



NITTE
EDUCATION TRUST

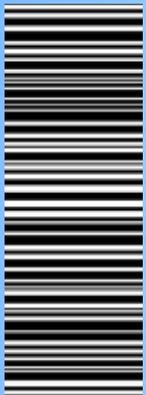
NITTE SCHOOL OF MANAGEMENT

NSOM TIMES

A doyen of higher education and an inspiring role model for the new generation...



A visionary leader, a philanthropist and a great human being...



FRIENDSHIP IS TO BE RELATED

FOUNDER



Justice K.S. Hegde

(1909-1990)

Justice K S Hegde, former Judge of Supreme Court of India and former speaker of Lok Sabha established Nitte Education Trust way back in 1979 with the sole objective of serving the cause of education and rendering services to society. What was started in the form of one school at Nitte in 1979 has grown into a conglomerate of leading educational institutions of world class. Nitte Education Trust has under its aegis Nitte (Deemed to be University) and more than forty two institutions in the arena of medicine, dentistry, nursing, Para-medical, engineering, management, pharmacy, fashion technology, first grade colleges, P U colleges, International schools and so on. Nitte group of institutions have a student strength of 25,000 plus and faculty members of more than 4500.



CHAIRMAN'S MESSAGE



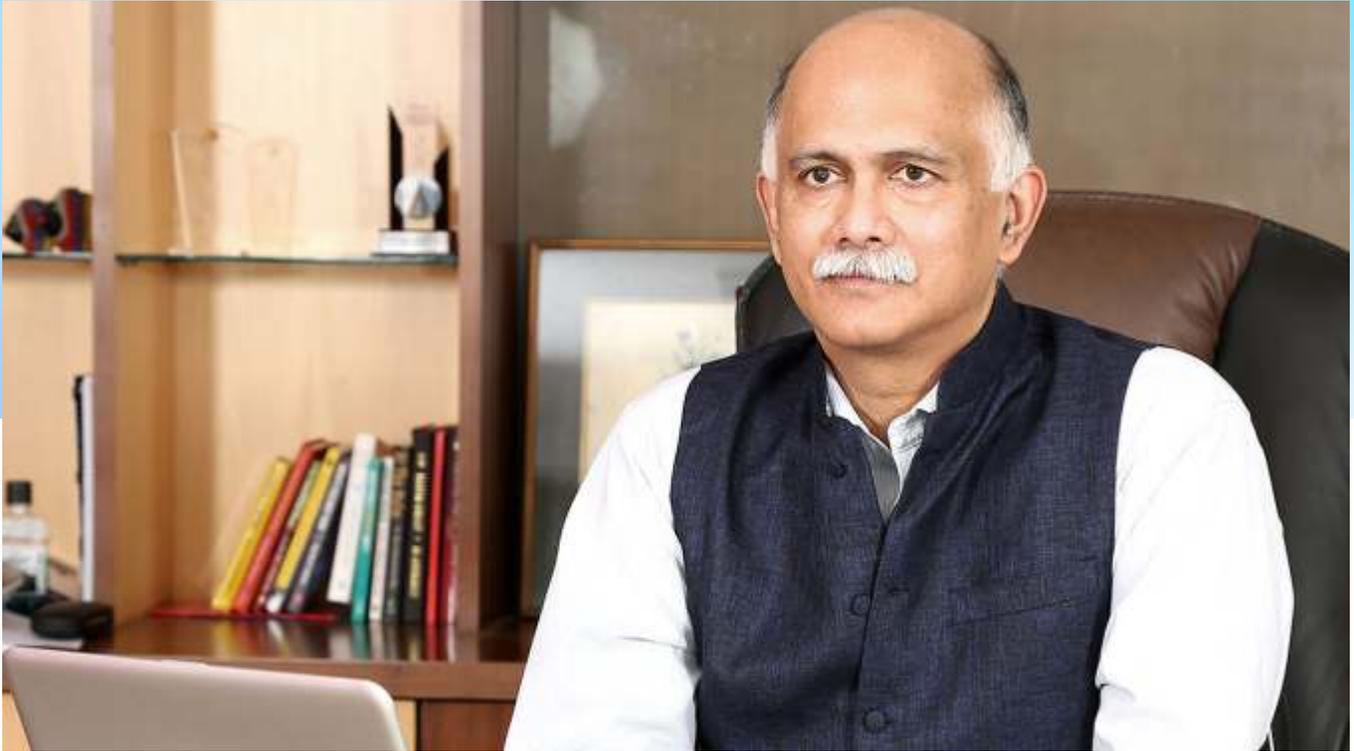
I understand that the theme for this edition of NSOM Times has been on 'Relationship' and 'Friendship'. It is quite appropriate considering the need to be related at personal, institutional, social and national levels. Thanks to breakthrough revolution in technology and networking, today the whole world looks like an integrated unit. Distance and volume just does not matter! Unfortunately, we have not developed our interpersonal relations and mutuality at the same velocity. I am reminded of a quote which says, 'We have internet of everything but not inclusion of everything'. Relationship is to be 'related' and responsible. We need to show up in terms of taking responsibility, working with each other and caring for one other.

I call upon Organisations, Management Institutes, and other stakeholders to focus on imperatives of 'togetherness' and working together at all levels of managing things, people and 'Self'. In particular, management students must be exposed to principles and practice of building teams. The team approach can be the best antidote for ills of 'separatism', irrational practices and work place disturbances. India is the destination for innovation and entrepreneurship. Our students must be motivated to run businesses, create jobs and lead others from the front. Our curriculum, pedagogy and teacher-student relationship must set world-class examples. I look forward to Nitte School of Management, Bengaluru to take initiatives in this direction.

Prof. Dr. N R Shetty,

Chairman, NITTE School of Management, Bengaluru

ADMINISTRATOR'S MESSAGE



It is good to know that Nitte School of Management has kept up the standard of its publication, 'NSOM Times' in terms of quality and context of its content. A publication of this kind should be a forum of expression for students, teachers and others. In particular our management students must write quality inputs of contemporary value and relevance. I wish the mentors at the Institute guided them with inputs to write on and hand-held them at least initially. They should write on success stories and turn around account of Corporates and business houses.

It is well said that great leaders are great readers. I would call upon our students to get into reading habit as a passion. Students need to be ushered into library and made to read, make notes and present in class room under the active supervision of committed teachers. I wish to see more and more articles from students at least from next publication onwards. I agree that technology has obviated with the need to read printed material and hand-write. All said and done, nothing can replace reading and writing in its primitive and purest sense. I hope our students would appreciate the need for such competencies irrespective of the courses they undergo. Let this house magazine inspire the students in particular and others in general to take to writing regularly. Let the institute show case such talented writers in bigger forums and corporate circles.

With my best wishes for your reading and writing endeavours.

Rohit Punja

Administrator, NITTE Education Trust, Bengaluru

DIRECTOR'S NOTE



Talking to students and lending my ears to what they have to say has always been my pleasure. I must have spent half of my career working in responsible corporate positions and the other half heading management institutes. I have seen people reaching top of the career ladder rung by rung. I have also been a witness to my students excelling in academic pursuits and then making a career step by step. There is really nothing like a meteoric rise in any field. Success is inch by inch and cinch by cinch. One should not worry being slow as long as he/she is not quitting. Quitters are the losers in the ultimate race.

Keep looking up and moving ahead as a matter of principle and practice. As great Edison once said, 'Keep moving your cycle for not falling off and losing the balance'. The very moving, however slow, is the key to keep going! In your academic pursuits too, there may be times of difficulty and uncertainties but don't you worry. Amidst difficulties there is always an opportunity. We have introduced twin-mentoring system in the institute. At any point of time you have a mentor by your side either from the industry or institute. Do not compromise on the need to upgrade yourself. While at study you may feel, 'Why this'. Remember, everything that you study or exposed to during your course period serves you for a life time. It is what you learn after you know it all matters!. Your course may come to an end, but your learning will never!

With my best wishes and greetings to you all!

Dr. M Venugopal

Director, NITTE School of Management, Bengaluru

EDITORIAL NOTE



It is gratifying to note that our magazine is moving ahead with its fourth issue with no let or hindrance. I must place on record the unstinted support and encouragement by Dr. M Venugopal, Director of the Institute in publishing the issues in time. The faculty, staff and students have stood by me in terms of contribution of articles, designing the magazine and publication. Great writer Graham Greene once said, 'Writing is a therapy, sometimes I wonder how all those who do not write, compose or paint can escape the madness which is inherent in human condition'. Of all skills, writing has been in the forefront down the generations. Carlos Baker said, 'Learning to write is learning to think'. Students must take to writing on a serious note and nurture that skill into a professional competence. I wish our management students wrote articles, case studies, book chapters etc and send for publication. Nothing can be more satisfying than seeing your manuscript in print! It is not something impossible or beyond your reach. The golden rule to achieving this is, 'write ... write.. now ..now..here..here'. Once you tie your goal to writing, you are there high and above. Thousand miles journey begins with your first step. Your book of thousand pages can start from your first sentence!

It is said that we get to know what we think by reading what we write. We can see how precisely four domains of knowing, thinking, reading and writing play such a key role in shaping up of our personality. What we keep doing over a period of time becomes our habit eventually. Friends, develop and nurture such habits and help others do the same. That is your best contribution to your friends, relatives and associates.

Dr. N.J. Shetty

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What you will find here...

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Contribution of articles, news, poems, photographs, drawings, cartoons, etc; is invited from PGDM Students, faculty members, employees and alumni of Nitte School of Management, Bengaluru.

PROFESSOR DR N R SHETTY: DOYEN OF HIGHER EDUCATION



Professor Dr. N R Shetty, Chief Mentor of Nitte group of Institutions at Bengaluru and Chairman of Nitte School of Management is a name to reckon with in the arena of reforms in higher education, administration, preservation of culture, heritage and such other national and international positions. Prof N R Shetty had his early education at places in, the then, undivided Dakshina Kannada District namely Mulki, Bantwal and Mangaluru. Graduating with B.Sc (Hons) from Presidency College, Madras, he started his teaching career at Karnataka Regional

Engineering College, Suratkal (now NITK). From 1960 till 1993, Professor, served the Institute rising from the position of a lecturer to that of Principal.

Recognizing his academic excellence, administrative skills, result centric approach and service orientation, government of Karnataka appointed him as Vice Chancellor of Bangalore University successively for two terms between 1993 and 1999. As a part of expert committee constituted by AICTE and UGC, Professor Shetty visited several countries across the globe towards the cause of quality higher education and world-class delivery standards.



Professor N R Shetty's interest and involvement in art, culture, literature and ancient manuscripts is equally amazing. Recognizing his keenness in these rare areas, Government of India appointed him as Member Secretary and Chief Executive of Indira Gandhi National Centre for the Arts (IGNCA). The term of Dr. Shetty in this position is considered to be the golden era of revival and preservation of a number cultural heritages and ancient scripts. Documentation of Vedic chanting and Ramlila performance was recognized by UNESCO as world's heritage which is a matter of great honour for India. The academic and cultural world looks at Dr. Shetty with awe and respect for being an educationist, administrator, avid advocate of Indian culture and heritage all with equal ease, authority and distinction. IGNCA produced more than 200 documentary films on heritage sites, ancient architecture, rituals and ethnic medicine during his regime.



“ Value based and goal centric all the way. ”

Some of other positions of distinction of Professor Shetty are:

- Chairman of Regulatory Committee to oversee admissions to professional colleges in Karnataka at the instance of Government of Karnataka.
- President of Indian Society of Technical Education (ISTE).
- Founding President of International Federation of Engineering Education Societies, Washington, USA
- Chairman of National Advisory on Entrepreneurship in Education, Dept of Science and Technology, Government of India.
- Member of Standing Committee of Ministry of HRD for coordination between Industry and Technical Education and many more....



With Master degree from University of ESSEX, UK, and Ph.D in Electronic Engineering from IIT Bombay, Dr N R Shetty is a shining star in terms of educational accomplishment too. He is presently the Chancellor, Central University, Karnataka and Chairman, Karnataka State University Review Commission.

SHRI NITTE VINAYA HEGDE – A SYMBOL OF HUMILITY AND HUMANITY



Shri Nitte Vinaya Hegde, President of Nitte Education Trust and Chancellor, Nitte (Deemed to be University), Mangaluru, true to his name, is an epitome of generosity, personified. Although the 'Karta' of conglomerate of more than 42 Educational and Professional Institutions spread across in 3 campuses – Nitte, Mangaluru, Bengaluru, he seems to take the enviable position and performance easy on his shoulders, always with grace, gratitude and humanness. Shri Hegde is often referred to as the initiator of 'second' renaissance in the field of education in undivided Dakshina Kannada District. Under his able leadership, Nitte Education Trust has emerged as the largest Mangaluru based educational group.

Worthy son of Late Justice K S Hegde, former Judge of Supreme Court and former Speaker of Lok Sabha, Shri N Nitte Vinaya Hegde established Nitte Education Trust in 1992. From the inception itself, NET identified itself in significant charitable works in the form of village adoption, providing shelters to needy and deprived, education, health care, provision of resettlement, vocational training and many others.

Shri Nitte Vinaya Hegde's foray into Industry/Enterprise is as significant and socially relevant. He is the Group Chairman of Lamina Group of Industries with an annual turnover of more than Rs 200 crore and work force over 2000. The flagship company of the group, Lamina Suspension Products, manufactures Automobile Leaf Springs and exports the same to countries like Germany, USA, UK, Korea, Finland, Belgium etc. The annual export turnover is more than Rs 100. Shri Vinaya Hegde is the most sought after promoter, philanthropist and front line leader for many reasons, causes and compulsions. Fortunately, for the district in particular and State in general, he is there to lead with his inimitable helping nature, humility and willingness.





Among many roles and functions that Shri Hegde donned and played, just a few are as follows.

- Was the Chief Promoter of Marmagao Steels Ltd, a mini-steel plant set up in 1989.
- Former Chairman of CII, Mangaluru Chapter.
- Was nominated as Industrial Representative in the Governing Council of KREC (Now NITK, Suratkal)
- Was appointed by Government of Karnataka as Chairman of Coastal Agenda Task Force, for drafting long term plan for comprehensive development of Coastal Karnataka.
- Was appointed by Ministry of HRD as Chairman of Board of Governors of NITK.
- Was member of Mangaluru University Syndicate and Academic Council.
- Was member of Governing Council, Manipal Institute of Technology, Manipal.
- The Coastal Agenda Task Force headed by Shri Hegde played a key role in proposing setting up of Special economic Zone which later became a reality.
- A great sports lover that Shri Hedge was, he was instrumental in conducting national level sports in DK District for the first time under the aegis of Lamina group of industries.
- The fact that Nitte (Deemed to be University) was placed under category 'A' within 4 years of its inception



LEADERSHIP



Vision



Wisdom



Strategy



Communication



Skillful



Good decision



Teamwork



Success

RELATIONSHIP IS A 'BANK ACCOUNT' – DEPOSIT MORE!

Relationships are crucial to our survival as a human race. There are many things that make humans, human. One major component is the capacity to form and maintain relationships. These relationships are absolutely necessary for any of us to survive, learn, work, love, and procreate. Our journey to happiness is one we make with companions. There are different types of human relationships including friendships, sibling relationships, couples relationships, parent relationships, and professional relationships.

As Stephen P Covey indicated in his celebrated book 'Seven Habits of Highly effective People' good relationships thrive on positive 'deposits'. Human relationships are on lines of actual bank accounts.



“

One must value values in life more than outcome or success.

Dr. Sandhya Professor, NSOM

”

For a sustaining and relationship, one must make the following six 'deposits'.

1. Understand the others in terms of what he is rather than what he ought to be. One powerful demonstration of such understanding is listening to the other intently and respectfully. Listening to others unconditionally is actually respecting the other.
2. Keep up the commitment. To be committed is to be illuminated. Just consider someone who you wanted to be there in a meeting in time. How do you feel about him? If that person shows up this punctuality every time, what would be your rating of him?
3. Clarify expectations. Most of the times we want of other certain behaviour or performance but do not

communicate. It is as if we want to catch others in the wrong foot! We like a leader who tells what he wants and clear terms. Do not assume that your subordinates already know your expectations.

4. Attend to small things. In relationship, a little is a lot. WE can do even small things in a big way. The way of giving is sometimes more than the gift itself.

5. Show personal integrity. Never ever compromise on values. As great Einstein once said one must value values in life more than outcome or success. If means of doing a thing are value based and ethics oriented, the 'end' will follow it sooner than later.

6. Apologise sincerely when you make an 'withdrawal'.

FRIENDSHIP ON THE BEDROCK OF TRUST...

Friendship is built on two things: Respect and Trust. Trust is not the same as faith. A friend is someone you trust. Putting faith in anyone is a mistake – Christopher Hitchens.

Some people are not loyal to you but they are loyal to their need of you which will not be a true friendship or relationship. Friendship is a long-term relationship which is a matter of mutual affection between the partners. We argue that one motivational factor for individuals to make friends would be to have others with whom they can work effectively and receive support in times of need.



“ Mutual trust evolves out of enduring faith, inter dependence and helping attitudes. ”

Raghavendra R Associate Professor, NSOM



Need for making friends are likely to change with age. For example, younger individuals have less experience and fewer resources available, such as money, for dealing with life's challenges, so they need more support than older individuals, who are more self-sufficient. On this basis, it is understood that younger individuals would be more likely to indicate that they make friends to receive support than older individuals. But with respect and trust, they can talk about how they feel and work things out. People also should respect and trust themselves and their feelings so they can set boundaries and feel comfortable

So a healthy friendship plays a major role in one's life and makes his/her life better which leads to a strong relationship. It is noteworthy that the meanings of friendship change, and become increasingly complex with increasing age and development. For example, individuals develop a more mature and cultured understanding of friendship that incorporates not only ideas of exchange but also intimacy and commitment as they move from childhood into adolescence.

THE 'PANCHASHEELA' OF RELATIONSHIP

The idea of being together among humans can be traced to even earliest civilisations. The greatest urge among us is to be part of larger group for various reasons such as safety, unity, working together, sharing of concern, skills, knowledge and so on. Society is one of interdependence. No one in this world is totally independent or dependent. Interdependence therefore in the quintessential need for societal existence, status and even excellence. If we look at Maslow hierarchy of needs, out of five, the first two needs namely basic needs and safety needs themselves must have brought our people together. Friendship and friendliness are not the same although they are likened to each other.

Friendliness is like fragrance in a flower. Whoever comes in touch with it gets it. To give fragrance is natural for a flower or any object of that kind. Friendship evolves over a period. On the flipside, friendship evaporates and fizzles out as quickly too! In our epics, 'puranas' and history there are umpteen examples of unflinching friendship and enduring relationship. Henry Ford. The founder of Ford Motor Company once said, 'Coming together is beginning, keeping together is progress and working together is success'. Whether it is friendship or relationship, the core need is to be related to each other in family and work environment.



“ Talk in terms of others interest and listen for more ideas. ”

Ganesha B Assistant Professor, NSOM



The term Company is also referred to as Concern. What does it indicate? Without being concerned about others around us, we cannot build a concern! The attitude of helping each other takes the group of people with a common cause to higher altitude. The following five qualities can be called the 'panchasheela' of friendship and relationship. Willingness to take responsibility. You cannot be related to a person who is, talks, acts irresponsible.

FAITHFULNESS AND FRIENDLINESS: TWO WHEELS OF LIFE

Consider for a while the word 'ship' forming part of both the terms friendship and relationship. The very mention of 'ship' brings to our mind 'sea'. It is the sea of waters, sea of depth and sea of expanse! It is the ship on the sea. Yes, it is a positive sign of thinking because the ship can be floated easily because it has a good relationship with water and the captain knows which direction to negotiate and navigate. Similarly, all words which end with 'ship' need special attention for a long journey of life. At the same time, someone needs to drive our minds towards success. The relationship is needed for everyone in the world irrespective of being human, animal, birds, water, or

nature. Journey with all these will be for a longer time if we maintain and demonstrate traits such as love and affection, caring and sharing, trust and belief and so on.



**Abiding friendship leads
to long lasting relationship.**



Balakrishnchar Assistant Professor, NSOM



We erroneously believe that relationship is only among human beings and not for other species. It is a completely wrong perception towards relationships. Human to Human, the relationship is a kind of bond between two or more people. This bond can be formed with mutual love and affection, trust, and honesty so as to lead to long term relationship

Unconditional friendship leads to long lasting relationship. It calls for lots of understanding and endurance to build such friendship. It is well said that books and friends should be few but good. Collect such books that bring smile in the face and warmth in the heart. So do you have choose your acquaintances. Yudhisthira, the eldest among Pandavas, was a symbol of truth and righteousness to the core. The story goes that his dog followed him up to the golden gate to the heaven. When stopped and asked to leave the dog behind Yudhisthira (Dharmaraya) told that he would not enter without the 'dog'. Here the dog is the symbol of truth and righteousness. Choose such people who will walk right and straight with those great virtues of a dog namely faithfulness and friendliness.

FRIENDSHIP DAY: DAY TO STAND AND SERVE!

Human beings seek friendship at all times and places but the ways in which they do so and celebrate are as vivid and different as your imagination can get. Friendship what everyone looks up to and get along. It is the core need of human existence. People celebrating friendship cannot afford to be normal! They tend to get sentimental, emotional and crazy too. You can expect them to be boisterous, overboard, unreasonable and sometimes unruly! Yes, one day in a year in the name of love and friendship! Each country has its own way of celebration. Let us take a peek at a few of them.

In Argentina, the day calls for a gathering of friends old and new and most of restaurants are booked out a week in advance. In Paraguay, celebrations often take place in



places of pleasure on the eve of Friendship Day where everyone gifts a present as a part of the 'Invisible Friend' tradition. The game of 'Invisible Friend' works just like Kris Kringle where everyone writes his name on a piece of paper, each person picks a name at random from a hat and gifts a present to the person they picked on July 30.



“ **The best way to celebrate friendship is to lend helping hands at all times.** ”

Ckikke Gowda Assistant Professor, NSOM

In the US, old and new friendships are cherished by catching up with friends at restaurants and clubs all over the country. In South Asia, the day has been used in the past to honour friends who have originated from the US but is now more commonly used to cherish all friendships. On our own shores we celebrate our treasured friends by reaching out, reminding them of how much we appreciate them, and celebrating them with thoughtful gifts.

Celebration yes, but let us also learn to be saner and sober. In the name such celebration, one should not break the basic norms of being together. In fact, that is the day to think of millions of people who are not privileged as you are. Billions of dollars are spent in the name of celebration. Can we share a portion of our spend for those who are deprived of even a meal a day? Can we set examples of services and contribution on days like these? Let us remember this great quote at all time, 'Those who take eat better, those who give sleep better'.

CHOOSE 'OPEN QUESTIONS' WHILE SEEKING INFORMATION...

Dealing with clients/customers/stakeholders is the part of any organizational endeavour. The way we talk to them matters a lot in building a positive image in their estimation. It is the essential skill on the part of people who serve customers. Employees at the desks, reception need to be trained on the skills of receiving customers, making initial conversation and sustaining the same till they are put in contact with the people who matter to them. One needs some amount of practice and exposure in this area. One of the better ways of gaining insights into this area is to observe how others are doing this job. Communication is a two way process in which listening to others is as important as talking to them. For some people, meeting strangers is no easy!



Solution proneness: The tendency is to conclude as quickly as possible. Such proneness may sometimes deny you an opportunity of knowing more vital facts.

“**Communication is short cut to personal distinction**”

Prof. Koteswar Rao CoE, NSOM



1. **Collect facts:** make it broad based: If you show an attitude for seeking more information you will get it anyway. Nothing can stop you from having access to what you need for making decisions. Talk to your customers tactfully and with ease. Do not give an impression that you are out there to seek information from them. In any case, avoid probing questions while talking to your customers.
2. **Make the customer feel comfortable:** Lot of information could flow in an atmosphere that is encouraging, open and conducive. Do not ever look tough and impossible in this process. Make the other people feel relaxed and happy talking to you. Let the other pick up his own space and comfort level.
3. **Ask open questions:** Interviewing is eliciting more and more information for the purpose of taking some decisions. The Question to which the answer could be 'Yes' or 'No' is called 'closed' question. As far as possible avoid asking closed questions. Closed questions act as antidote to relationship. Open question is one to which the customer could respond in a flowing way. Encourage the other person to project himself. Make the other person feel important.

GUARD YOUR FRIENDSHIP FROM COLLAPSING....

Friendship essentially is a mutually supportive relationship between two people. Although it is a universal phenomenon, it is never perfectly balanced or equal all the time. At any point in time, one friend or the other may be on the giving or receiving end. In healthy relationships, true friends understand each other and go extra mile to help each other. Instances of one party getting greedy and going overboard to exploit the other are not uncommon. Friendship of that kind begins to feel like a liability with no way out, leaving them feeling beleaguered, frustrated, and sometimes, even angry.

If someone is bending 'backwards' to 'help' you and if it happens frequently, surely he is operating with an inner agenda to book you for a personal favour. Instead of asking

monetary favour directly, he is brainwashing you to do the same indirectly! You need to explicitly set limits to save the friendship.



Real meaning of communication lies with the listener.

Arvind Rajavelu
Senior System Administrator, NSOM,



Take care of habitual behavioural patterns of your friends

Do you want to put your best friends to a litmus test and safeguard it from collapsing? Try the following.

- Do not ever bring money matters in friendship. As great Shakespeare said, 'Neither be a borrower nor the lender'. Most of the times friends wither from each other because of money matters. Remember the line, 'Lend the money, lose the friend'
- There are several ways to help others. Teach others skills, share knowledge, share resources, walk along, get along but never.. never borrow. Just see the practical side, it is easy to ask for borrow but when it comes to repaying you may either dodge or find other methods of avoiding.
- Whether it is a financial request or any other, use common sense, don't extend yourself more than you want to — or can comfortably afford to. Tell your friend point-blank that you don't mind helping out from time to time but if he is asking too much, sense the danger signal then and there and take care.
- Watch out for people who try to usurp more of your and engage you in areas you are not interested in. Such people who take your time out for no reason are the ones to misuse that freedom and entice you to part with your money or possessions.

TO HAVE A FRIEND, BE THE ONE...

Our society tends to place an emphasis on romantic relationships. We think that just finding that right person will make us happy and fulfilled. But research shows that friends are actually even more important to our psychological welfare. Friends bring more happiness into our lives than virtually anything else.

Friendships have a huge impact on your mental health and happiness. Good friends relieve stress, provide comfort and joy, and prevent loneliness and isolation. Developing close friendships can also have a powerful impact on your physical health. Lack of social connection may pose as much of a risk as smoking, drinking too much, or leading a sedentary lifestyle. Friends are even tied to longevity.



Friends bring more happiness into our lives than virtually anything else.

Ritish Nag K.R
Creative Head, NSOM,



Maintaining friendships takes time and effort, healthy friendships can improve your mood, help you to reach your goals, reduce your stress and depression, support you through tough times, support you as you age, boost your self-worth.

For better friendships, be a better friend yourself. Be the friend that you would like to have, be a good listener, give your friend space, don't set too many rules and expectations, be forgiving. No one is perfect and every friend will make mistakes. No friendship develops smoothly so when there's a bump in the road, try to find a way to overcome the problem and move on. It will often deepen the bond between you.

Technology has shifted the definition of friendship in recent years. With the click of a button, we can add a friend or make a new connection. But having hundreds of online friends is not the same as having a close friend you can spend time with in person. Online friends can't hug you when a crisis hits, visit you when you're sick, or celebrate a happy occasion with you. Our most important and powerful connections happen when we're face-to-face. So make it a priority to stay in touch in the real world, not just online.

A GLIMPSE ON NSOM EVENTS AND ACTIVITIES...

August 8, 2021

Skill Pays...

The Institute's wing, NSOM Skill Academy, entered into a MOU with Next –Step Logistics Management Pvt. Ltd for conducting and managing skill upgradation courses and programs for the benefit of our PGDM students and others.

August 23, 2021

Business Matters...

Meeting of Board of Examinations took place in the Board room of the Institute. Matters on examination system, evaluation, grading and other related matters were discussed threadbare.

September 16, 2021

MD and CEO of Randstad with us...

Our PGDM students had an interface with Mr Viswanath P S, Managing Director and CEO, Randstad Pvt. Ltd, India. Students were delighted to have an active interaction on a host of issues on HR processes, recruitment and placement avenues. The guest was equally vocal and happy to address the students' queries on HR related topical matters. He briefed the students on national and global HR perspectives, challenges and opportunities.



September 20, 2021

Pleasure to Honour...



The 13th batch of our PGDM program, 2021-23, was inaugurated. Students who joined the course newly, parents, guests were part of this inaugural event. Mr Viswanath, P S, Managing Director and CEO, Randstad India, Pvt. Ltd, Bengaluru was the chief guest of the function. He complimented the students for choosing PGDM as management course, highlighting its relevance to industry, business and corporate leadership domain. He urged them to make most of it during two years ahead. Knowledge economy like India needs a strong, committed and ethical HR force, he asserted. Mr Rohit Punja, Administrator, NET- Bengaluru, Dr. Nagaraj H C, Principal, NMIT, Dr M Venugopal, Director, NSOM addressed the gathering appropriately. Prof. Dr N R Shetty, Chairman, NSOM and Chief Advisor, Nitte group of institutions, in his presidential address gave a call to educationists and academicians to help build a strong cadre of management professionals for the industries in particular and the Nation in general.

A GLIMPSE ON NSOM EVENTS AND ACTIVITIES...

October 2, 2021

Out of Sight, Full of Mind...

PGDM students of 2020-2022 batch felicitated their seniors, outgoing students of 2019-2021 batch, in a befitting manner. There were lots of bonhomie and celebrations around. Some students danced to their hearts' content followed by sumptuous meals. The undertone of the saying 'Parting is Painful' was visible towards the end.



October 9, 2021

Students' Ultimate is here...

The 'Graduation Day' for PGDM students of 2019-2021 batch took place. All the students of this batch received their prestigious PGDM Certificate in the hands of Mr Rohit Punja, Administrator, NET- Bengaluru and Dr. H C Nagaraj, Principal, NMIT. Dr. Swathi and Mr Srikanth Kuruva were decorated with gold medals in the name of Late Justice K S Hegde and Late Mrs. Meenakshi Hegde respectively. It was a great sight, seeing our students beaming with pride and feeling of self-actualization as they received their choice certificates. Dr M Venugopal, Director, of the Institute was present among dignitaries.



October 13, 2021

Respect Work, Worship Tools.

'Ayudha Pooja' was celebrated in the Institute campus in the presence of teachers and students. It was a part of worshipping books and tools of knowledge and empowerment. There was an air of acknowledgement and gratitude towards all the sources of learning, wisdom and 'life'.



October 24, 2021

Yoga is to connect...

As a part of orientation program for our new batch of PGDM students (2021-2023), half a day program on Sahaja Yoga conducted for the benefit of students. Wing Commander Samir K Mitra and his team demonstrated the techniques of meditation and relaxation.



TOGETHERNESS IS A SENSE OF WARMTH AND SIGN OF GROWTH

“

**Coming together is beginning,
Keeping together is progress and
Working together is success.** ”

Henry Ford

Thanks to our National level out reach and excellent networking, Nitte School of Management has been able to attract students from about 16 States. It is truly an amalgam of different culture and languages. Within few days of commencement of the program, we have seen our students coming together with a missionary zeal of learning together and getting ahead in life with that sense of oneness. True Management is nothing but discovering unity amidst diversity. The Nitte culture of excellence and ethics is largely seen in our student group and activities. We are committed to take this camaraderie forward...



GETTING ALONG IS GOING ALONG

People spend a good deal of time in work place be it an office with formal work setting, factory, service outlets or any other. They spend more time being together than anywhere else. Employees expect a good working environment and that is quite understandable. Do they create environment of understanding, mutuality and friendship on their own? It would be great if they did. But instances of rift, conflict and misunderstanding are there. We cannot always expect the employers to create the one. People working under one roof must create atmosphere of oneness and unity. Getting along with others in a workplace calls for certain traits and qualities.



People working under one roof must create atmosphere of oneness and unity.



Sai Alekhya, Student - NSOM

We expect others to understand us and that is quite OK. Do we on our part extend the same courtesy? Understanding our friends means accepting them for what they are and demonstrating such gesture all too often. There is no alternative for mutual help and understanding. Mutuality is the essence of friendship. No job in an organization is totally exclusive. Joining hands with the cause is what matters for day to day employee output, recognition and appraisal.

Work place relationship thrives on our attitude of sharing knowledge and resources. Management cannot spend so much on training the employees. Development takes place post training. Real time training and empowerment takes place in a scenario of working together. When employees work with a sense of cohesion and missionary zeal, organization moves to a higher level in terms of productivity, profitability, customer satisfaction and image building. Togetherness is a sense of warmth every employee should feel and contribute to. Communication is the backbone of working together.

FAMILY – FATHER AND MOTHER I LOVE YOU

Family is one of the integral parts of human beings. Every human is incomplete without a family. Family is like a tree. There are many branches in tree like grandmother, grandfather uncle, aunt, mother, father, sister brother and uncounted number of relatives.

Mainly two types of family concept in Indian society one is Nuclear and second is joint family. A family is the first school for all child where child learns about various thing like culture, tradition value, ethics, value of relations and how to behave with family members, teachers and others.

Family is always number one priority in my life. They share equal parts of all the responsibilities in a family in society there is much need for a good family because the responsible and responsive families make a good society

to live in and to be proud part of. Responsible societies and culture make the nation vibrant, productive and peace loving.



Family is a first contact point of relationship and brotherhood. ”

Kundan Kumar Student, NSOM



- Learn the value of work and dignity of labour. Let us learn the value of being together and sharing the work. Mother in every family unit shares the burden. We must respect her sacrifice by being obedient and cooperative with other members. Just observe your mother as to how many steps she takes from one room to another in the name of doing domestic core. Survey says that in Indian conditions, mother takes about 7000 steps from kitchen to hall! She does all this in the name of love and affection.
- Do not make your family members wait for you. Take care to inform in advance should there be occasion to stay out and come late. You have no idea how much your mother may have cried for you and your safety all these years. Resolve to make her feel happy and carefree at least from today.
- Teach your family members what they need to learn. You may be a literate person but your parents are wise, kind and compassionate. Always respect them and take their blessings. Remember, your parents have foregone education, comforts and facilities just to support you to come up in life.

SOLDIERS' LANGUAGE OF FRIENDSHIP LIES IN SERVING THE NATION...

Soldiers are the most prized assets of any country. They are the guardians of the nation and protect its citizens at any cost. The greatest sacrifice is when you sacrifice your own happiness for the sack of someone else and sacrificing is the part of defense personnel. For them and sometimes family members, there is no regret for losing anything including precious life. That kind of opportunity every soldier aspires for looks up to. His greatest satisfaction is to have served the Nation and keeping it guarded at all times, whatever may be the trial, tribulation and deprivation.

Can you draw the lessons from soldiers and apply at least a few in your day to day life, work situations and social interactions?



“ The brave hearts who guard the nation deserve utmost respect and support. ”

Pritam Kumar Student - NSOM

Value and appreciate the people who sacrifice their life for you. Try to live up to your own goals of being a good human being. There are so many ways you can serve the less privileged amidst you. Just look into those eyes that cry for your attention. Do not turn away your sight from them. The insight that you get in serving them is worth a life time sacrifice. You can replicate the values of sacrifice of our soldiers in small and little way every day and in every way. Your will to do so will take you in a different direction towards bigger accomplishments. It is not how much you earn that matters. What matters is how much you can save! By the same token, do not keep telling that you missed the opportunities to serve. Just open your eyes and mind. The opportunity is here and now? Take the first step to serve, take more such steps, do this frequently, it sure will become a part of you. When you are oriented to serving, you are not the same person anymore. It becomes you habit. You are what you do repeatedly, excellence then is not an act, it becomes a habit. Become habituated to offering services where you and with what you have.

ENDURING LEADERSHIP THRIVES ON RELATIONSHIP...

Leaders with strong, trusting and authentic relationship with their teams are able to manage desired productivity and business results. Investing time and resources in people related endeavours and engagements pays. Human capital is the source for creating business assets. Effective leaders know that leadership is one of nurturing long lasting relationship. Inter-personal relationship is the by-product of empowering leadership. When leadership is a relationship founded on trust and confidence, people take risk, make changes, and keep organizations and movements alive. Leadership is not about a title or a designation. It's about impact, influence, and inspiration. The essence of leadership is relationship; influencing people to achieve things together that can't be achieved

alone. "True leaders always practice the three R's: Respect for self, respect for others, responsibility for all their actions."



Practice the three R's: Respect for self, respect for others, responsibility for all their actions.

Shreya Shettigar Student, NSOM



Although leaders and followers are closely linked, it is the leader who often initiates the relationship, creates the communication linkages, and carries the burden for maintaining the relationship. Leadership is a serving relationship with others that inspires their growth and makes the world a better place. Leader is a great communicator as he/she knows how to communicate with their subordinate and maintain them. Leadership is the ability to inspire a team to achieve a certain goal. Leadership disposition matters more than his position. The greatest example is that of Mahatma Gandhi; he never had any formal in and hierarchy. He led the Nation to freedom with no formal power. His personal charisma and philosophy of non-violence, trusteeship, and prayerful approach made the whole world look up to him for guidance during times of controversies and challenges.

How do great leaders build relationships that make people come together and tie them to a cause?

- Valuing human values at work places and treating people with dignity.
- Setting powerful personal examples. Leading from the front
- Inspiring the shared vision, organization-wide
- Challenging the process; questioning powerfully and inducing elicitation of answers
- Enabling others to act and fostering collaboration.

WORKING TOGETHER, WORKS

It is well said that work works and working together works even better. Look at the word TEAM, the acronym stands for 'total efforts of all members'. A great Corporation is one that builds sustaining collaboration in conducting business. The process of working collaboratively with a group of people in order to achieve a goal is called team working. Team working provides people more opportunities to release creative ideas and increase their sense of belonging. What factors contribute to people working together?

Free and unfettered communication: Communication fosters relationship and helps build camaraderie among employees. Hierarchy creates artificial barriers and keeps people cut off from mainstream. Great organisations work on removing the false limits.

Communication is the backbone of successful conducting of meetings, presentation, employee motivation, conflict resolution, delegation and many other managerial and leadership processes.



It is not your way or my way; it is a better way, a higher way.



Surakshitha Student - NSOM

Team Work : A win-win approach: Some of the practices and approaches that help foster team work are as follows.

- Pulling in the same direction with adequate efforts is the first requirement of a good team
- Team members must share the values and work toward super ordinate goals with energy and enthusiasm
- Win-Win attitudes foster inter-personal relationship in a team.
- Each team member lives up to his Word, Work and Worth in a win-win situation
- Win-win solution in team work and engagement is mutually beneficial and satisfying.
- Win-win philosophy is based on the paradigm that there is plenty for everybody, that one person's success is not achieved at the expense or exclusion of the success of others.
- Win-win approach is a belief in the third alternative: It is not your way or my way; it is a better way, a higher way.

MOTHER – THE PIVOTAL FORCE BEHIND RELATIONSHIP

It is well said, 'Father makes the House while Mother makes the Home'. House is a structure and it provides safety against external factors. Home is an 'order' that keeps us disciplined, focused and charged. This is not to belittle the role of a father in a family. Mother is a symbol of 'order' and 'arrangement'. The first thing that a child sees is the mother's eyes! We came in contact with this world through the eyes that God gifted us with and the mother's eye that we saw and cherish all the time in our life. Look at the Earth, it is called 'Mother Earth', the Nature is one of mother and so is everything that you see that nurtures and helps you grow. What is more, India is 'Mother India' for all of us! Mother does not just cook food, she actually cooks happiness! Must you not, therefore, keep your mother happy who cooks happiness!



**Look at the Earth, it is called
'Mother Earth'.**



Manaswi, Student, NSOM



As students we are all here because each one's mother wanted that to happen. It should be our endeavour to live up to mother's love and affection. The best Talisman or test to do or not to do a thing is in terms of whether it could make your mother happy/proud or not. If you sincerely think that doing certain thing would make your mother cry, just don't do it! It is as simple as that. In the life of great men and women, mother was invariably the source of inspiration and blessings. Let us all owe to do the following three things to make our mothers happy and gratified.

- Mothers in their generosity may not communicate children as to expectations. But as children, let us make sure that we make the mothers' dream come true.
- Mother stands for patience, perseverance and sacrifice. Let us imbibe in us the spirit of these traits letter and spirit.
- Let us see mother in 'Nature' 'Greenery' and everywhere where compassion is the watchword.

ROOTS OF RESPONSIBILITIES WINGS OF FREEDOM



“

Communion of inspired minds is
source of freedom and enlightenment
for countless birds of hopes. ”



MEET THE LEADER – STUDENT INTERFACE WITH CORPORATE EXECUTIVES ...



Mr. Viswanath P S, Managing Director and CEO, Randstad India, Pvt Ltd.

Mr. Viswanath P S, Managing Director & CEO, Randstad India (Pvt) Ltd, Bengaluru was our esteemed guest for an on-line student interface on September 16, 2021. It is a matter of delight that he spared his valuable time, handling student questions on a variety of issues touching upon H R services and solutions, managing employees working at remote locations, challenges of recruitment and placement post pandemic times and such other. In the interface were present Dr M Venugopal, Director of the Institute, Mr G Girinarayan, Visiting Professor and HR Consultant, all students and faculty members. Dr N J Shetty, Visiting Professor, facilitated the event. A brief extract of the interface is as under.

Ravali: - Question No 1

Sir, can you please brief us on Randstad's history and operations both at global and India level?

Being the Managing Director and CEO of Randstad (India), it prides me to brief on my organization. It is a Dutch Multinational Human Resources Company headquartered in Diemen, Netherlands. Randstad began its operations with two people and one second hand bicycle! Today, we are operating in 39 countries with permanent global staff strength of more than 29000. Randstad is credited to be the leading HR Services Industry. Established in 1960, Randstad procured jobs for 2 million people in 2020, reaching out to a clientele of 236000. 350000 plus people were exposed to skilling/ up skilling and re-skilling processes. Randstad (India) Pvt. Ltd was established in India in the year 1992. In the year 2012, Randstad(India), Pvt Ltd took over

Ma Foi. With 28 years of existence in India, Randstad (India), has grown as a significant HR service Industry in India. It accounts for an earning of Euro 450 million out of total global total of Euro 28 billion. Randstad (India) offers a range of HR services and portfolio solutions, recruitment services, outsourcing, outplacement services and so on. Indian entity with 14 net working offices has its big presence in 78 Indian cities. More than 65000 contractual and committed employees take care of Indian clients with regard to their HR services requirements. On the same line as that of parent company, Randstad (India) is also focused on helping people realize their true potential by way of connecting technology with passion in terms of offering unique and value added HR services and solutions. The mission that drives Ranstad initiatives and operations is what is known as 'Human Forward'.

Geetha Madhuri - Question No 2

Sir, what are the challenges that you see in the domain of talent acquisition and talent management in the post pandemic scenario?

Pandemic times have changed many things including the way is which talent is looked at, managed and rewarded. Thanks to pandemic onslaught, jobs have become less locational. When it comes to talent acquisition, reaching out to right kind of candidates remains a challenge for recruiters like us. Going digital way is alright but then it has its own limitations. Meeting candidates digitally poses a few challenges such as not being able to feel the inner essence and 'touch' of a candidate. It would be difficult to figure out the intent of candidates in the matter of joining the organisation or otherwise. Even for the candidates, not being able to 'see' and 'feel' about their employers would act as a deterrent. Every employer likes take in candidates who are 'future ready'. During times of restricted mobility, there were issues of this kind. I hope things will settle and fall in place. Happily we are all now used to 'new normal'.





Anusha - Question No 3

Sir, 'Work from Home' has become a new norm in the wake of Corona outbreak worldwide and so is the case in the Indian scenario too. What challenges lie there in motivating people and managing their work?

Pandemic times have changed the way in which people work, report and become accountable. Except for initial euphoria of being 'free' at home environment, people by and large started longing for being with people and working together. For organisations, having to attend to client requirements, calls of complaints and dissatisfaction turned out to be formidable. The quality of customer service, level of empathy, keenness to listen to clients must have taken a beating in the changed scenario of work environment. The challenge for workers is to manage the 'ambiguity' and maintain the drive and vigour to convey the vision and purpose of the organization. It remained a challenge for us too. But the initiative that we took helped us turn the tide. For instance, our hash tag requesting our employees to suggest 'New Ways of Working' worked to our advantage in reducing employee 'tiredness' and 'monotony' and kept them recharged and kicking.

Towards keeping people engaged, our HR team did a commendable job. We encouraged people to 'talk' to colleagues and increase instances of physical connect. Some of the messages that we created and shared helped people come out of mindset of helplessness and being alone. The messages, 'Be Kind to your Mind', 'It is OK not to be OK', 'Be Kind to Your Back', 'Be kind to your Body' helped our employees look at things from a different perspectives. My organization took special care of people in terms of granting extended leave, financial assistance to the needy, providing imported oxygen concentrators during peak of pandemic and such other measures. We made it clear to employees that they could take breaks and work from anywhere without being subjugated to scrutiny as a one-time measure and it worked wonders in boosting employee morale.

Ravali - Questions No 4

Sir, if you were to hold a job interview for management graduates, what would be your expectations in terms of your questions to them?

I do take up interview of candidates for a few senior positions. I look up to two main traits or qualities in the candidates. a) Passion for Work. I believe that without being passionate there is not much you can bring to work place. I am keen on gauging candidate's love for work and commitment to demonstrate it in loud and clear terms b) The second thing I would insist on a candidate is to be agile and alert. People who can think on 'feet 'and act as quickly fit themselves for a corporate career. Take my own case. I did my Chartered Accountancy 30 years ago. Today I am in charge of about 60000 people. My job is one of leading them to 'results'. Unless I am agile to what the task on hand calls for, how could I remain relevant? Today we need remain multi- faceted and multi-dimensional. There is no finish line to success.

I would therefore look out for these two essential traits in the candidates. Ability to think 'out of box' is another thing to look for. Learning should be a matter of passion rather than one of compulsion. When we are open to ideas and inspiration irrespective of where it comes from, we grow ceaselessly. I would insist on you management graduates to appreciate these competencies and be a part of it. The mantra to excel is to insist on ourselves! Your employer describes your job and gives a checklist. The choice to stick to it or go beyond it defines who you are to your employer. Always remember, when you aim a little above the target, you will hit it.

Amaleshwari - Question No 5

Sir, what would you suggest management students to be doing during the course of their study? What are your DOs and DONTs?

That is the pertinent question that you asked... Student life is an important phase in one's life; it needs to be well invested and not frittered away. I would say that one must make most of it every day and in every way. During my days of youth, there used to be jobs at Banks, LIC, PSUs, etc. Today it is no longer so. There were several 'revolutions' since then, industrial revolution, IT revolution, knowledge expansion, net working, mobile phones and so on. Today the world is at your finger tips. In a hand held mobile phone, you are at the top of this world. But remember, things are changing faster than you could visualize. There is no permanency much less the long term jobs. The problem of 'plenty' is not easy to grapple with. Take our case for instance, on any day we have about 5000 jobs that beckon you. But then are you ready in terms of job requirements or the rigour and high expectation that goes with it? I would therefore suggest that you be ready take up such challenges of adaptability, toughness and compatibility. You have the time now as you study. Live your life not just as a student but as a conscious stakeholder and responsible citizen.



Krishna Babu - Question No 6

Sir, what kind of job opportunities can our PGDM students can seek in your esteemed organisation?

Well, in HR service space, we have 1400 clients in diverse industries at least 450 of them need candidates in HR space. As I told earlier, we have active presence in 78 Indian cities. Our 800 plus specialist recruiters across 20 office locations are at your services should you need the one. Jobs are there in domains of finance, technology, manufacturing, legal and others. More than others, we need people in Learning and Development space. People, who can train, up-skill, help re-skill are always in demand. We increasingly need HR Business partners who can help/support businesses achieve business goals. We can become the interface between PGDM graduates and industries through our well-knit network. Internally we have two student centric programs namely Ranstad Management excellence Program (RMEP) and Ranstad Executive Excellence program (REEP) for students undergoing PGDM and MBA program respectively. Every year we draw a certain number of graduates. They will be exposed to various work situations and management processes. After a year's term, such candidates will be absorbed by us in appropriate positions.

Anusha - Question No 7

Sir, our conglomerate has more than 42 institutions in varying disciplines. What kind of support services your organization may like to seek out from our group?

As a leading HR services industry with world market share of about 60% in various domains, we can definitely leverage in terms of availing services from your group for our own purposes and those of our more than 1400 client organisations engaged in diverse industries, services and activities. In taking forward some of the pilot projects of Government of India such as make-in-India, Skill India and such others, we need support from Institutions of your kind. We have industry partnerships through Randstad Skill Academy to create the pipeline.

Krishna Babu: - Question No 8

Sir, your organization shares more than 50% of market share in HR related services and solutions worldwide. Having such a big share and impact on the society, what are your CSR activities?

Human side of Ramstad is what it is known for in the minds and psyche of people and clients it deals with. The theme 'Human Forward' speaks for our CSR initiatives. Our avowed goal is to touch at least 500 million people's lives in terms of extending helping hand in one way or the other by 2030. Our project 'Aatma Vishwas', seeks to reach out to historically marginalized sections of the society. We intend to take people to 'World of Work' by way of empowerment, training, skilling and re-skilling. We partner with a 15 year old organization namely, VSO (Voluntary Services Overseas) to reach out to youth world-wide. We are taking special care of underprivileged and downtrodden people at countries like Tanzania, Uganda, and Philippines etc. We offer value added services to lesser known and infantile organisations in their organizational initiatives and endeavors.





ಬಂಧ-ಸಂಬಂಧ

ಬೀಜದಿಂದ ಮೊಳಕೆ ಕೇಳಬಾರದು ಏಕೆ,
ಸೃಷ್ಟಿಯ ನಿಯಮವದು ಕೀಳಬೇಡ ಜೋಕೆ,
ಸಂಬಂಧವಿರುವುದು ಮೌನದಲಿ ಬೇಡ ಕೇಕೆ,
ಹಣಕಾಸು ಆಸ್ತಿಮನೆ ಗತ್ತು ಬಿನ್ನಾಣ ಬೇಕೆ?
ವಿದ್ಯೆಯದು ವಸ್ತು ವಿನಯ ಅದರ ವಾಸ್ತು,
ಗಳಿಸಿದ ವಿದ್ಯೆ, ಬುದ್ಧಿ ಮಧ್ಯೆ, ಇದೇ ಅಸ್ತು,
ದೀಪದಿಂದ ದೀಪ ಅದಕ್ಕಿರದಾವ ಚ್ಯುತಿ,
ಸಂಕುಚನ ಎಂದೂ ಬೇಡ ಇರಲಿ ಆ ಮತಿ.



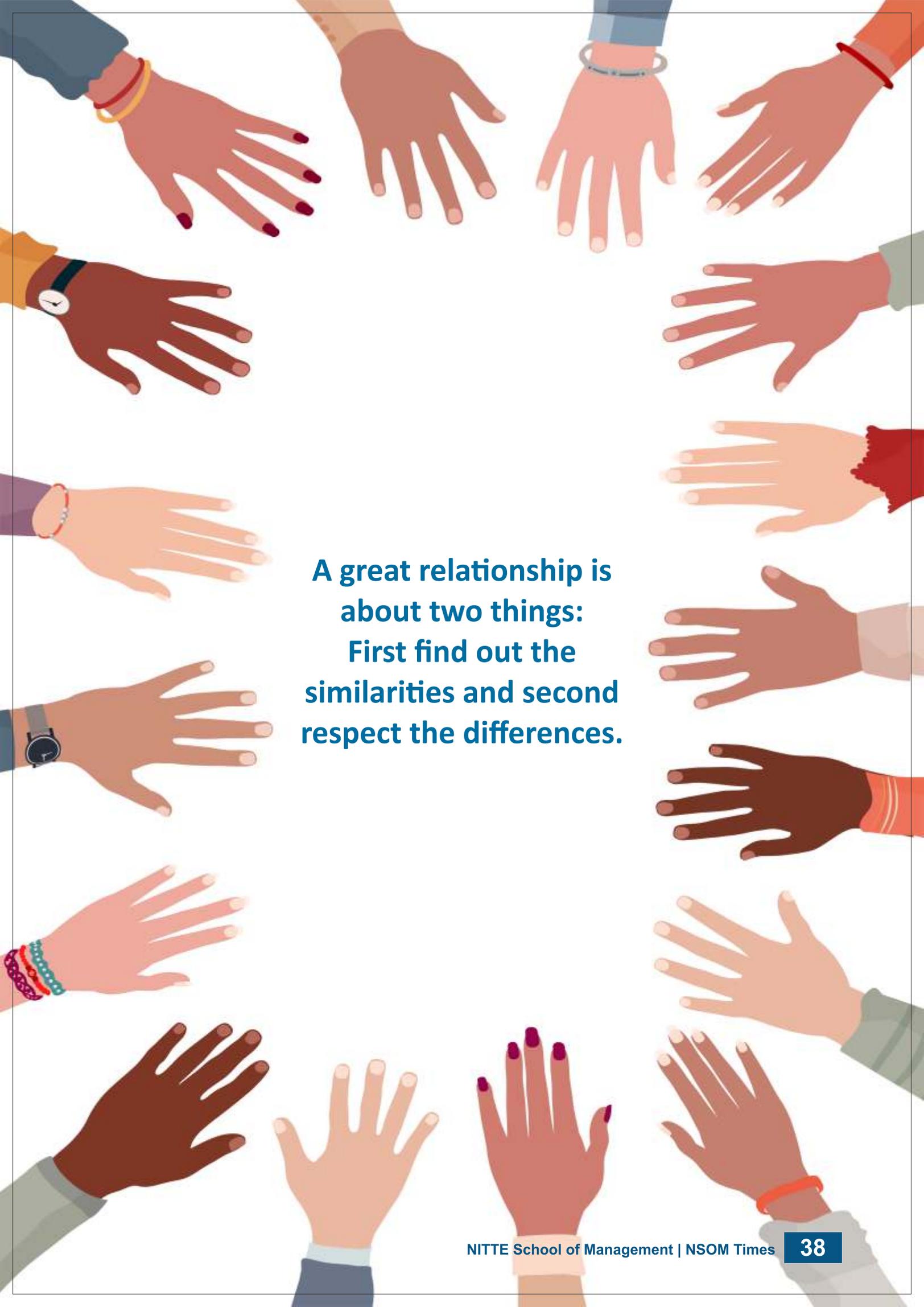
ಡಾ. ಎನ್ ಜಯರಾಮ ಶೆಟ್ಟಿ



ಸಾಧನೆ

ಸಾಧನೆ ಏನಾದರೂ ಮಾಡು ಸಾಧನೆ,
ಭೂಮಿಯ ಮೇಲೆ ಹುಟ್ಟಿದ ಮನುಜನೆ,
ಏನಾದರೂ ಮಾಡು ಸಾಧನೆ.
ಮನದಲಿ ನೆನೆದ ಕೆಲಸ ಆಗದಿರೆ, ಪಡದಿರು ವೇದನೆ
ನಂಜಿ ಆ ದೇವರ ಮಾಡು ಆರಾಧನೆ
ಬಾಳು ಎಂದ ಮೇಲೆ ಸೋಲು ಸಹಜ ತಾನೆ?
ಅದಕೆ ಕುಗ್ಗದೆ ನುಗ್ಗುವವನೆ, ನಿಜವಾದ ಮನುಜ ಇದ ನೆನೆ.
ಗೆಲ್ಲುವವನು ಎಂದೂ ತಡಮಾಡಲಾರ,
ತಡಬಡಿಸುವವ ಯಾವ ಬಡಿಗೆ ಹಿಡಿಯಲಾರ.
ಮನದಲಿ ಇರಲಿ ಆ ದೇವರಲಿ ನಂಜಿಕೆ
ಆಗ ದಾರಿ ತೋರಿಸುವಳು ಆ ಜಗದಾಂಬಿಕೆ
ಈ ಮಾನವ ಜನುಮ ಮತ್ತೆ ಬಾರದು
ಕೆಡಿಸಿಕೊಂಡರೆ ಆಸೆ ಆಕಾಂಕ್ಷೆ ತೀರದು.

ಕೆ ಆರ್ ರಿತೀಶ್ ನಾಗ್

The background of the page is a circular arrangement of approximately 15 hands of various skin tones, from light to dark brown. Each hand is reaching towards the center, with some wearing different accessories like bracelets, watches, and bangles. The hands are positioned around the central text, creating a sense of unity and diversity.

**A great relationship is
about two things:
First find out the
similarities and second
respect the differences.**



84+

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Career - Ready Professional Every Day
LETS START A REVOLUTION!**



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