



BEHIND THE INK

## i-Behind The Ink Foundation

- We are a not-for-profit organisation, using Expressive Arts Therapy (EAT) as a medium for emotional wellbeing and mental health.
- Working towards building an inclusive, healthier, happier, and compassionate world, we are of service to all ages and multi-cultural groups.

Balance is the key to everything. What we do, think, say, eat, feel, they all require awareness and through this awareness we can grow. ~ *Koi Fresco*



A harmonious blend of occupational, familial, social, and leisure pursuits\*.

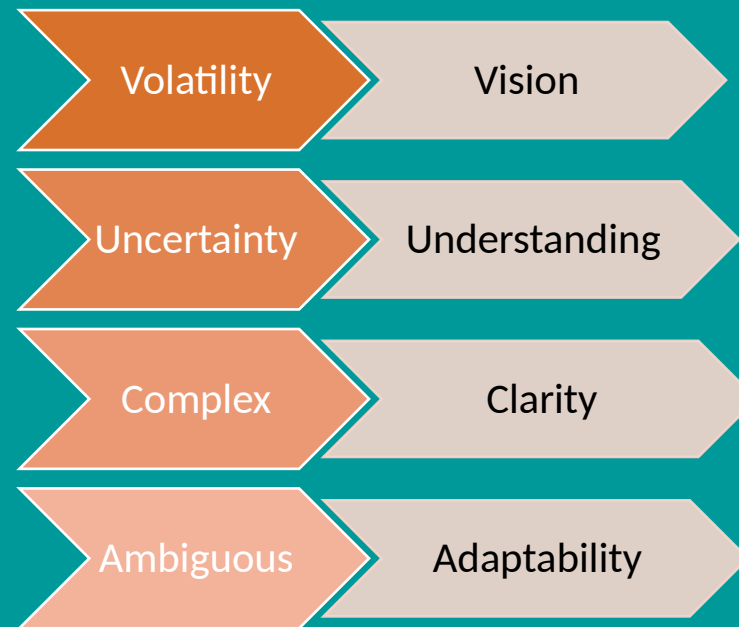
Life Balance is essential but difficult to achieve

- The “right” life balance is unique to each person. You have the opportunity but also a responsibility to define it for yourself.
- Four factors influence a sense of balance:
  - ❖ Involvement
  - ❖ Competence
  - ❖ Feelings
  - ❖ Alignment.

\*ref: medical-dictionary

## Volatile Unstructured Complex Ambiguous

- Term first coined at US Army War College for future generals, though used initially in Military, now applied widely to Business and Society
- Flipping the dilemma- How to flip this threatening world into one of Opportunity & Navigating the “New Normal”



# Our Volatile World

Much as we would like to balance the different pillars of life, we live in a VUCA world



# A world of possibilities- with Vision, Understanding, Clarity and Adaptability

- Expansive world minimal boundaries
- Global communities
- Cross cultural teams
- Increased use of Technology
- Younger co-workers
- Multiple time zones
- Collective potential and synergies



## Relevant Skills

- Increased emphasis on Technology
- Quicker sharper Turnaround times
- Innovative solutions
- Reinvention

## Realities at the workplace

- Rapid automation
- More complex skills through AI
- Having to build trust and relationships with Strangers
- Technical Skills alone are not enough, SEL skills are critical



# What according to you are the 21<sup>st</sup> Century Careers?

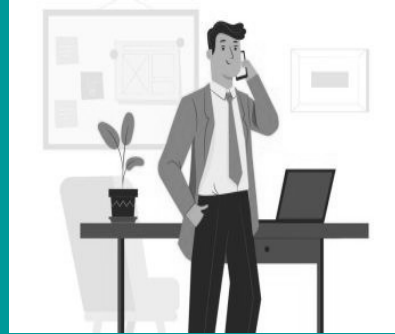
## ENTREPRENEUR



Leader who is ready to launch own venture

- a. Social –For profit
- b. Not for profit
- c. Commercial

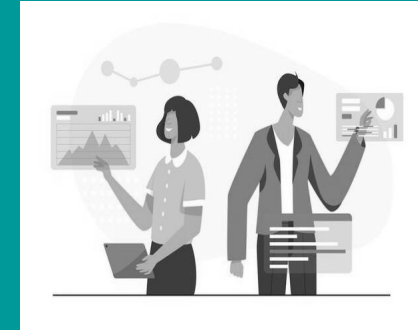
## INTRAPRENEUR



Leader who is a catalyst in someone else's venture

- a. leading teams and business units
- b. have entrepreneurial mindset
- c. could join a social domain or corporate domain

## ACTALLECTUAL



Leader who is interested in research & evidence based approach

- a. Consulting
- b. Higher studies
- c. Research & Development
- d. Learning & Development

## Challenges & Fears

When I retired from Service I had quite a bit of excess flab (weight) on me and I could not reduce my weight despite my best efforts. A weight management program and supplements helped me in achieving my target weight within a short period of 08 months and my friends have commented that I look as I was 30 years ago.

Feel quite energetic and can carry out my daily activities and follow my hobbies with ease.

~ Brigadier PK Muralidharan Raja  
SM, VSM (Retd)

I was anxious as this was a world I had never witnessed & heard so many stories which heightened my fears. Leaving a comfort zone is never easy and so you need to have faith in your abilities.

Challenges & Fears:  
Financial, acceptance outside, fear of the unknown, will I be able to perform as well as one has over the years and last but not the least what should I do? Corporate or social sector where my heart lies?

~ Col. Puneet Nathani  
Armored Corps  
Commanded Armored Regiment

Primary to get a job in a good company and of course one that pays as per my personal expectations.

Challenges & Fears: Cultural shock: Veterans have to unlearn the concept of hierarchy/command chain as many firms are flat organizations. They also have to unlearn the concept someone being younger being your boss (that doesn't mean managers disrespect you. The corporate understands your value and what you have done and you will always get your own share of credit/respect for that.)

~ Lt. Cdr. Abhishek Dayal  
Short Service Commissioned Officer  
Jan 2007 – Jan 2017



## Entrepreneur



**Brigadier PK Muralidharan Raja, SM,  
VSM (Retd)**

Chairman of Krumur Clinic (A unit of OSR Sports Works Consulting LLP)  
President of Indian Boxing Council which is a sanctioning body for Professional Boxing in India.  
Location: Pune

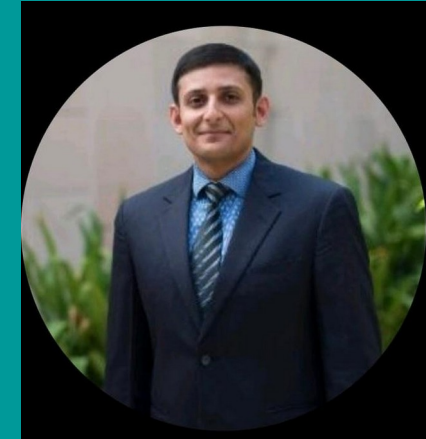
## Social Intrapreneur



**Col. Puneet Nathani**

Armoured Corps, Commanded Armoured Regiment, 26 years served the Army.  
AD SMF 2022  
Program Director – Piramal Foundation 2019-22  
Location : Goa

## Corporate Intrapreneur



**Lt. Cdr. Abhishek Dayal**

Short Service Commissioned Officer. Jan 2007 – Jan 2017.  
Post retirement - Goldman Sachs.  
Oyo – Head of Branding Function – India & South Asia.  
Location: Noida

# New Career Paths

Retired as a Brigadier from the Army after completing 37 yrs & 5 months. Commissioned in June 1976 and retired in November 2013.

Transformation from Military to Civil life was quite smooth as I was involved with various Sports Federations while in service. I was the Chef de Mission of Indian Contingent to London Olympics 2012

## New Career Path:

We started a small business venture, which is reasonably successful. It had its initial hiccups and glitches especially during the COVID Lockdown period, but it is now looking brighter and stabilising.

~ Brigadier PK Muralidharan Raja, SM,  
VSM (Retd)

## Career Track in Corporate:

Prepare many CVs not one as one size doesn't fit all. Keep the vocabulary which works outside uses not one which appears good in movies. They need to understand and relate to their context. So you need to understand that.

## New Innings in Social Sector:

Had volunteered while in corporate too and volunteering made me happy and content. I probably could do this lifelong to keep myself fruitfully engaged.

~ Col. Puneet Nathani  
Armored Corps, Commanded Armored  
Regiment

## Skills Required in corporate & different from the military:

"You need to be sure of what field you want to get into in the corporate be it Operations/Human Resources/Admin & Securities/ IT.... because once you get into that field as your first role in the corporate, its difficult to switch."

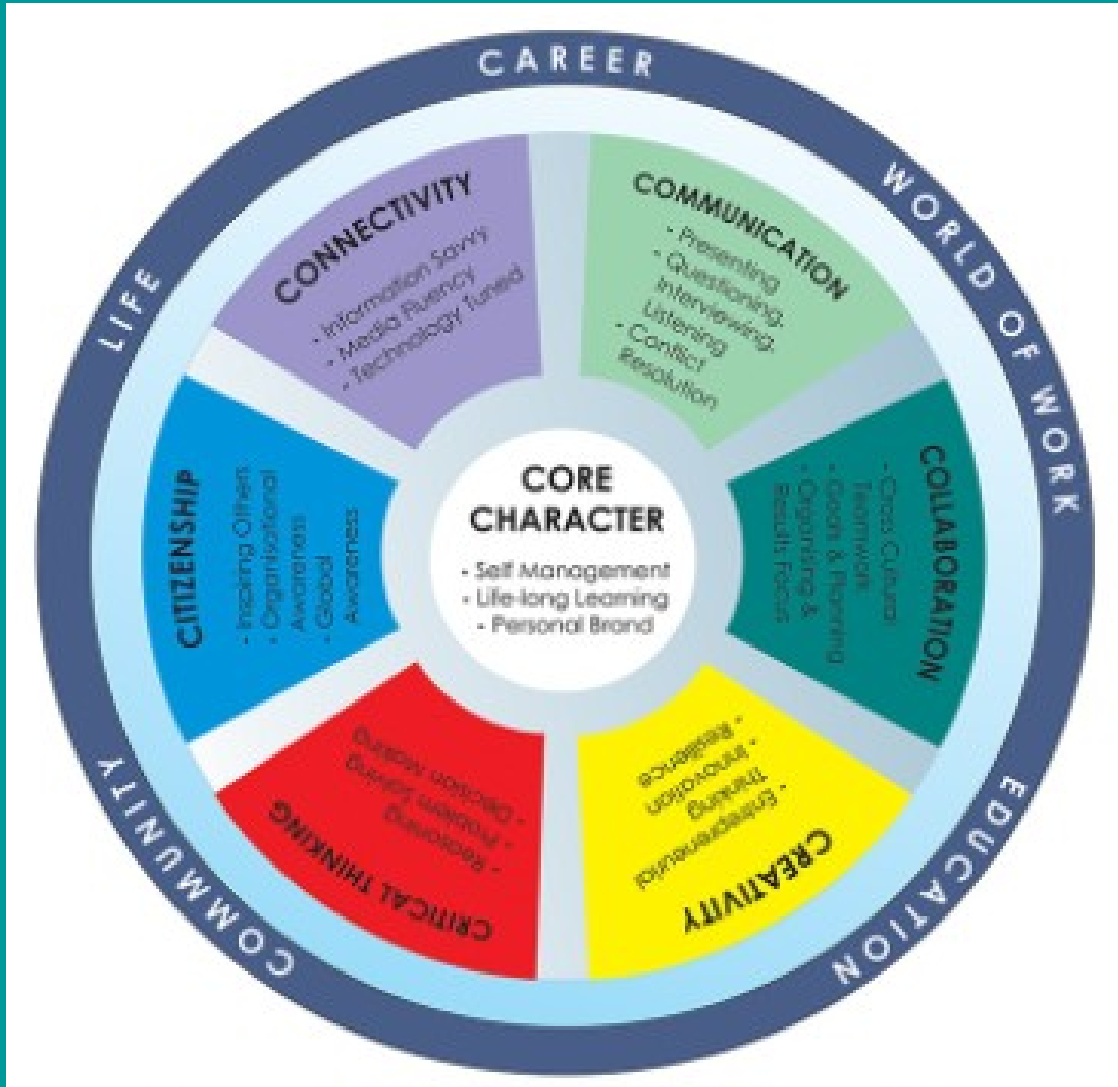
## Track in corporate:

"Its all about networking. While PRC institutes may help, majority is you reaching out to your network as applying for jobs online generally don't help much (even paid services of Naukri/LinkedIn are not very helpful)" Skills Required in corporate & different from the military

~ Lt. Cdr. Abhishek Dayal  
Short Service Commissioned Officer.  
Jan 2007 – Jan 2017.

# Competencies for the 21<sup>st</sup> Century Careers

# 21<sup>st</sup> CENTURY COMPETENCIES



- Ability to work in a **TEAM**
- Ability to make **DECISIONS** and **SOLVE PROBLEMS**
- Ability to **PLAN**, organize and priorities work
- Ability to **COMMUNICATE** verbally with people inside and outside an organization
- Ability to obtain and process **INFORMATION**
- Ability to **ANALYSE** quantitative data
- **TECHNICAL** knowledge related to the job
- Proficiency with **COMPUTER** software programmes
- Ability to **CREATE** and edit written reports
- Ability to **INFLUENCE** and guide others.

## Vision & Critical Thinking

"Must carry out a detailed plan and thorough analysis of the project into which they are getting in."

~ **Brigadier PK Muralidharan Raja, SM, VSM (Retd)**

## Networking & Communication

"Reach out to veterans who are already in the corporate, they will give you great insights. Be sure, what field you want to move into and make a good CV as per that. Start networking ASAP."

~ **Cdr. Abhishek Dayal (Retd)**

## Upskilling & Self-management

"Have faith, upskill yourself and right intent. Most importantly do something for yourself not only money... Pension erases Tension... I understand how you all feel, was there a few years back. All the best."

~ **Col. Puneet Nathani**

# 8 Pies of Life Circle





# Activity

- Pick out the easiest or the most comfortable pie from the life circle and write down 3 goals you wish to accomplish in it
- Pick out 2 most difficult pies from the life circle and write down 3 goals you want to achieve
- Reflection!

# Tea

# Pre-Separation Counselling Program

## What should you expect in your new career path?

- Most Companies have a **flat culture no hirerchy systems** – no salutations, you may be addressed on your first name basis.
- **Skills & leaderships style** is given emphasis – you may have to report to someone way younger than you.
- Most companies don't have a **rigid 9 to 5, time is flexible, liberal environment, casual dressing style, informal communication**
- **Social media is given priority** and communication lines are often via emails during official communication.
- **Targets and outcomes are given priority** – your performance will be guaged on the quality of your outcomes including targets met and turn-around time
- **Data-driven Decisions** are often given emphasis... being accurate with numbers and statistics does help
- **Professional life and personal life** are often kept separate – you might miss the brotherhood community like in the defence family
- **Financials are flexible and not always secure** – you might have to get used to the overtimes and other hidden demands that come with the package

# Offerings

Sr. No	Offering	Time/session	Session Per Individual	Time Per Individual
<b>1</b>	Need based Intervention			
a.	Personal Interview and Discussions	45 - 60mins	1	45 -60mins
b.	Personalized Career Guidance	45 - 60mins	1	45 - 60mins
<b>2</b>	VC Group Sessions (once every quart.)	2hrs		
	(Knowledge Sharing & Skill Building)			
a.	Batch 1 - Mid-leadership level	2hrs	4	8hrs
b.	Batch 2 - Senior-leadership level	2hrs	4	8hrs
<b>3</b>	Socio-Emotional Wellbeing Workshops	6hrs		
	(In-person/off-line workshops at location)			
a.	At Select locations once a quarter	6hrs	1	6hrs
<b>4</b>	VC Family Milan Orientation	2hrs		
a.	one family member per officer can attend the session	2hrs	1	2hrs
	<b>Total</b>		<b>8</b>	<b>18hrs</b>

# Key Deliverables

## 1. Social-Emotional wellbeing

- Managing Ambiguity
- Managing Relationships (personal & professional)
- Self-emotional management
- Managing Financial uncertainty
- Decoding Meaning, Learning, Joy, and Pride (MLJP)

## 3. Knowledge Building Sessions

- Non-Violent Communication (NVC)
- POSH
- Gender and Culture Sensitivity
- Influence Without Authority (IWA)

## 2. Temperamental Fits

- Domain Understanding (skill mapping)
- Industry Knowledge
- Tracks & Professional Opportunities

## 4. Life Sharing sessions

## 5. Group Family Session (01)

## 6. 1-1 Sessions (02)



# Key Takeaways

**Preparedness for VUCA world – Positive outlook towards VUCA -  
VISION, UNDERSTANDING, CLARITY, and ADAPTIBILITY**

**Building synergy in relationships**

**Hope and excitement toward a new life path**

**Building skill set for the future**

# Our Team



**Dr. Anita Rajah**

Clinical Psychologist

NIMHANS

Fulbright Doctoral Scholar

Fellow IACP

Exp: 25+ years



**G Anusha Katyayani**

Pharmacist (Ethnomedicine)

Certified Corporate Trainer

TTT & Soft Skills

DST Inspire Fellow

Exp: 5+ years



**Nitesh Bhardwaj**

Co-Founder, I Behind The Ink

Master's in Communication

SBI Youth for India fellow 2016

Acumen India Fellow 2021

Exp: 6+ years



**Sweetlana Ranjan**

Founder, I Behind The Ink

Life Coach,

Vedic Mandala Therapist

Design & Strategy Consulting,

Youth Development

Acumen India Fellow 2021

Exp: 20+ years

# THANK-YOU!!!



BEHIND THE INK

You may reach us at  
Email: [info@ibehindtheink.org](mailto:info@ibehindtheink.org)  
[www.ibehindtheink.org](http://www.ibehindtheink.org)

# Annexure

## May look like

- Identifying emotions
- Having an accurate self-perception
- Recognizing strengths
- Self-confidence
- Self-efficacy

## May sound like

- How am I feeling and why?
- When am I at my best?
- When do I feel angry?
- What kind of person do I want to be today?
- What stresses me out?
- Where do I fit into my family/community?

## May Look like

- Impulse control
- Stress management
- Self-discipline
- Self-motivation
- Goal-setting
- Organizational skills

## May Sound like

- I need a break right now
- May I please have space? I am not ready to share.
- I think I need help with \_\_\_\_\_.
- I don't understand yet, but I will \_\_\_\_\_ to reach my goal.



## May Look like

- Perspective taking
- Empathy
- Appreciating diversity
- Respect for others

## May Sound Like

- I wonder how that made \_\_\_XX\_\_\_\_\_ feel?
- How would I feel if I were in that situation?
- What is \_XX\_\_\_\_\_ thinking?
- They seem sad right now. Maybe I should \_\_\_\_\_.
- Thanks for sharing! My family does it this way.

## May Look like

- Communication
- Social engagement
- Relationship building
- Teamwork

## May Sound like

- When you \_\_\_\_\_ it made me feel \_\_\_\_\_.
- Can you explain what you mean by that?
- I disagree with you because \_\_\_\_\_.
- What did you mean by \_\_\_\_\_?

- Identifying problems
  - Analyzing situations
  - Solving problems
  - Evaluating
  - Reflecting
  - Ethical responsibility
- How will this impact others?
  - Is it worth it?
  - Why do I want to make this choice?
  - Was this a strong choice?
  - Will this help me?

# Skills to Thrive, not just Survive

- “...must have **foresight** to see where they are going but must also remain **flexible...**” (Apollo Research Institute staff, 2012).
- “.. must be **self-aware** about their strengths and weaknesses as leaders, **adaptable, open to change..**”
- “...**knowledgeable about their organization** beyond their function” (Management Education Group staff, 2011).
- “.. must work **collaboratively and be excellent communicators to thrive..**”
- “..must be able to **learn fast** because change is constant...”