host of senior officers which includes Army Commander, Quarter Master General, Chief of Staff, Deputy Quarter Master General, General Officer commanding of Area, Sub Area Commander, Deputy Director General Military Farms which helped me develop my protocol and hospitality skills.



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Important Information

- | | |
|---|---|
| <ul style="list-style-type: none"> • Check-in: After 1:00 PM
Check-out: Before 11:00 AM • Pictures of ID cards of five members required at Check-in, to cover for five rooms. • Maximum occupancy: 30 guests • Extra guests are accommodated on mattresses in the hall and larger bedrooms. • Located close to the market • Separate Guest Kitchen – Guests can enjoy peace while food is being prepared in a separate, fully equipped kitchen • Home-Cooked Meals Available on request as per menu chosen by guests. Prepared by our in-house cook. • Menu needs to be finalised two days before check-in. • Full day meals include Lunch, High Tea, Dinner and Breakfast. Part meals options also available. • 5 Fully Furnished Bedrooms with AC and attached washrooms. Additional washroom next to Hall. • 85-inch Projector & 55-inch Smart TV – Ideal for group movie nights or presentations • Large sit-out Area – Perfect for yoga, games, or tea-time chit-chat • High-Speed WiFi and clean washrooms for a stress-free stay • Ample Parking for cars and mini-buses | <ul style="list-style-type: none"> • All dues as finalised need to be cleared before check-in. • Security Deposit: ₹3,000 (Refundable upon satisfactory inspection) to cover inadvertent damage to property • Smoking, Drinking and Eating is Prohibited around the Pool and inside Turf. • Children below 12 need to be accompanied by parents in the pool. • Loud Music is not allowed after 9.30 pm as per Lonavala authority rules. Can be played inside at low volumes. • Dues for any inadvertent damage to the property or items need to be cleared before check-out. The charges will be for replacement of item or repairs. • Strictly consumption of Drugs is prohibited inside the premises. • Kindly nominate a single Point of Contact (PoC) for your group who will coordinate with the caretaker and manager for all services. • Some services like Electricity, AC, Wi-Fi are subject to vagaries of weather and service providers. Refund will not be provided for non-availability of these. |
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Navigating the Culture Shift



COMMANDER RAM (RETD)





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When I first walked into my corporate office after serving over two decades in the Navy, I thought I was prepared. After all, I had led large teams, managed crises, and executed high-stakes missions. How different could a boardroom be from a briefing room? As it turned out—quite different. While uniforms changed to blazers, the real shift wasn't in attire—it was in culture. Over the past nine years, and especially in the last three years of mentoring fellow veterans, I've seen many of us face this silent challenge: adapting to corporate culture. It's rarely spoken about, but it's often the reason why a transition feels unfamiliar or even uncomfortable.

The Challenge: Assumptions and Misunderstandings

Let's start with a common myth: "Corporate life lacks structure or discipline."

Not true. It has its own structure - it's just more subtle. The chains of command exist, but they're flatter.

You'll call your boss by their first name and sit across from them in meetings. Don't mistake this for informality - it's just a different kind of professional relationship.

Another assumption is: "If I work hard, I'll automatically get noticed and promoted."

In the military, performance spoke for itself. In the corporate world, visibility matters. You need to communicate your value - regularly, clearly, and to the right people.

And then there's the often-overlooked aspect: office politics. While we may instinctively avoid it, understanding the dynamics and stakeholders at play is essential- not to manipulate, but to navigate with awareness and maturity.



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The Reality: It's Not About Changing Who You Are

It's important to remember: You're not expected to change your core values - just adapt your approach.

In my early days in consulting, I expected crisp instructions and precise timelines. Instead, I was often handed ambiguous problems and expected to figure things out. Initially, it was frustrating. But over time, I realized it was a strength - companies valued initiative, not just execution.

Here are some practical tips that I want to share to help you thrive:

1. Observe Before You Act
2. Every organization has an unspoken rhythm. Spend your first few weeks watching, listening, and understanding before making big moves.
3. Stay Humble and Curious
4. Don't assume your military background answers everything. Be open to learning - even from someone younger or less experienced in age, but more seasoned in the domain.
5. Communicate Frequently and Clearly
6. Update your manager, ask for feedback, and share your progress. Don't wait for the annual appraisal to tell your story.
7. Find Allies
8. Connect with other veterans in the company or industry. Join internal groups or external forums - they'll help decode things quicker.
9. Be Patient with Yourself
10. Like any new deployment, the first few months are about learning the terrain. Trust your adaptability - it has seen you through tougher missions.



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“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.” - Charles Darwin

**AND THE FOLLOW-UP LINE COULD BE:
IN THE CORPORATE WORLD, YOUR ABILITY TO
RESPOND TO CHANGE WILL DEFINE NOT JUST
YOUR SURVIVAL, BUT YOUR SUCCESS.**

You've already proven yourself in the most challenging environments. The corporate world is just a new terrain - observe it, understand it, adapt to it.

And soon enough, you won't just be a part of the culture - you'll be shaping it. Fair winds in your second innings. The best is yet to come.

Commander Ram, a former Indian Navy Submarine branch officer with 22+ years of service, transitioned to corporate consulting. Leading world bank-funded IT/E-Governance projects and skill development initiatives for over 5 years, he now serves as a freelance coach and mentor. For the past 2+ years, he has dedicated himself to assisting transitioning veterans in resume crafting, LinkedIn optimisation, interview preparation, networking, and job search. Passionate about his mission to support 10K transitioning veterans, he has already impacted 1000+ members through talks and pro-bono workshops, mentoring 120+ veterans personally.





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I've mentored 150+ veterans one-on-one, and engaged with 1,500+ through workshops.

If you're exploring your next move, let's connect.

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The Single Most Helpful Trick for Dealing with Child's Emotional Outbursts

BY
LT COL AMIT BATRA (RETD)
FOUNDER DIRECTOR OF AB KIDS
LIFE COACHING

Children are as fiddly as they can get. You never know when they will have their episodes of emotional outbursts. One minute they are sitting and playing with their toys merrily, and the next moment they are shouting and crying at the top of their voices for reasons best known to themselves.



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LT COL AMIT BATRA - AB KIDS LIFE COACHING

He is the founder director of AB Kids Life Coaching. The organization is working primarily with young children to help them overcome their barriers. Founded in 2018, it has achieved some miraculous results in short span of time.

Lt Col Batra is an expert in the field of subconscious mind and science of handwriting Analysis. He firmly believes that our present is nothing but extension of our childhood. Our beliefs, fears, strength, and weaknesses are outcome of our childhood experiences.

He has transformed many young lives aging from 2 to 30 years by helping them overcome their biggest psychological challenges and put them on the path of success.



But all this has not come easy to him. As a young Army Officer, he had a bright future. Just when everything seemed to be going right, the circumstances took an ugly turn and they became difficult. It made him extremely negative and cynical.

When all his peers were focusing on their career, he decided to work on his mind. He spent next 17 years to correct his attitude and outlook and to become an extremely positive and optimistic person that he is today. Not only that, he also cured himself of all the diseases which once doctors had said were incurable.

But all this came at a price. Lot had been lost in the meanwhile. Notwithstanding with his new found life his spirits were high and he decided to hang his uniform in April 2018 to serve the young generation.

He lives with a personal mission of

Carving Diamonds

Creating leaders

and is looking to mentor 20 young leaders who can be the change makers at the world level 😊



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These outbursts are a lot to cope with. And as parents, you are drained and tired of handling these sudden episodes. All hope seems to be lost when you don't know how or what will calm them down. Well, stop worrying! We have the beacon of hope for you that will help you through these difficult times without having to leave your sanity.

Understand that it happens to everyone.



Emotional outbursts are not something only your child is going through. At one point or another, everyone goes through it. Then be it adults, or children, no one can escape the clutches of these explosions. And it is okay. Not every day is going to be a perfectly pleasant day.

There will be some rough (and I mean cactus rough) patches in your life that will make you lose control of yourself. In such conditions, it is alright if you exhibit some raging emotions. It is healthy even to let them out once in a while.

So, if your child is exhibiting such outbursts, then you don't have to make a big deal out of it. But what you have to be careful about is that let it not become a habit. If your child is showing such behavior once in a while, then it is alright. But if it is happening more often, then there is a cause for concern, and you need to take action on it.



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Stay strong and stable.

Imagine a scenario. Your child is having an emotional roller coaster. You have seen enough, have no patience left, and you also join in. Now, there are two catastrophic ways you chose from, first: join in on the ride and become emotional, and second: start shouting at them to stop it. The situation is, thus, everybody is collectively creating colossal chaos. The emotional outburst goes unattended.

So, here your plan of action decides the course of events. Instead of choosing the emotionally volatile way of handling things, go for a different approach. Try being calm and stable during the episode. Your children need to be able to depend on someone when they are having a crisis.

Instead, if you are emotional too, then who will calm them down? Stay strong. It will never be easy to look at your child have an emotional meltdown and seem like you are doing nothing. Your participating will not do them any favors. Instead, when you are the rock of the support they needed, you are doing a good job.



They just need to know that you are there.

Your children do not need a lecturer on the subject of morals (they already learn that in value education). All they need is to know that you are going to be there for them. It is this comforting feeling that they need to calm down more than anything. When you want to support someone, doing something is not always necessary. Sometimes, your presence is all that matters. Whenever they are having an emotional outburst, be near them. Let them know that they won't be alone.



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You have to let your children know that they don't have to hide anything from you. You have to be their 'safe zone.' No matter what they are going through, they can always count on you to be there. Don't judge them or criticize their behaviour. It will make them distant from you.

If your children cannot express their emotions in front of you, where will they express themselves? Bottling up is not going to make the situation better. It may avoid an outburst at the moment, but you are laying the groundwork for an epic meltdown in the future.

Talk to them when they have calmed down.

When you are upset, no matter who is talking or what they are saying, we do not listen. We are just not in the mindset to listen to anybody. So, any advice given by anyone in that timeframe is just water down the drain. The same happens with children. They are so emotionally unstable that they cannot comprehend anything you are saying to them. And if you try to talk to them about it in this timeframe, then you are not going to get the result that you wanted.



Instead, talk to your children after the storm has died out. They will be receptive when you choose such a moment. Not only will they hear you out, but also try and apply what you said. Now, just because you have found them in receptive mode, don't make it a long seminar. Keep it brief. It will have a bigger impact on them.



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Be a role model



Whatever you want to teach your child, it should start with you. If you have a problem getting hold of your emotions, then your children will also learn the same. They mimic our behavior. So, give them something good to mimic. Practice what you preach. Whenever you are in a rough spot, handle it calmly, without going overboard with your emotions. When your children see you handle complicated situations with ease, they will adopt it in their life.

Children are not experts at handling emotions. They need to learn it. And over time, they will get a better understanding of this concept. But that doesn't mean you should not teach them. When you start early, they learn better. They need to learn how to tame their emotions because life gets tougher with every passing minute. And if they want to survive, they have to be on the same page with themselves. They have to be better connected with their emotions.

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ATTENTION

PLEASE!

Understanding ADHD and Focus in Modern Kids



BY FIZAN SHARMA



Fizan is a mother, writer and passionate advocate for child mental health. With a background in psychology and years of hands on parenting experience, she brings warmth, empathy and expert backed advice to every column. Her mission is to help parents understand their children's minds and hearts.



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Dear reader,

Let me take you to a busy morning in Pune. Seven-year-old Rohan is getting ready for school. His mother, Anjali, gently reminds him again to put on his shoes. But Rohan is lost in a world of his own, humming, fiddling with his toy car, his socks forgotten. The clock ticks, tempers fray. "Why can't he just focus?" Anjali wonders, her heart heavy with worry and guilt.

If you've ever felt this way, you're not alone. In today's world, where every child is expected to sit still, pay attention and excel, attention challenges like ADHD (Attention Deficit Hyperactivity Disorder) can feel overwhelming and isolating. But what if we looked at these challenges with new eyes, less as a "problem" and more as a difference that needs understanding, support and compassion?

Let's explore the science, the myths and the real stories behind ADHD and discover how we can help our children thrive.



WHAT IS ADHD? THE SCIENCE BEHIND THE STRUGGLE

ADHD is one of the most common neuro-developmental conditions in children, characterized by patterns of inattention, hyperactivity and impulsivity that interfere with daily life. It's not just "bad behavior" or "laziness" it's a difference in how the brain develops and functions.



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HOW COMMON IS ADHD IN INDIA?

- Prevalence: Studies show that ADHD affects between 2% and 17% of Indian children, with most estimates around 5–11%.
- Gender: Boys are more likely to be diagnosed than girls (about 2:1 ratio).
- Age: The highest rates are seen in children aged 9–10 years.
- Numbers: Over 10 million Indian children are diagnosed with ADHD annually.

WHAT CAUSES ADHD?

ADHD is believed to be caused by a combination of genetic, neurological and environmental factors. Brain imaging studies show differences in the structure and activity of certain brain regions in children with ADHD. It often runs in families, about 25% of children with ADHD have a parent with the condition.

MYTHS AND FACTS: CLEARING THE CONFUSION

Let's bust some common myths that make life harder for children and parents:

Myth 1: ADHD isn't real.

Fact: *ADHD is recognized by the World Health Organization, CDC and Indian health authorities as a legitimate neuro-developmental condition.*

Myth 2: ADHD is caused by bad parenting or too much sugar.

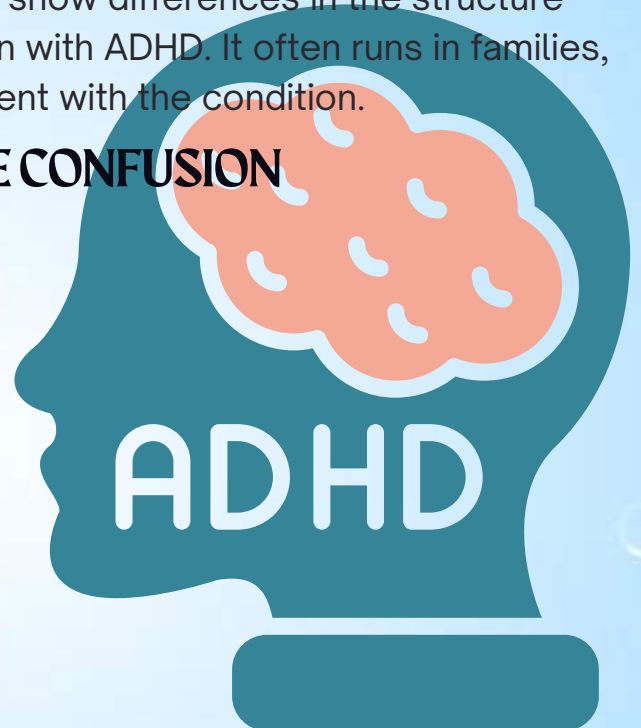
Fact: *Parenting style or diet does not cause ADHD, though structure and nutrition can help manage symptoms.*

Myth 3: Kids with ADHD are just lazy or naughty.

Fact: *Children with ADHD often try very hard, but their brains process information and impulses differently.*

Myth 4: ADHD is a learning disability.

Fact: *ADHD is not a learning disability, but it can make learning more challenging due to focus and organization issues.*





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REAL-LIFE STORIES: INDIAN FAMILIES NAVIGATING ADHD



KARTIK'S STORY: FINDING CALM IN THE CHAOS

Poonam, a mother in Delhi, recalls how outings with her son Kartik were exhausting. "He would get overwhelmed and run amok. We were always the center of attention for the wrong reasons". After consulting a child neurologist, Poonam learned to set boundaries and stick to them, even during public meltdowns. Over time, Kartik learned to accept "no" and became calmer. A strict daily routine, including yoga and exercise, helped him manage his energy and focus.

KRISH'S JOURNEY: FROM STRUGGLES TO SUCCESS

Krish, from Mumbai, was diagnosed with ADHD at age eight. He struggled in school, was bullied and often left his answer sheets blank in spite of knowing the answers. With patient support from his mother and occupational therapy, Krish gradually improved. By class 10, he scored 90% in his board exams-a testament to resilience and the power of understanding.

ALIA'S REFLECTION: A CELEBRITY'S PERSPECTIVE

Bollywood actress Alia Bhatt recently shared her ADHD diagnosis, describing how she struggled to focus as a child and felt physically overwhelmed in social situations. Her openness has helped reduce stigma and encouraged parents to seek help for their children.



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WHY ADHD MATTERS NOW: THE MODERN INDIAN CONTEXT



In today's fast-paced, competitive world, children are under more pressure than ever to perform, sit still and "fit in". Yet, our classrooms and homes are not always equipped to support neurodiverse children. Many parents, like Anjali, feel isolated and judged, while children like Rohan are misunderstood or labeled as "problem kids".

ADHD, if left unsupported, can lead to academic struggles, low self-esteem, anxiety and even depression. But with the right support, children with ADHD can flourish-academically, socially and emotionally.

WHAT ADHD LOOKS LIKE: SIGNS AND SYMPTOMS

- Inattention: Difficulty sustaining focus, making careless mistakes, losing things, being easily distracted.
- Hyperactivity: Fidgeting, restlessness, talking excessively, trouble staying seated.
- Impulsivity: Interrupting others, acting without thinking, difficulty waiting their turn.

Not every child who is energetic or distracted has ADHD. Diagnosis requires a thorough assessment by a qualified professional, considering symptoms across different settings (home, school, etc.).



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MY REFLECTIONS AS A MOTHER AND OBSERVER



As a mother, I've seen how easy it is to blame ourselves when our children struggle to focus. I remember my own son, Naman, who would daydream during homework, his mind wandering to cricket matches and comic books. I used to worry, was I not strict enough? Was I missing something?

But learning about ADHD changed my perspective. I realized that my job wasn't to "fix" my child, but to understand him, advocate for him and help him build on his strengths. The relief that comes from knowledge and community is immense.

ACTIONABLE TIPS: SUPPORTING CHILDREN WITH ADHD

1. Seek Early Assessment and Support

- If you suspect your child has attention challenges, consult a pediatrician, psychologist or school counselor. Early intervention can make a world of difference.

2. Structure and Routine

- Children with ADHD thrive on predictability. Use visual schedules, timers and clear rules. Break tasks into small, manageable steps.

3. Positive Reinforcement

- Praise effort, not just results. Celebrate small wins. Use reward systems to encourage desired behaviors.



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ACTIONABLE TIPS: SUPPORTING CHILDREN WITH ADHD

4. Movement and Mindfulness

- Regular physical activity, yoga and mindfulness exercises can help children manage energy and improve focus.

5. Collaborate with Schools

- Work with teachers to create accommodations like extra time, movement breaks or seating arrangements. Advocate for inclusive policies and empathetic support.

6. Join Support Groups

- Connect with other parents through support groups, both online and offline. Sharing experiences can reduce isolation and provide practical strategies.

7. Empathy and Patience

- Remember, your child is not “choosing” to be inattentive or impulsive. Approach challenges with empathy, patience and humor.

EXPERT VOICES: WHAT PSYCHOLOGISTS AND EDUCATORS SAY

“ADHD is not a disorder; it is just a difference in the way the brain operates. Parents should accept this and support the child.”

— Gauri Vipat, Special Educator, Mumbai

“People with ADHD experience focus and motivation challenges at a completely different level. It’s like swimming against the tide.”

— Sonal Singh, India’s first certified ADHD coach

A HEARTFELT CONCLUSION

If you take away one thing from this article, let it be this: Children with ADHD are not broken. They are bright, creative and full of potential. With understanding, support and love, they can and do shine.



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Let's move beyond blame and stigma. Let's build a world where every child, no matter how their brain works, feels seen, valued and empowered.

I invite you to share your stories, your struggles and your triumphs. Together, we can create a more compassionate, informed and hopeful future for our children.

AUTHOR BIO

Fizan is a devoted mother, insightful writer, and passionate advocate for children's mental health. With a strong foundation in psychology and years of hands-on parenting experience, she blends heartfelt empathy with expert-backed wisdom in every column. Her writing is warm, relatable and deeply rooted in a desire to help parents truly understand their children's minds and nurture their emotional world. Fizan's mission is to guide families through the joys and challenges of raising emotionally healthy, resilient kids-one thoughtful conversation at a time.

**NEXT MONTH: "DIGITAL CHILDHOOD: NAVIGATING SCREEN TIME
AND TECH ADDICTION"
STAY TUNED!**

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PARENT DESERVES SUPPORT. YOU ARE NOT ALONE.**

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and MCD Toll
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INDIA'S YOUTH POTENTIAL: A TICKING TIME BOMB





SANGEETA YADAV,

**A PATRIOTIC INDIAN
FROM BAIDALI
,DISTT-
MAHARAJGANJ,
UTTAR PRADESH
GRADUATED FROM
SSNC,DU
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India, one of the youngest country in the world, with more than 65 percent of its population below the age of 35, possesses a potent force, its youth demographic, that can drive economic growth, technological advancements, social change and so on. However, despite this immense potential, the country's youth is facing numerous challenges that are indeed wasting their talent, energy, and aspirations.

In this Article, we will see the dimensions of these challenges by exploring the various factors that are contributing to the waste of India's youth potential. I'll also try to give potential solutions that can unlock the vast talent and energy of India's youngsters.

DEMOGRAPHIC DIVIDEND OR DEMOGRAPHIC DISASTER?

India's youth population is a significant asset, but it can also become a liability if not harnessed properly. The country's demographic dividend , which refers to the economic benefits that can be reaped from a large youth population, is expected to peak by 2030. However, if we fail to provide our youth with adequate education, skill and employment opportunities, this demographic dividend can turn into a demographic disaster.

CHALLENGES WHICH INDIA'S YOUTH IS FACING



1) Unemployment and Underemployment - Despite being one of the fastest-growing major economies in the world, India is struggling to create enough jobs for its youth.

2) Lack of Skills and Training - India's education system is often criticized for being outdated and inadequate. Most people study only to get a degree. Many young people lack the skills and training needed to compete in the modern job market, making them unemployable

3) Inequality and Accessibility- Young people from disadvantaged backgrounds, such as rural areas, low-income families, and marginalized communities, often face significant barriers in accessing education, healthcare, and employment opportunities.



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4) Mental Health and Well-being- The pressure to succeed, combined with societal expectations and limited resources, can take a toll on young people's mental health and well-being.

5) Brain Drain-Many talented young Indians choose to immigrate to other countries in search of better opportunities, resulting in a loss of skills and talent for the country.

6) Laziness and Social media addiction -

Social media is the biggest cause of brain rot in our generation. Short dopamine hits, endless scrolling, and a culture of instant gratification have made people lethargic.

7) Toxic Work Culture in Private Institutions -

The corporate world is exhausting for people with unrealistic targets, a toxic environment and so on

WHAT COULD BE DONE?



The way I see it, the issue of unemployment, underemployment, brain drain, toxic work culture, social media addiction, laziness, and lack of guidance needs a two-pronged approach short-term solutions for immediate relief and long-term strategies to ensure we don't end up in a demographic disaster instead of a demographic dividend.



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FIXING THE PRESENT UNEMPLOYMENT & UNDEREMPLOYMENT

One major reason for unemployment is the lack of skill-based education. Many people pursue degrees just to be "eligible" for government exams or just for the sake of having a degree, without actually gaining any real skills. This leads to a workforce that is unprepared for the job market.

WHAT IS THE SOLUTION ??

Unemployment

Skill development programs. Instead of blindly running after degrees, people should be trained in fields that are currently in demand like animation, video editing, voice-over, digital marketing, teaching, tailoring, coding, etc. The idea is simple, acquire a skill that earns you money.

But here's the challenge, many hesitate to take up skill-based jobs, feeling it's beneath them. This mindset needs to change. There has to be a psychological and cultural shift where people are taught that work is work, and there is dignity in every profession.



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SOCIAL MEDIA ADDICTION AND LAZINESS AND THE SOLUTION.

- **Strict regulations on certain social media apps that promote toxic content.**
- **Rehabilitation programs for those severely addicted.**
- **Encouragement of physical activity, yoga, and community engagement to bring back real life interactions.**
- **A push towards discipline- let's be real, people are getting lazier because discipline is no longer enforced.**



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TOXIC WORK CULTURE

Employees need to be made aware of work-life balance, labor rights, and mental health. Strict labor laws should be introduced at the central level to prohibit exploitative practices and regulate work affairs.

Pressure groups must push for these reforms, ensuring companies are held accountable.

Enlightenment is key, people should know when and how to say no to toxic work environments.

HEALTH & COMMUNITY BUILDING:

- Health is another neglected area. People are either too caught up in work or stuck in sedentary lifestyles.
- Workplaces should promote marathons, yoga sessions, and wellness programs.



- Community-driven health initiatives should be revived remember how people used to come out and walk together before COVID-19? That needs to come back.
- Spiritual and cultural leaders should actively preach about holistic well-being, combining traditional wisdom with modern science.



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INTERDISCIPLINARY STUDIES SHOULD BE THE NORM

A science student should be able to learn political science, and an arts student should have access to economics and data science.

This will create well-rounded individuals, not just degree holders. Teachers should be highly paid and highly trained.

They are literally shaping the next generation. Why is their pay so low? We need to invest in them if we want quality education.

NORMS

PATRIOTISM AND CIVIC RESPONSIBILITY

- Patriotism and civic responsibility must be ingrained in students from a young age, making them feel proud of their country and responsible for its progress.

BE

- Discipline & Nationalism in Youth- we all know where our people stand in discipline and patience.

RESPONSIBLE

- Look at China, they raise their children to be problem solvers. They focus on discipline, structured learning, and skill-building from an early age. Why can't we?

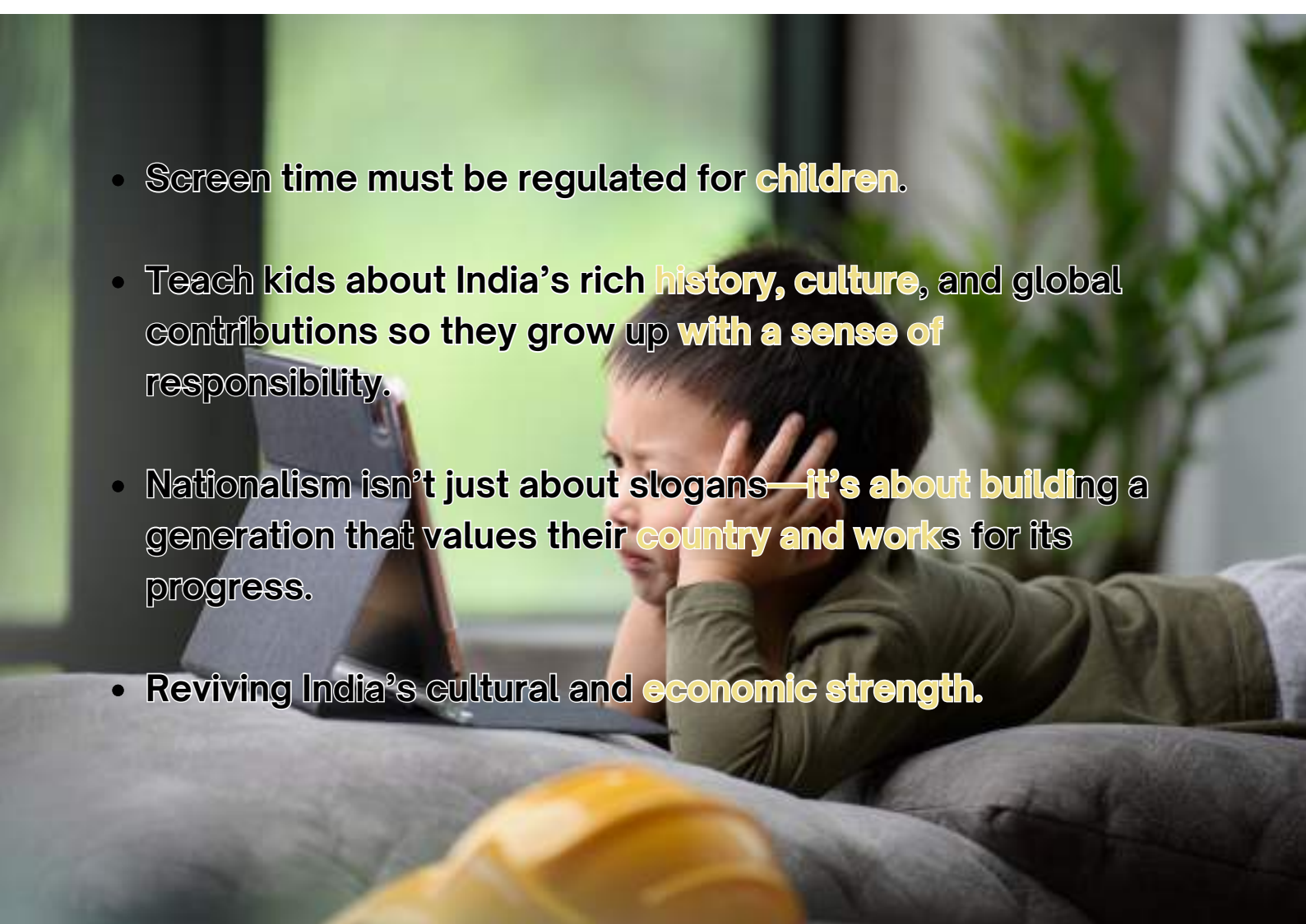


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Invest in R&D, entrepreneurship, and cultural industries like music, arts, and film-making, which are global money-spinners today.

Stop the brain drain, create an environment where talent stays in India instead of seeking opportunities abroad.

Reduce reliance on freebies. Instead of giving out everything for free, push the youth towards hard work and self-reliance.

- 
- Screen time must be regulated for **children**.
 - Teach kids about India's rich **history, culture**, and global contributions so they grow up **with a sense of** responsibility.
 - Nationalism isn't just about slogans—it's about **building** a generation that values their **country and works** for its progress.
 - Reviving India's cultural and **economic strength**.



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India was once a Vishwaguru-a global leader in wisdom, science, art, and economics. We already have everything -Ayurveda, Yoga, rich cultural traditions, a booming youth population. We just need to harness them.

CONCLUSION - THE CHOICE IS OURS

We are standing at a crucial juncture today. Either we take action and turn India into an economic and cultural superpower, or we let indiscipline, unemployment, and brain drain push us towards a demographic disaster.

The solutions exist. Now, it's about implementation, enforcement, and a change of mindset.

It's time for aggressive development, aggressive policy-making and its implementation, and aggressive nation-building. The future of India depends on what we do right now. The time bomb is ticking. We need to understand its urgency and work accordingly.

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AFTER THE UNIFORM: JOB OR JOURNEY ALONE?

Needs Navigating Life After Service

WG CDR SANJEEV SAXENA (RETD)



Wg Cdr Sanjeev Saxena has excelled in three distinct careers, each shaped by the power of discipline, the first being the Indian Air Force. After serving 22 years in the military, where discipline was ingrained, he transitioned to a successful civilian career for another 22 years. Without formal management education, he relied on practical experience, learning through trial and application. His accomplishments, awards, and recognitions testify to his disciplined approach to life.

Now an entrepreneur and mentor, Sanjeev shares his insights through #MissionFreedom “Gurukul,” guiding others on their journey to success. A DIY enthusiast and avid traveller, he believes discipline is the ultimate differentiator in achieving personal and professional fulfilment.

For more information, visit [www.sanjeevsaxena.in]
(<http://www.sanjeevsaxena.in>).



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RETIRED BUT NOT TIRED? HERE'S HOW TO DECIDE BETWEEN A JOB AND BUILDING YOUR OWN PATH AFTER DEFENCE SERVICE.

"I served my nation with pride. Now I'm retired — but what's next? Should I work under someone or finally do something of my own?"

This is the inner voice of thousands of defence veterans. Retirement from the forces may end one chapter, but it opens a whole new mission.

The real question is: Do you take a job, or take charge?





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Vision of Trika Chai

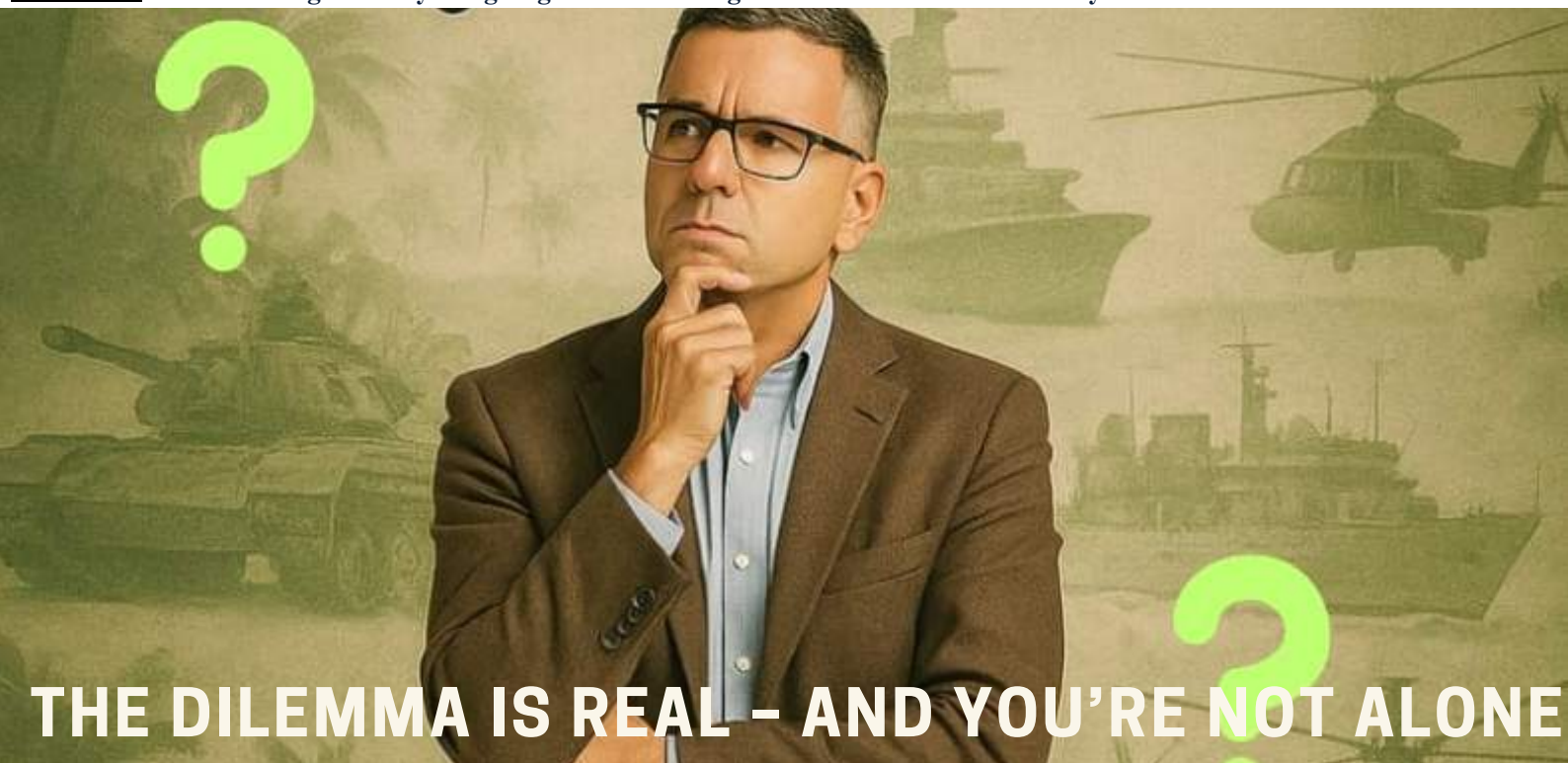
Introducing Trika Chai

Inspired by Prime Minister Narendra Modi's vision of a Fit Bharat Viksit Bharat 2047, we aim to promote a healthy lifestyle through natural, herbal, and organic products.





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THE DILEMMA IS REAL – AND YOU'RE NOT ALONE

Every year, lakhs of ex-servicemen transition to civilian life. Most are skilled, disciplined, and dependable — yet many face a common crossroad:

“Do I get a job or become self-employed?”

Despite their experience, the majority of defence retirees are employed in security roles and administrative jobs. Those with specific technical skills in aviation, shipping, cybersecurity, underwater diving, or communication have better chances, but they are few and far between.

The rest? They're left with limited options. Not because they lack skills, but because the civilian ecosystem doesn't know how to use them.

They have discipline but no direction, potential but no platform. Government job reservations remain mostly unfilled. Private sector roles undervalue their leadership. It's frustrating.

2. UNLOCKING THE NEW MISSION – YOUR E.A.T.

So what's the way forward?

Understand your E.A.T. – Experience, Expertise, Authority & Trust. These aren't just military traits — they are marketable assets. Use them to build a second career that's driven by your interest and identity.

Remember: We walk out of the forces with a powerful gift — discipline, determination, and a go-getter attitude. We don't need to start from scratch — just fine-tune these strengths for a different mission in civilian life.

Sometimes, a simple hobby can turn into a profession. And what you need is the courage to explore out-of-the-box ideas that match your interest and potential.



Our Mission

Trika Chai is a premium herbal tea brand revolutionizing the way you experience tea. We believe tea transcends taste and texture, transporting you to a world of serenity.

Unique Features:

- Fresh from our plantations: Directly sourced from centuries-old tea growers
- Healing properties: Our organic teas rejuvenate body and mind
- Aesthetic appeal: Elegant packaging, exquisite flavors, and aromas
- Intricate blends: Expertly crafted for a delightful experience

What sets Trika Chai apart?

- Unrestricted infusion: Our tea bags allow free steeping, releasing full flavor and nutrients
- No artificial additives: Pure, natural ingredients for optimal well-being

Join the Trika Chai journey

Indulge in our carefully crafted herbal teas, crafted to:

- Soothe lifestyle diseases
- Boost energy and vitality
- Promote overall wellness

Experience the perfect blend of tradition, quality, and taste with Trika Chai





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3. Job Route – The Familiar Terrain

- ✓ Best for those seeking structure and minimal responsibility
- ✓ Easier to transition, especially into security, logistics, or admin roles
- ✗ But can be limiting in terms of growth and freedom

4. Self-Employment – A New Mission

- ✓ Ideal for those who want freedom, impact, and ownership
 - ✓ Options include: consulting, training, coaching, farming, franchises, logistics, content creation, and more
 - ✗ Requires planning, risk-taking, and an entrepreneurial mindset
- The world doesn't just need employees — it also needs employers, creators, mentors, and leaders. Why not step into that role?



5. Hybrid Path – Best of Both Worlds

Many veterans start with a job and gradually build a side venture. Once they're confident, they transition full-time. This is a low-risk model and works well for most.

6. Final Debrief – It's About Interest, Not Just Income

Whether you choose a job or a venture, align it with your interests and identity. The badge of service may be off your shoulder, but the values remain in your heart.

Retirement is not the end. It's a redeployment — this time, for yourself.



What makes Trikachai tea bags unique?

Other teabags during the steeping process are known to restrict the amount of room that tea leaves have, failing to exude the essence, flavor and nutrients, making the tea go tasteless and unhealthy. However, Trikachai cotton teabags provide enough room to the leaves to unfurl evenly, guaranteeing the goodness of the nutrients and keeping the essence and flavor intact.

Secondly, the non-organic teabags are mostly made of plastics which release toxic chemicals while brewing, inviting the deadly diseases attacking the individual's body. Once these plastics are exposed to heat, the chemicals leach out of the bag and eventually into the tea. This deteriorates the health of those who drink it to a great extent.

On the other hand, Trika's tea bags are perfect to brew even at high temperatures for it is 100% non-toxic as no plastics and chemicals are used.

Popular filter paper tea bags are made using a compound known as Epichlorohydrin which is used to produce epoxy resins, and the pyramid-shaped tea bags are made out of nylon; and to put something like that in tea would be a wonky choice as that would pose great threats to your health.

They are also non-biodegradable meaning they pose a greater threat to the environment as well. But our cotton teabags are fully biodegradable and non-genetically modified. So, once you are done with our tea bags, you can dispose them, with peace of mind, knowing you are not contributing to the pollutants which are already affecting nature. Have a guilt-free cup of tea @ Trikachai!

Thanks
Team Trikachai

Seema Hada , CEO Trikachai
W/O Major VP SINGH
Master's in economics
Working as an Entrepreneur since 2023



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✓ So What Is the Solution?



- ☛ Look for a job in your area of interest or within a selected niche of self-employment
- ☛ Use the job to gain civilian experience, exposure, and market understanding
- ☛ Then slowly transition to your desired path of self-employment with more confidence and clarity
- ☛ While many are tempted to jump directly into self-employment based on personal or family experiences, it's critical to consult a qualified coach or mentor — someone who has actually achieved what you are dreaming of
- ⚠️ Avoid taking advice from unqualified sources, even if they mean well. Misguided steps can lead to lost time, energy, and capital.

With the advent of AI, automation, and digital disruption, many new industries and career paths are emerging. Veterans are fast learners and excellent at adapting — the world of digital skills, remote work, cybersecurity, e-learning, and micro-entrepreneurship is ripe for you to grab.

📌 Closing Line (Call to Action):

You served your country. Now it's time to serve your purpose.

Whether it's a paycheck or a passion project, choose what fulfills you.

You've earned it. Now own it.

Sanjeev Saxena is a former Air Force Aviator turned Digital Freedompreneur, with over a decade of experience in coaching, mentoring, and helping professionals, retirees, and aspiring entrepreneurs transition into meaningful second careers.

He is the founder of MissionFreedom "Gurukul", a structured learning and mentoring ecosystem designed to guide individuals from confusion to clarity — and from survival to success.

Through focused coaching programs, Digital skills training, and personal guidance, Sanjeev helps you unlock your potential, select your niche, build your presence, and create a life of purpose and profitability.

If you're ready for your second innings but don't know where to begin, start with guidance, not guesswork.

Contact Sanjeev Saxena. Because success needs a system — and a mentor who has walked the path you now wish to take.



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Heal & Transform your lives by the Power of Breathwork

I ,Saachi Jain , am an Internationally Certified Breathwork Coach & Holistic Well-Being Advocate. I am a fitness and wellness aficionado, sharing the gift of Breathwork and coaching people to heal & transform their lives through conscious breathing techniques, Guided Breathwork Sessions, meditation and holistic wellness.

with
Saachi Jain





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BREATHWORK

Breath-work is a practice that involves consciously controlling & altering your breath to improve overall physical, mental, emotional and spiritual well-being. Breath-work helps in strengthening the immune system, improves oxygenation, gut health & digestion and decreases inflammation.

I have been active in fitness and yoga since last 15 years. I was undergoing stress & anxiety during covid and hence, I started attending a lot of wellness events, retreats and workshops since 2022 where I got introduced to the Breathwork practice.

Breathwork helped me in reducing stress, anxiety and in improving my focus & becoming more calm & centered. I felt I should help others and coach people in Breathwork as it has a lot of benefits and can be easily incorporated in our daily routines.

I completed my certification in Breathwork last year and have been curating Transformational Breathwork & Well-Being Experiences by coaching Guided Breathwork, Transformational Breathwork Sessions, conscious breathing techniques, meditation and mantra chanting, nervous system healing since then.

I have successfully held Guided Breathwork sessions in gyms like SK-27 Gym, Corporates like 3sglobal, jewellery brand Zariin, wellness events & retreats, communities and online platforms like Sangg, The Good Health Revolution and various foundations and for women entrepreneur networking events & organisations.

I also curate customized packages and conduct private 1:1 sessions both online & offline depending upon needs, health issues and requirements of my clients.

I look forward to continue making a difference in the lives of individuals by coaching transformational Breathwork practices, conscious breathwork techniques and adding to their vitality & holistic well-being by helping them become the best version of themselves through the power of Breathwork and wellness.

You can reach out to me for sessions, collaborations, queries at :

Phone : 9910162624

E-Mail Id : breathblissbysj@gmail.com

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JOCKO WILLINK AND LEIF BABIN

Lt Col (Dr) Kamalpreet wear various hats; an EME Officer with 22 years of experience in Indian Army, a Mechanical Engineer, a Doctorate in Strategic leadership, a Trainer, a Counselor, a graphologist, a Psychologist and a SSB Psych as well.

Till date she has facilitated 314 Recommendations in SSB.

With about 2 years of experience in Amazon as L-7 & having cleared interviews with various Corporate houses, she carries rich experience of cracking interviews, the recruitment process, logistics, warehouse operations and safety protocols.

Now she dedicates her time for giving back to society in helping Veterans in job selection, welfare of Ex Service Persons and their families.

OVERVIEW

"Extreme Ownership" is a gripping, no-excuse guide to leadership based on combat-tested principles learned during the Iraq War. Written by Jocko Willink and Leif Babin, both decorated SEAL commanders, the book brings battlefield strategies into boardrooms, classrooms, and coaching frameworks.



Retd Army Soldier's Agency
Director:- Harsh Singh Gusain.



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WHY IT STANDS OUT

- Draws direct parallels between military missions and civilian leadership challenges
- Breaks down 12 core leadership principles backed by real combat stories
- Promotes radical self-responsibility: "There are no bad teams, only bad leaders"
- Blends discipline with adaptability, clarity with aggression, ego-checking with mission focus

KEY TAKEAWAYS:

Principle

Civilian Leadership Parallel

- | | |
|-----------------------------|---|
| • Extreme Ownership | • Leaders must own everything in their world. No blame games. |
| • Decentralized Command | • Empower subordinates; micromanagement kills agility. |
| • Cover and Move | • Teamwork means coordinated movement—no silos. |
| • Prioritize and Execute | • In chaos, clarity wins. Solve one problem at a time. |
| • Discipline Equals Freedom | • Structure and routine give space for creativity. |

STRENGTHS:

- ✓ Real-life military stories create emotional engagement
- ✓ Actionable lessons that translate across professions
- ✓ Strong tone that appeals to high-performers and aspirants
- ✓ Has a companion workbook and podcast for deeper study

LIMITATIONS:

- ⚠ Some readers may find the military tone too aggressive or rigid
- ⚠ Limited focus on emotional intelligence; leans more on strategy and command
- ⚠ Better suited for those who like direct, no-nonsense coaching



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✦ Best Uses:

- 💬 Quoting in training sessions, leadership talks, reels
- 📖 Book clubs or SSB/NDA student discussions on leadership
- 🧠 Developing military-to-corporate transition content
- 🎯 Teaching decision-making under pressure, emotional discipline, and ownership mindset

VERDICT

If you are a coach, trainer, mentor, officer, or business leader looking to instill accountability, clarity, courage, and decisiveness—this is your field manual. The book pushes you to lead from the front, check your ego, and drive results with integrity.



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Our Vision

Be the leading herbal tea brand in India, fostering a community of health-conscious individuals who prioritize natural wellness. We envision a future where every home embraces the goodness of Trika Chai, leading to a healthier, happier nation.

We strive to be the go-to choice for those who seek a healthier, more balanced life.



Contact Us



+91 78965 92284



www.trikachai.com



contact@trikachai.com



Social Media @TrikaChai

Why Trika Chai?

Trika Chai is more than just tea—it's a promise of pure, uncompromised health. We offer organic, herbal blends that are preservative-free, additive-free, and sugar-free, allowing you to enjoy the natural goodness of our products.

With Trika Chai, you're choosing a healthier, cleaner lifestyle, one sip at a time. Our teas are crafted to nourish your body, boost your well-being, and support your journey towards holistic health—naturally.



Trika chai

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