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# INDORE MANAGER

VOLUME XXV | ISSUE 2 | MAY-JUN 2016

THE BI - MONTHLY MANAGEMENT MAGAZINE

PRICE ₹50



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## MANAGEMENT THROUGH SPIRITUALITY

The pace of business has become so frenetic over the years that management rarely has time to consider their relationship with employees beyond the obvious. Management through spirituality is an approach that brings compassion, tolerance, forgiveness, and a sense of harmony between oneself and others, the development of our personal value system and our search for meaning in life. This integration offers a source of enduring meaning in turbulent times and creates a platform for the employers and the employees to build better confidence, clarity of goals, more practical strategies and provides an efficient and harmonious working environment. It brings their deepest values to bear on their work and so offers a promise of equally deep fulfillment.





## Editor's Message

One cannot spell management without 'man' and 'men'. Yes! At the end of the day, it all boils down to the individual(s) behind the act. Moreover, every organization is a social entity and thus the human element cannot be ignored even in the fiercest 'commerce-based' pursuits.

And every human being has a physical, mental, emotional and spiritual side. Unless all aspects are taken care of, it is difficult to get the 'Best' out of the people. This school of thought is gaining acceptance all over the globe and this new set of 'eyes' is surely a welcome change.

The deeper you dig into this concept, the more you would realize the importance of spirituality in management. It is no fad or cult. It is here to stay. Because it sets the right foundation for building lasting organizations that care for its most important asset - People.

This issue of Indore Manager on 'Management through Spirituality' attempts to invoke interest and convey key-ideas in this regard.

Wishing you well,  
**Sandeep Naolekar**  
Editor - Indore Manager

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## KUMBH- UNDERSTANDING THE PHENOMENON AND THE UNDERLYING SIGNIFICANCE FOR MANAGEMENT



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# KUMBH- UNDERSTANDING THE PHENOMENON AND THE UNDERLYING SIGNIFICANCE FOR MANAGEMENT

Very close to the city that 'Indore Management Association' attributes its name to, an occasion of enormous importance was held - Simhasth Kumbh Mahaparv at Ujjain. It is one of the largest spiritual gatherings on planet earth, and this issue of Indore Manager on 'Management through Spirituality' cannot be complete without a discussion on the 'spiritual concept' behind the occasion and its connection to management. Thus this article...



Dr. Sandeep Atre,  
Founder Director,  
Socialigence

"Kumbh" in its literal English translation means "Pot". And Simhasth Kumbh Mahaparva derives its name from the 'Pot of immortality' or 'Amrit Kumbh' from one of the best known episodes in Hindu mythology 'Samudra Manthan' that explains the origin of Amrita, the drink of immortality.

In short, the episode is that due to an unintentional mistake by the king of Devas 'Indra', sage Durvasa curses Indra and all The Devas to be bereft of all strength, energy, and fortune. As a result, the

Asuras (demons) gain control of the universe. The Devas seek help from the Supreme lord Vishnu who advises them to treat Asuras in a diplomatic manner.

The Devas form an alliance with The Asuras to jointly churn the ocean for the nectar of immortality and to share it among themselves. However, Vishnu tells Devas that he would arrange that they alone obtain the nectar.

That churning of the ocean yields a jar (Kumbh) full of Amrit (nectar).



To prevent the asuras from seizing the amrit, a divine carrier flies away with the pot. Here, different versions of the story are prevalent. In one version of the legend, the carrier of the kumbha is the divine physician Dhanavantari, who stops at four places where the Kumbh Mela is celebrated. In other re-tellings, the carrier is Garuda, Indra's son Jayant, or Mohini, who spills the amrita at four places.

In any case, the point remains that during the struggle of 12 days in heaven (which translates into 12 years for humans) for its possession, a few drops of the nectar get dropped at four places corresponding with Haridwar,

Prayag, Ujjain and Nasik on the earth. The drops of nectar are well received by the holy rivers at these places. To mark that happening, Kumbh is held at each of the three places namely Haridwar, Allahabad, Nasik; and Simhasth Kumbh Mahaparv is held at Ujjain once every 12 years. On the occasion, millions of devotees come to take a bath in the holy Rivers to get a piece of that nectar. The devotees believe that it is a chance to wash off their sins and get 'moksha' (salvation).

Now, Kumbh in Ujjain is referred to as 'Simhasth Kumbh' because it is held when a rare configuration of planets takes place, which happens once in 12 years.



It is held in Ujjain when the Sun is in the zodiac sign Aries and Jupiter in the zodiac Leo. Considering its relevance to the zodiac 'Leo' meaning 'Simha' in Sanskrit, it is termed as 'Simhasth Kumbh'.

Having understood the phenomenon, let's try to understand the significance. And to do so, we have to try

to see-through the symbolism. Here are the lessons that can be derived:

" The nectar-pot can be seen as something valuable. And nothing valuable can be found without the effort of churning.



It is about pluck and toil, and a persistent and consistent effort to tap into one's sources and resources, and going through an uncertain yet inevitable process of

reinventing. Churning is an act of collaboration rather than competition. It is not tug-of-war.





While both require a force and a counter-force, churning requires one party to let go while the other applies force, and vice-versa. So, any co-creation is about cooperation and coordination. In life, any kind of churning requires maturity in one's outlook. The legend says that after

sage's curse when devas went to Vishnu, he made it clear that present time was favorable to demons and thus the only way to sustain for them was to go ahead and make peace. And then they should strive to churn the ocean together.



So, diplomacy is one's best friend when one is down. It is important to respect the situational variables and then act accordingly. When the mountain Mandara was chosen as the object for churning, the devas and asuras found its weight difficult to carry and thus abandoned it midway. At that time, lord Vishnu appeared and placed the

mountain on Garuda's wings, which carried it to seashore. At another point in the episode, during the churning, the force was so great that the mountain began to sink into the ocean. Taking the form of the turtle Kurma, Vishnu bore the mountain on his back as they churned.



The cases show that to bring stability required at the base of churning or in other words to anchor the process, one needs the support of ecosystem and patronage of mentors.

When it came to the rope required for churning, Vasuki (Lord Shiva's snake, with a gem on his head) agreed to become that (with a promise of a share in the nectar). Now, while devas were about to hold snake's head, asuras

objected that tail is an impure organ and that it would be demeaning for them if they would hold it. So, they demanded to hold the head of the snake.

Resultantly, they had to deal with the poisonous fumes of the snake throughout the process. It shows that during any process of churning, it is important to keep one's ego aside, as otherwise it only becomes counterproductive.



Among the first products to come out of churning was poison (halahal). When everyone was scared about what to do with it before it starts destroying the world, lord Shiva agreed to swallow it.

While Shiva's act reinforces the importance of mentors, a more important point is that in the process of churning, a lot of unfavorable side-effects get produced. And often they are the first ones to appear. However, it has to be seen as an inevitable part of the process. And in fact, isn't it profound that when one is churning to get the nectar, poison is the first one to appear!

Source: <http://www.simhasthujain.in/> • [www.wikipedia.org](http://www.wikipedia.org)

<http://www.exoticindiaart.com/article/samudramanathan/> •

Picture Resources: [www.wikipedia.org](http://www.wikipedia.org) • <http://www.simhasthujain.in/>

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<http://simhasthconvention.org/> <http://ojoswibasu.blogspot.in/> [www.dollsofindia.com](http://www.dollsofindia.com)



# Is Spirituality Relevant to Leadership?

**Sadhguru:** The very mention of the word "spirituality" conjures a variety of images in today's popular culture - a galore of misconceptions. Spirituality is not about love or humanity or ecological consciousness. Those things can be done without any spirituality; you just need a little sense in your head. If I must define spirituality, I would choose a very technical definition. When one's ability to experience life transcends the limitations of the physical, we say you are spiritual.

The essential nature of the physical is a defined boundary. The very nature of the human being is such, there is one part of him - the instinct of self-preservation - which constantly tries to define and protect this boundary. But there is another dimension of the human being that is always longing to be something more than what he or she is right now. It doesn't matter what you have become in your life, you are still longing to become something more than who you are right now. If you manage to conquer the whole planet, I am sure you will look at the stars. There is something within you that does not like boundaries - which is constantly longing to become boundless. Boundlessness means non-physical. The physical is only the cover - the basis is a core non-being that is non-physical in nature, which is constantly trying to find expression in human life.

## Leadership: Going Beyond Body & Mind

In what way is spirituality relevant to leadership? As I said, spirituality means your experience of life has transcended the physical. If you look at your body, it is just a heap of food. What you eat is becoming you. What you call "my mind" is essentially a heap of impressions that you gathered through the five senses.

**Without a spiritual element, a leader -**

## whether political, economic or otherwise - is definitely handicapped.

If you function only on physical and intellectual terms, you will be a poor leader because your body and mind are chained to the past. People are always looking forward to a leader who does not repeat the past. They look forward to a leader because he can create something that other people could not think of. He sees something that everyone else could not see. Unless there is a spiritual element, unless a human being has started experiencing life beyond his body and intellect, he will not create a new possibility. Without a spiritual element, a leader - whether political, economic or otherwise - is definitely handicapped.

A leader is someone who takes charge of the destiny of a large mass of people. Unless he is capable of organizing and directing situations towards the desired goals, he is not a leader. But that will only happen if you have some mastery over yourself. How much mastery you have of your own inner nature will decide how free you are from outside situations.

## True Freedom

Most people's way of being is hugely enslaved to external situations. The nature of the situations in the world is such

that it doesn't matter who you are or how powerful you are, no one has 100% control over the outside situations. No one in this world functions 100% the way you want them to, but at least you must function the way you want.

## When a human being has to constantly handle complex situations, he will naturally get pulled down if he is not spiritually established.

If your inner situation functioned the way you wanted, how would you keep it? Naturally you would keep it in utmost pleasantness. You wouldn't know any tension, anger or other nonsense. The reason people are going through these things is simply because the fundamental faculties within them - their own body, mind, emotions and energies - are happening in reaction to external situations.

Is there a possibility where whatever the outside situation, one can be free from that within themselves? Each one of us is uniquely capable when it comes to outside realities. But when it comes to inner realities, all of us are equally capable. Because you are looking in the wrong direction, it looks so far away and impossible. If you turn around, it is just a simple reality.

Today in the world, whatever kind of leader you are, it demands extensive travel, handling complex situations and above all handling people from diverse backgrounds and cultures. When a human being has to constantly handle complex situations, he will naturally get pulled down if he is not spiritually established. People talk about burnouts these days. This is not happening because the work is difficult, but simply because we do not know how to manage our own systems. Managing these systems from outside will not help because they were created from within. But if you have access to that which is the source of this body, they can be managed from within.

Spirituality means gaining access to that dimension within you which is the very source of who you are right now. This is not about looking up, looking down or looking around - this is about looking inward.

## A Tremendous Opportunity

Right now, we are trying to handle human wellbeing and the wellbeing of nations and societies in a very ad hoc way. Today, India as a nation is on the threshold of economic prosperity. We as a generation of people have the opportunity to move a large mass of people from one level of living to another. No other generation has ever had this opportunity. In the next 10 years, what kind of leadership we have will decide what we do with this. A leadership bereft of any spiritual content, bereft of perception beyond the limitations of logical intellect and physicality cannot manage a situation like this with absolute clarity. It can only manage by chance. By chance, anything can happen, but if we are doing things by chance, we are a potential tragedy because we can fall at any time.

## Indian culture is steeped in these technologies for inner wellbeing. This is something we must make use of.

Indian culture is steeped in these technologies for inner wellbeing. This is something we must make use of. No other land has seen as much work towards human consciousness as this culture has. The best acknowledgement for this came from Mark Twain, one of the greatest intellects of the previous century. He came to India and had a good guide who took him to the right places. When he was leaving, he said, "So far as I am able to judge, nothing has been left undone, either by man or nature, to make India the most extraordinary country that the sun visits on his rounds. Nothing seems to have been forgotten, nothing overlooked."

I invite all of you to make use of these technologies so that we and the future generations here can know the exuberance of human existence.

Source: <http://isha.sadhguru.org/blog/lifestyle/dna-of-success/is-spirituality-relevant-to-leadership/>





# WRAPPED IN RHYTHMS

Modern management, immersed in Americana, loves habits. Good habits, of course. Habits are repetitive actions that we do unconsciously, on cue. We don't think much about them. We get used to doing them, and we them efficiently, and get agitated when we are unable to do them. In many ways, it is Pavlovian conditioning, a well-trained dog of a mind, that salivates automatically when the bell is rung.

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In many ways, it is the opposite of what is taught in yoga and other Indian spiritual practices, which speak of awareness (dharana) and attention (dhyana), to all actions. To do things consciously, not unconsciously. To be mindful, not mindless, when we are acting. To be sensitive, and caring, adapting to the context, not doing it because that is just the way we are, hardwired to function in a particular way, going to the gym, come rain or shine, because we have made a habit of it.

In the Hindu architecture of the universe, there is a fundamental divide between mind and matter, the psychological and the physical realm. Not so in Americana, this values the material, the tangible, the measurable, much more than the intangible mercurial mind.

In fact, the Americans inherited this from the Europeans. In the 18th century, the word 'spiritual' meant everything from psychological to the paranormal, and psychology became a good word, stripped of occult overtones, only after the works of Freud and Jung in the 20th century. In Indian thought, in Buddhist, Jain and Hindu scriptures, the spiritual was primarily about the mind, the expanding mind, that can even reach infinity.

This is why yoga in America is simply seen as an exotic form of physical exercise, with greater value given to postures (asanas) with little value given to breath (pranayama) and even less to meditation and other practices related to the mind. Any mention of infinite mind (brahmana) and there is panic, as evident from the many cases in American courts, that the yoga is religious!

This tendency to focus on the body over the mind is the reason why habits are so much valued in modern management. We want our employees to have good habits, behave like domesticated animals, coming on time, working effectively and efficiently, leaving on time, or late, when told, without complaint, for a pre-agreed non-exploitative fee, in an inclusive diverse secular ecosystem. And this is achieved through training and rigorous measurement and of course, technology. Keeping everyone on the straight and narrow.

What is overlooked is the human mind. It loves to wander. It gets bored. It wants variety. It seeks excitement. It seeks validation and meaning. It gets distracted. It yearns for freedom. It can imagine alternate realities, even in the middle of a heated strategic meeting in the boardroom. It

yearns for weekends, when it can live by its own rules, not the company's rules. It yearns for holidays.

We forget that the way a promoter looks at the company is very different from the way an employee looks at the company. Most promoters follow their own habits and want the organizational processes to align with their habits, which are naturally 'good'. Many leaders believe everyone in the office must come on time, even if they come late. Many leaders insist that everyone works late, because they work late. Many leaders, who finish work on time, expect their followers also to be as efficient, and effective. We assume that the world should be as we are. But the world is not. That is psychological diversity, different from physical and cosmetic diversity (gender, religion, sexuality, age, and race) sought out by many multinationals today.

If we have a common goal, and need everyone to align, how do we get our teams to run with us? How do we get everyone to collaborate if each one has a different habit? Who should change their habit - the leader, the follower? Must it be democratic vote?

Habits and rhythms and patterns of behavior give us a sense of stability and security. When asked to change it, our body responds violently as it perceives it as a threat. So we resist change. We like the idea of growth but not at the cost of our habits, good or bad. While yes, mimicry of great leaders may be a good way to impress them, and win favors; it remains in the end mimicry, inauthentic, a burden on our mind, that yearns to live by its own rules, not the rules of others.

Source: <http://devdutt.com/articles/applied-mythology/leadership/wrapped-in-rhythms.html>

**This tendency to focus on the body over the mind is the reason why habits are so much valued in modern management. We want our employees to have good habits, behave like domesticated animals, coming on time, working effectively and efficiently, leaving on time, or late, when told, without complaint, for a pre-agreed non-exploitative fee, in an inclusive diverse secular ecosystem.**





# A PSYCHOLOGICAL FORTRESS

Durga is the goddess of kings, worshipped by both Ram and Ravana in the Ramayana. It is to her that the Navaratri celebrations are dedicated to. She is visualized riding a lion, holding many weapons in her hand and doing battle with a buffalo-demon. The word Durga is rooted in the word 'durg' which refers to a fortress that we build to protect ourselves from marauders. This fortress can be seen literally or metaphorically. Durga then is the psychological fortress we build to cope with the corporate world.

No matter what is said about the corporate world, it is voluntary submission to a system that repeatedly humiliates and controls us, denies us freedom, all posters of ownership and empowerment notwithstanding.

**CONSIDER THE PROCESS:** once we agree to join the company, we have to have sign a memorandum of agreement, then we have to be inducted into the company through a series of training programs and meetings that tell us how we are expected to behave in the company if we wish to thrive. Then we have to submit to the processes of the organisation, everything from when we are supposed to arrive, and when we are supposed to leave, and how we are supposed to conduct yourself when inside. There are guidelines on how we are supposed to conduct meetings, conduct interviews, hire people, engage with them, appraise them, recognize them and even fire them. We really don't have a voice and have to submit to the processes deemed appropriate by people in more senior positions than you. Even leave is granted as a favour and is accompanied by the fear that we may be declared invalid during our absence. This disempowerment is least in startups and increases as organisations grow larger. Since modern management is rooted in monotheistic mythologies, we prefer central control and are aided to do so by technology. Thus we send templates and forms to organize how we think and how we present data. Makers of the template always feel


more powerful than those who have to fill the template. But we are told this is for the larger good, of the organisation and the customer.

And so employees seek escape. They seek ways to block out the disempowerment they have to endure constantly. The simplest method is to simply switch off that phone when one is with family, even if that means organisational censure. The more complex method is to switch off while the boss is talking and being indifferent to the various organisational rituals like town hall meetings, or organisational initiatives like corporate social responsibility. A good leader is sensitive to the disempowering ecosystem created by large technology-based corporations. He brings in the emotion that corporations are incapable of having. He has the power to bring joy to the team, discuss their issues, vent their frustrations - not because that is the 'expected leadership process' but simply because he is human. He can create a tiny oasis of freedom without stirring insecurity of the corporation and its process auditors. Little else is in his control and that is what middle level managers need to aspire to if they really wish to bring value to their colleagues: give Durga, not just instructions, enable teams to survive the fetters that are an inevitable part of corporate life, and not feel entirely domesticated, stripped of all free will.


source: <http://devdutt.com/articles/applied-mythology/leadership/a-psychological-fortress.html>




IMA ACTIVITIES




Centre of Excellence (COE) talk on the topic "Just Listen: How to be a Good Listener" on Tuesday, April 5, 2016 at IMA Meeting Room, Indore.




Evolution for Excellence on the topic "creating Culture of Innovation" on Tuesday, April 12, 2016 at Best Western Hotel South Tukoganj.

Reader's Clique on the book "Good to Great" by James C. Collins on Wednesday, April 13, 2016 at IMA Meeting Room.




Film Show on a famous Hollywood Movie "Antz" on Tuesday, April 19, 2016 at IMA Meeting Room.





Training @ Doorstep on "Painless Performance Management" on Friday, April 22, 2016 at Pratibha Syntex Limited, Pithampur.





Management Development Program (MDP) on the topic "Managerial Effectiveness through Spiritual Quotient" on Saturday, April 30, 2016 at Hotel Sayaji.




Management Development Program on the topic "Managerial Effectiveness through Spiritual Quotient" on Saturday, April 30, 2016 at Hotel Sayaji.

Centre of Excellence on the topic "Managing Your Mouth: Think Twice before You Speak" on Tuesday, May 3, 2016 at IMA Meeting Room.




Reader's Clique on the book "The Back of the Napkin" on Wednesday, May 11, 2016 at IMA's Meeting Room.




IMA ACTIVITIES





Develop Your USP (Series) Program on "Win -Win Negotiation" on Thursday, May 12, 2016 at Hotel Sayaji.





Open House Session on the topic "Unleashing the Power of Mind" on Saturday, May 14, 2016 at Pritamlal Dua Sabhagrah.

Management Film Show on the movie "Lakshya" on Tuesday, May 17, 2016 at IMA Meeting Room.

Training @ Doorstep on the topic "Doing it All: How to Stay Focused and Engaged" on Saturday, May 26, 2016 at IPCA Laboratories, Pithampur.




Evolution for Excellence on the topic "Strategies to Develop Effective Presentation" on Friday, May 20, 2016 at Best Western Hotel.






#OnceUponATime: Stories of Champions by Mr. Arunachalam Muruganatham on Tuesday, May 24, 2016 at The Daly College.



## HOW TO PRONOUNCE THE NAMES OF THESE ALCOHOL BRANDS

So you don't sound like an amateur at the bar. Not sure how that tempting bottle of foreign blue liqueur is pronounced? Wise up with our alcohol pronunciation guide before you sound like a fumbling dummy at the bar.



**BECHEROVKA** - Primarily known for its digestive abilities, Becherovka has an interesting story behind it. A Slovakian chap concocted a knock-off of the original in '98 only to lose the legal battle due lack of evidence. Now, only two people know the recipe to produce this.

How to say it: bek-uh-rauw-kah



**BRUICHLADDICH** - Bruichladdich is technically the name of the distillery where this delectable single malt is made. There's a good chance even your bartender isn't quite sure how to pronounce this, so keep this article handy.

How to say it: brook-la-dee



**CURAÇAO** - Your tropical liquid friend is a bitter orange variety whose "ç" is pronounced as an "s."

How to say it: kyoor-uh-sow



**COINTREAU** - A triple sec is a necessary liqueur base for a nicely whipped-up sidecar cocktail. All that sourness is worth it with a dash of Cointreau.

How to say it: kwan-tro



**COURVOISIER** - Courvoisier's collaboration with fashion goes back to the '80s. The cognac brand currently has 15 varieties of bottling.

How to say it: kuhr-vwa-syay



**CACHAÇA** - The South American Cachaça is a very close cousin of white rum but the former is made from unprocessed cane juice, holding down the earthy flavour.

How to say it: kuh-shah-suh



**DOM PERIGNON** - Dom Perignon is named for the monk who crafted the first version in the 17th century. He even invented the cork sealing method which replaced wood.

How to say it: dom-perry-nyon



**FALERNUM** - Although Falernum is available in both alcoholic and non-alcoholic form, the former is obviously the only thing worth spending money on. The spicy syrup can either be DIY'ed or store-bought.

How to say it: fuh-lehr-num

Source: <http://www.gqindia.com/live-well/fitness/food-intolerance-intolerant-are-you-really-allergic/>

## PACK LIKE A PRO: THREE SIMPLE RULES

The Nexa man's global orientation, combined with his penchant for travel and the good life makes him something of a connoisseur of fashion and luxury. A jet-setting travel enthusiast, he is often sky-bound by virtue of his work and his action-packed lifestyle. We check-off three simple, yet reliable rules, to fly like a boss.

### BEGIN WITH THE BASICS

A dark pair of well-fitted jeans, a crisp white shirt, a few solid coloured tees and comfortable innerwear and socks, are mandatory. A lightweight tracksuit is great for a quick workout at the hotel. If travel takes you to cooler climates, make sure to carry a plush cashmere scarf.

Pairing and pre-setting looks in advance make travel-dressing time effective and trendy. Investing in sleek suitcases of varying sizes is essential - a pull out and pack in regime ranging from day trips, /5 night-ers to longer hauls. Jet setters often have a signature element on their suitcase, for easy recognition off the conveyor belt in

addition to a whole load of originality.

### VERSATILE IS THE WAY

Key chameleon pieces are integral to stylish travel. Think a wool blend suit, black lace-ups, tan loafers, chinos and a navy cardigan. Commence packing with your shoes [shoe horns act as vital shape savers!] right at the bottom of your suitcase and work your way upward in ascending order of priority based on your itinerary. When you arrive at your destination, unpack into the hotel's closet, to access all your clothes at once. An all-weather jacket takes you across weather and time zones with ease. Traveling light comes down to investing in versatile pieces.

### GROOMING AND ACCESSORIES

A well-equipped grooming kit comprises mini bottles of aftershave, cologne, moisturizer, face foam and an efficient, new-age razor. Accessories range from a pair of mixed-metal or mother-of-pearl cufflinks, a two-way belt, a light and dark set of ties and a smart pen. Be sure to tuck away a few zip lock bags and wipes for quick fixes and last minute stashing. A laundry bag to store used items of clothing ensures that unpacking is as easy as packing like a pro!

Source: <http://www.gqindia.com/the-nexa-man/pack-like-a-pro-three-simple-rules/>



# FLEX YOUR BRAIN TO FIX YOUR BODY

We keep hearing that the brain is like a muscle, trainable and all that. Which is good, because so many modern problems - like falling asleep when you're stressed, managing chronic pain, resisting the last of the butter chicken or your eighth Calcutta kathi roll - are mental as much as physical. So for the sake of both your waistline and your sanity, you'll want to follow these five steps to enlightenment and health.

From finding a form of exercise that you'll stick with to sleeping - yes, it's really that fucking simple - you'll be surprised how easy it can be to rid your brain of the stress that's holding it back. Go on then, fire up those chakras.

## USE YOUR MEMORY TO STOP EATING SO MUCH GARBAGE

A few years ago, two dudes developed amnesia, and a researcher - curious about whether hunger originates in the stomach or in the brain - got an idea. She fed them sandwiches and cake. Fifteen minutes later, having forgotten all about their meal, they went back for more. Our brains may tell us when it's time to eat, but can they actually be tricked into feeling full? Turns out, yes! The trick is to bore your brain by imagining you're eating a ton of the same thing. - Simon Van Zuylen-Wood

## EMBRACE THE POWER OF NEGATIVE THINKING

Fear, insecurity and anger can fuel your peak performance. "I feed off what people say a lot. If somebody's talking trash to me or saying something about me in a negative way, I use that as motivation. Doesn't matter if they said it a year ago, two years ago, five years ago. I remember everything that they said about me. And that helps get me out of bed in the morning."

- Michael Phelps, 22-time US Olympic medallist

## DUNK YOUR BRAIN (AND YEAH, GET IN SHAPE)

The science isn't revolutionary - exercise can reconfigure

neural pathways to help fight stress, and aerobic activities in particular (swimming, running, cycling) can improve cognitive function and make us healthy in ways you can't measure with calipers. Getting into slightly better shape has been nice, for sure, but it's the de?tente that a swim reliably (miraculously) creates between me and my own mind, my own life, that brings me back to the pool.

- Jeff Himmelman

## DON'T LET YOUR QUEST FOR ZEN GET YOU ANXIOUS

Yes, meditative routines make you healthier - they lower heart rate and blood pressure and boost disease-fighting gene activity - but which one is right for you? Relax. Seriously.

- Josh Dean

## GO TO SLEEP

Conquer insomnia without taking a pill. Ignore the clock: Counting minutes is a form of panic - and when your body senses panic, it instinctively stays wide awake.

Do some light journalling: Perplexed by a work issue? Stop trying to solve it in your head. Instead, jot your ideas in a bedside notebook so your mind can finally let it go.

Head to the couch: Still wired? Get out of bed to take your mind off how you're not sleeping. Read a magazine.

- Tony Rehagen

Source: <http://www.gq.com/story/tips-to-turn-off-pain>

Instead of worrying about what people say of you, why not spend time trying to accomplish something they will admire. - Dale Carnegie

## MOST EXPENSIVE THINGS ON THE PLANET

From the cars to the drinks, we've covered them all

Maybe you're a multi-millionaire with expensive taste and a bank account to back it. Still, you might think twice about splashing out \$60,000 on a bottle of water, no matter how fancy the packaging.

How about blowing through \$1.3 million because you needed a new pen and just had to have the diamond-encrusted, 18K platinum only-one-made-every-year writing instrument to sign your tax forms? Yeah, we didn't think so.

But someone out there is dropping some pretty sweet dough on these shockingly expensive luxury products.

### MOST EXPENSIVE PEN: AURORA DIAMANTE

If you don't want just a writing instrument, but also want to be the centre of conversation in any boardroom, we suggest you let your pen do the talking. The Aurora Diamante, the most expensive pen ever created, is encrusted with 30 carat De Beers diamonds and has a solid platinum barrel. With an 18k gold nib, this pen costs a whopping \$1.3 million. And you've got to make up your mind really fast because only one of these is made each year.



### MOST EXPENSIVE SMARTPHONE: SOLARIN

The most expensive Android smartphone launched this month and it costs around Rs 9.2 lakhs. The phone is the brainchild of Israel's Sirin labs. It has military-grade bit encryption security and a 28 megapixel camera along with a Snapdragon 810 processor with a functional design. But for that price, this phone better be getting us breakfast in bed.



### MOST EXPENSIVE WATER: ACQUA DI CRISTALLO TRIBUTO A MODIGLIANI

This is the most expensive drinking water ever bottled. The 750 ml bottle is made of 24-carat solid gold and costs \$60,000. The water in these bottles is sourced from France and Fiji and bottled in a third place without filtering out the minerals in it. The bottle is also inspired by the works of the famous artist Modigliani.



### MOST EXPENSIVE PET: TIBETAN MASTIFF PET

We've heard of people splurging on their pets but a property developer in China bought the most expensive canine at a luxury pet auction for almost \$16,84,250. The Tibetan Mastiff is one of the most valued breeds in the world. The pup weighed almost 70 kgs, proving he's worth his weight in gold.



### MOST EXPENSIVE COGNAC: HENRI IV DUDOGNON HERITAGE

The world's most expensive cognac is barrel-aged for more than 100 years, then packaged by jeweller Jose Davalos in a bottle dipped in gold and platinum. The bottle is also encrusted with 6,500 cut diamonds. The Henri IV Dudognon Heritage is 41% proof, and its container weighs an obnoxious 8 kgs.



### MOST EXPENSIVE CAR: LAMBORGHINI VENENO ROADSTER

This \$4.5 million Lamborghini was created to celebrate the marque's 50th anniversary in 2014. There are only 9 cars that were produced. With a 750 horsepower engine, this speed monster comes with no roof.



Source: <http://www.gqindia.com/get-smart/pop-culture/most-expensive-things-on-the-planet/#the-central-dome-at-the-rashtrapati-bhavan>

The best way out is always through. - Robert Frost

INDORE MANAGER | MAY - JUNE - 2016 19



# 4 COMMON MISTAKES YOU MAKE AFTER GETTING A PROMOTION



**Congratulations! You've landed the corner office (and that big promotion) you've been eyeing for the past five years. Welcome to the next level of your career.**

But with new career transitions come new responsibilities, heightened expectations and challenges. And no matter how disinterested you are in politicking at the office, the fact is we all have to deal with it at every level, where only the fleet-footed survive. A new job will also throw up awkward situations where you'll run in or be working with someone, who was in contention for the role you claimed.

Alex Malley, author of *The Naked CEO*, lists down the "four common traps many stumble into after getting a promotion" and how to avoid them.

The four common mistakes you make after your big promotion

## FEELING ENTITLED

Malley says, "Possessing the false expectation that everyone will all of a sudden respect your new authority is a mistake. Yes, your boss or management team has promoted you, but that was their decision, not everyone's. Some colleagues will think you deserve it and support you appropriately; others might need time to get on board." According to him, treat your new positions like a new job. Your promotion will come with a new set of expectations and a heightened degree of scrutiny; which means, you'll have to prove yourself and earn everyone's respect.

## CHANGING YOUR PERSONALITY TO SUIT YOUR NEW JOB

"Accomplishments aside, it's your natural qualities that earned you the promotion. Your boss has recognized these attributes, so it makes sense to keep putting them to use," says Malley. Don't forget to self-reflect, and

"identify a few moments where you successfully responded to or managed a problematic situation at work and ask yourself, what got you through it? For instance, it may have been your ability to remain focused and collected during a crisis, or that time you took on a duty outside of your job description because it was in the best interests of your team's objectives." According to him, "identifying your personal attributes and enhancing them in the new role is extremely beneficial when making a career transition. This will also help ensure your behaviour and attitude is consistent in the new role."

## BEING A RAGING NIGHTMARE OF A BOSS

The "raging bull mentality" is one of the biggest issues to be wary of after a promotion. You don't necessarily need to stamp your authority immediately with an iron fist, especially if your new role includes managing people. Malley says, "While assertiveness is important, hasten slowly and with patience. Taking the time to observe the people you're working with through a manager's lens is important in identifying their personality traits, strengths, and weaknesses. You need to do this in order to consistently encourage the best out of them."

## TAKING ON TOO MUCH

According to Malley, one of things that new managers and those pushed into new jobs that require them to manage an increased number of people, often struggle with is "empowering and trusting people to get the job done" or what he calls "outsourcing your reputation." He says, "There can sometimes be a tendency to want to do everything yourself, suffocating team members' growth potential as a consequence. The members of your team's behaviour and performance is a reflection of you, the leader, meaning developing people's skill set is in the best interest of everyone. This is the only way to confidently entrust your reputation in their hands."

Source: This article originally appeared on [gq.com.au](http://gq.com.au).

# COLGATE - FACTS



## Colgate, though a household name, is not a company you often hear about.

Founded over two centuries ago in Manhattan, it was a part of New York before Central Park, the Statue of Liberty and Times Square. The company was listed on the NYSE in 1930, right in the heart of the Great Depression. That's not all, either - below are more obscure facts you probably never knew about Colgate.

1. Colgate sold perfumes for almost a decade before they began selling toothpaste.
2. They introduced toothpaste in jars in 1873; the tube came around only twenty-three years later with the slogan: "We couldn't improve the product, so we improved the tube" on their tube in 1908.
3. Though the name Colgate-Palmolive came about in 1953, the companies had initially merged in 1928 as Colgate-Palmolive-Peet (soap manufacturers Palmolive and Peet had merged just two years before).
4. The grunge anthem, "Smells Like Teen Spirit"

(Nirvana) was partly inspired by Mennen's Teen Spirit (another brand eventually acquired by Colgate-Palmolive) deodorant stick from the early '90s.

5. Another one of its subsidiaries, Kolynos, was mentioned in two famous works - *The Catcher in the Rye*, by J. D. Salinger and *Midnight's Children*, by Salman Rushdie. Kolynos is a brand of toothpaste that was most popular in the 1930s but still produced in Latin America and a few other countries.
6. In 2011, Colgate was given the green-light by PETA for discontinuing testing on animals.
7. Colgate faced a tough challenge marketing its brand in Spanish speaking countries as the name "Colgate" in Spanish literally means "go hang yourself"! Nevertheless, despite the morbid moniker, the "Colgate" brand still enjoys immense popularity in Spain and South America. In fact the accidental double meaning may have even contributed to its success.

There you have it - hopefully you've learnt something new about Colgate.

Source: <http://www.etoro.com/blog/markets/31072013/colgate-7-facts-you-probably-never-knew/>



# The 5 Best Personal Assistant Apps To Help Organize Your Life



Now that a new year has started, our dreams of becoming super-organized have gone into overdrive. Alas, if only we had a personal assistant to handle all of life's nuances. Seeing as there are a host of personal assistant mobile apps out there to help us get our act together, it seems like we're in luck.

Apple, Google and Yahoo have all acquired smart virtual personal assistants (SVPAs) to integrate into mobile apps. Even though you will have to run to Starbucks yourself, you can still download a virtual personal assistant that will help organize just about every aspect of your life. And don't worry, you can go all Devil Wears Prada on 'em. Check out the five best personal assistant apps to help you organize your life.

## GOOGLE NOW



Sure, you could ask Siri just about anything, but you may be looking for a virtual version of Lloyd from Entourage to organize your life. If that's the case, it may be time to download Google Now, the "intelligent personal assistant" that is available for iOS and Android, as well as your desktop. The app organizes just about everything you can think of, giving you assistance around the clock. Info is organized into cards that provide all the info you need without you having to spend time searching.

The cards are customizable so you see what's important to you like traffic, weather, relevant websites or sport scores. The latest update includes barcode scanning, song recognition and the ability to store your boarding pass. If you need every aspect of your life organized in neat packages, this app is for you.

## 24me



If you are forgetful, then you need a virtual personal assistant that works like a second brain. 24me auto-generates reminders so you will never miss an important meeting or event, or forget to pay a bill. 24me combines your calendar, to-do lists and notes all in one easy to use, clutter free app. It syncs with other apps like Facebook to send messages to your friends on their birthday in case it slipped your mind, lets you share notes with coworkers or friends, and combines just about every part of your life into one package.

The app, which is rated one of the top 10 productivity apps on the App Store, is free to download and is now available for Android.

## QUIP



If Mark Zuckerberg uses it, we are down to download it as well. Quip is one of the best apps out there and is pretty much the virtual office used by Facebook, Instagram and Quora.

Quip allows users to collaborate with others on documents, spreadsheets and checklists. Users can create, import or share documents, allowing others to update them as well, and there is a sidebar that allows you to check in with workers and review the edits they made.

## WUNDERLIST



If you love lists or need to work on creating easy formats to organize your thoughts, the things you have to do, or even the movies you want to watch, than Wunderlist is for you. The app combines organization and productivity with the classic to-do list- all in a sleek package. Users can share lists with

others and have conversations about them. It comes in handy when planning a family vacation or delegating someone to run out for milk.

Wunderlist also helps you discover things such as the best recipes or movies to watch. The app is free to download on iOS and Android.

## SPEAKTOIT



When "hiring" a virtual personal assistant you want to be able to speak to it directly without having to type or search for anything. Speaktoit is pretty much Siri after she has been promoted. The app lets you make calls, send texts and search the web, all while remembering everything from your favorite preferences. All you have to do is give it commands and Speaktoit will give you the best suggestion to fit your schedule.

The app will answer your questions, perform tasks and give you social network updates. The app is available for iOS, Android, Windows Phone and is also independent, meaning it also works on tablets, making it always at your service. You can make your personal assistant a blonde or brunette, a handsome man or even an old professor.

Source: <http://www.techtimes.com/articles/25417/20150109/5-best-personal-assistant-apps-help-organize-life.htm>



# TABLE MANNERS YOU NEED TO KNOW

1

Chew with your mouth closed.

2

Keep your smartphone off the table and set to silent or vibrate. Wait to check calls and texts until you are finished with the meal and away from the table.

3

Don't use your utensils like a shovel or stab your food.

4

Don't pick your teeth at the table.

5

Remember to use your napkin.

6

Wait until you're done chewing to sip or swallow a drink. (Choking is clearly an exception.)

7

Cut only one piece of food at a time.

8

Avoid slouching and don't place your elbows on the table while eating (though it is okay to prop your elbows on the table while conversing between courses)

9

Instead of reaching across the table for something, ask for it to be passed to you.

10

Take part in the dinner conversation.

Source: <http://millypost.com/advice/top-10-table-manners>

# DRINK UP: BENEFITS OF GREEN TEA



Do you drink green tea? If you are trying to improve your health or drop a few pounds, this 'super-drink' deserves your full attention.

Consumed for thousands of years, green tea has provided delicious medicinal benefits - weight management, disease fighting, energy boosting and stress reducing - to many cultures around the globe. Studies too show that the components found in such a small little teabag can do wonders for your health. Here's a list of some of green tea's amazing benefits - benefits that you may not have been aware of.

## Weight loss

Green tea increases the metabolism. The polyphenol found in green tea works to intensify levels of fat oxidation and the rate at which your body turns food into calories. It is particularly effective at reducing the dangerous abdominal fat.

## Diabetes

Green tea apparently helps regulate glucose levels slowing the rise of blood sugar after eating. This can prevent high insulin spikes and resulting fat storage.

## Heart disease

Green tea works on the lining of blood vessels, helping keep them stay relaxed and better able to withstand changes in blood pressure. It also protects against the formation of clots, which are the primary cause of heart attacks.

## Healthy teeth

Green tea can kill bacteria, which improves dental health and lowers your risk of infection. The catechins in green tea have other biological effects as well. Green tea consumption lowers the risk of infections and leads to improvements in dental health, a lowers risk of caries and reduces bad breath.

## 5 Cholesterol

Green tea reduces bad cholesterol in the blood and improves the ratio of good cholesterol to bad cholesterol.

## Brain function

Compounds in green tea can improve brain function and make you smarter. The key active ingredient is caffeine, which is a known stimulant. It doesn't contain as much as coffee, but enough to produce a response without causing the 'jittery' effects associated with too much caffeine.

## Blood pressure

Regular consumption of green tea is thought to reduce the risk of high blood pressure.

## Depression

Theanine is an amino acid naturally found in tea leaves. It is this substance that is thought to provide a relaxing and tranquilizing effect and be a great benefit to tea drinkers.

## Anti-viral and anti-bacterial

Tea catechins are strong antibacterial and antiviral agents which make them effective for treating everything from influenza to cancer. In some studies green tea has been shown to inhibit the spread of many diseases.

## Skincare

Green tea can apparently help with wrinkles and the signs of aging. This is because of their antioxidant and anti-inflammatory activities. Both animal and human studies have demonstrated that green tea applied topically can reduce sun damage.

## Cancer

Antioxidants in green tea may lower your risk of various types of cancer. Green tea is an excellent source of powerful antioxidants, so it makes perfect sense that it could reduce your risk of cancer, which it appears to do: Be it breast, prostate cancer, colorectal cancer. Multiple studies show that green tea drinkers have a lower risk of various types of cancer.

## Stress

The thiamine in green tea has been shown to produce a calming effect. The only thing is that in order for you to feel less stressed you might have to drink 6 cups of it. This decaffeinated green tea acts as a perfect substitute for coffee.

Source: <http://www.hindustantimes.com/health-and-fitness/drink-up-12-benefits-of-green-tea-we-bet-you-didn-t-know/story-GWvo9hwJkeJVz0g9KYfAh0.html>



# AN A-TO-Z LIST OF BUSINESS JARGON YOU NEED TO STOP USING

Business jargon--corporate lingo, management speak, whatever you want to call it--provides a shortcut word or short phrase for the communication of a bigger idea within the world of business. Unfortunately, most business jargon is vague in meaning so not everyone understands what you're talking about, and it tends to be exaggerated and pompous.

Some of today's most popular business jargon has been around for so long that it has become stale and extremely out-of-date. While there is a lot more bad business jargon out there, here's a quick A-to-Z list of terms you should remove from your vocabulary beginning today.

**ACTIONABLE** - Something that you can take action on.

Baked in - Built into.

**CAREER** - limiting move. Doing something bad that could limit any future promotions.

**DEEP DIVE** - Examining a business proposal or results in great detail.

**EAT THE ELEPHANT ONE BITE AT A TIME** - To break a large task into smaller ones.

**FLAVOR OF THE MONTH** - Latest management fad hitting the business landscape.

**GAIN TRACTION** - Become more popular.

**HERDING CATS** - Managing a group of people who don't necessarily want to be managed.

**IN THE CARDS** - It is inevitable.

**JOCKEY FOR POSITION** - To try to move yourself, your company, or your products into a better position than your competition.

**KUDOS** - Congratulations.

**LOW-HANGING FRUIT** - Easiest targets or goals to accomplish with minimal effort.

**MARINATE** - To privately consider an idea further.

**NINTH INNING** - At the last minute.

**On the same page** - When two or more people are in agreement.

**PASSES THE SMELL TEST** - Something that is morally acceptable.

**QUICK FIX** - Putting a temporary patch on a broken process or system.

**REINVENTING THE WHEEL** - Develop something that's already been done before.

**SCUTTLEBUTT** - Gossip.

**THINK OUTSIDE THE BOX** - Thinking outside your standard paradigm in uncommon ways in hopes of arriving at a creative idea or solution.

**UPSHOT** - The final outcome.

**VERBIAGE** - The use of too many unnecessary words.

**WHITewater CHANGE** - A fast-changing and unpredictable business environment.

**XEROX** - To copy something.

**YOUR TAKE** - Another person's perspective or opinion.

**ZOMBIE PROJECT** - A project that can't be gotten rid of, no matter how hard you might try to kill it.

Source: <http://www.inc.com/peter-economy/an-a-to-z-of-dumb-jargon-words-you-better-stop-using.html>

## 3 HR TRENDS TO KEEP AN EYE ON IN 2016

### VISUAL STORYTELLING



- Create characters that the learners can relate to
- Use image that unveil textures and smells that seem to jump off the screen
- Leverage infographics, video, charts, animated GIFs, and photos in your courses
- Take advantage of rich media

### BITE-SIZED LEARNING



- Design mini-courses with short, snappy "how-to" information
- Content such as image, infographics, job-aids, podcasts, video vignettes, and factoids are among the most popular types of micro-learning

### GAMIFICATION



- Create a spirit of competition
- Focus on intrinsic instead of external motivating factors and emotional engagement
- The aim is to enhance the teaching process, not to replace teaching with playing

Source: <http://www.church.com/2016/01/infographic-3-hr-trends-to-keep-an-eye-on-in-2016/>

## GOOGLE

— like a boss —

Everybody knows how to "Google", but not everyone knows how to be a true genius of it.

Here are simple yet effective ways of maximizing your Google search... like a boss!

#### “” Quotation Marks

Use quotes to search for an exact word or set of words. This is useful for searching quotes and song lyrics.

“To be or not be”

#### — Dashes

Put a dash before a word that you want to exclude in your search.

jaguar - animal

#### ~ Tilde

Use a tilde before a term to include results with its synonyms

Christmas ~ desserts

#### Site Site : Query

Use site: to search within a specific website

site:nytimes.com

#### link link:query

Use link: to search for sites that link to the specified site url

link:creattica.com

#### .. Two Periods

Use two periods between two numbers to express range of things like date, measurements and prices.

movies 1950..1970

#### related:query

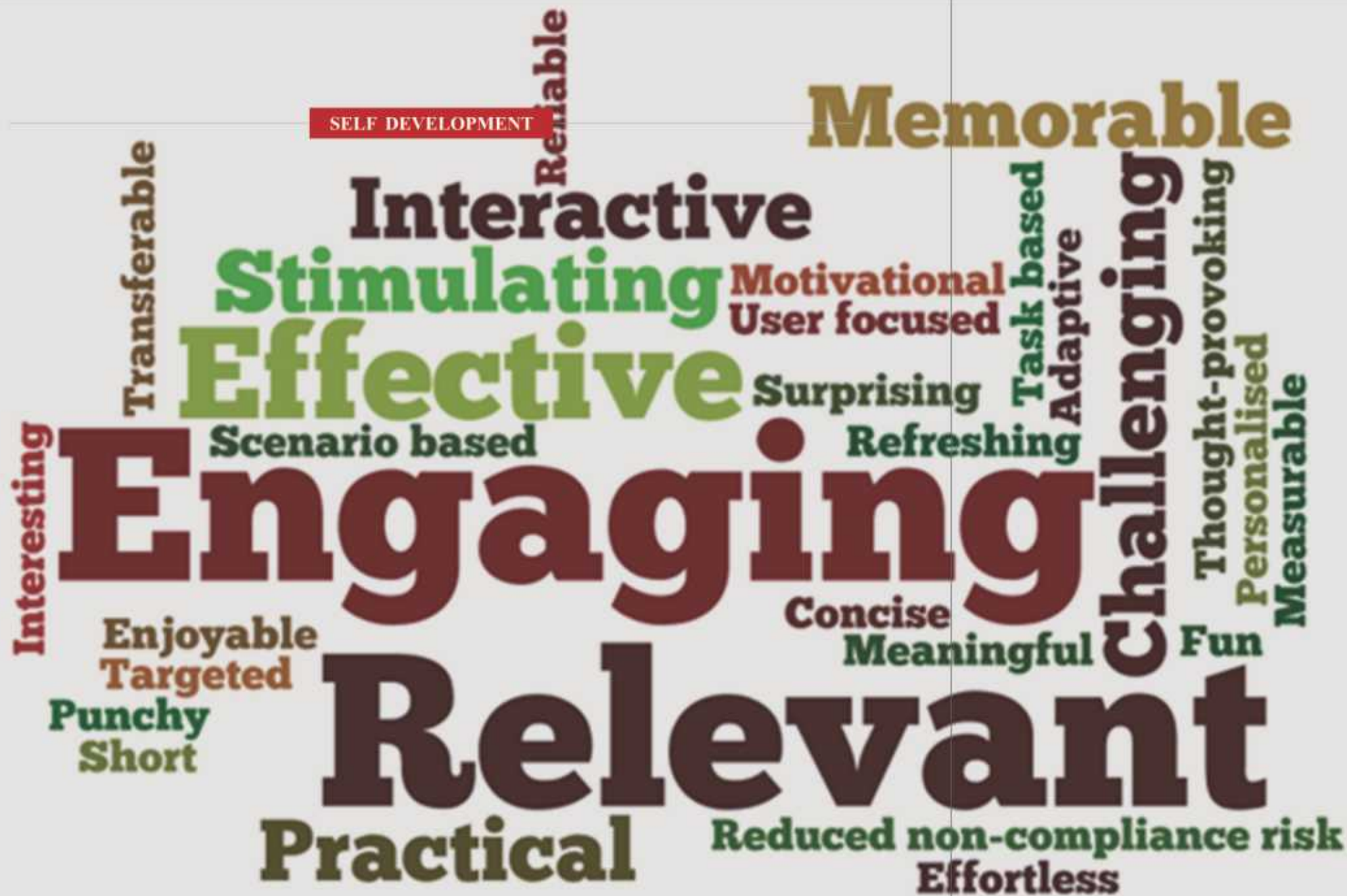
Use related: to find sites that are related to the specified site

related:appstorm.net

## Reference

[www.google.com/insidesearch/tipstricks](http://www.google.com/insidesearch/tipstricks)





We're all tempted to use words that we're not too familiar with. If this were the only problem, I wouldn't have much to write about. That's because we're cautious with words we're unsure of and, thus, they don't create much of an issue for us. It's the words that we think we're using correctly that wreak the most havoc. We throw them around in meetings, e-mails and important documents (such as resumes and client reports), and they land, like fingernails across a chalkboard, on everyone who has to hear or read them. We're all guilty of this from time to time, myself included.

When I write, I hire an editor who is an expert in grammar to review my articles before I post them online. It's bad enough to have a roomful of people witness your blunder-it's something else entirely to stumble in front of 100,000! The point is, we can all benefit from opportunities to sharpen the saw and minimize our mistakes. Often, it's the words we perceive as being more correct or sophisticated that don't really mean what we think they do. There are 20 such words that have a tendency to make even really smart people stumble.

Have a look to see which of these commonly confused words throw you off.

#### Accept vs. Except

These two words sound similar but have very different meanings. Accept means to receive something willingly: "His mom accepted his explanation" or "She accepted the gift graciously." Except signifies exclusion: "I can attend every meeting except the one next week." To help you remember, note that both except and exclusion begin with ex.

#### Affect vs. Effect

To make these words even more confusing than they already are, both can be used as either a noun or a verb. Let's start with the verbs. Affect means to influence something or someone; effect means to accomplish something. "Your job was affected by the organizational restructuring" but "These changes will be effected on Monday." As a noun, an effect is the result of something: "The sunny weather had a huge effect on sales." It's almost always the right choice because the noun affect refers to an emotional state and is rarely used outside of psychological circles: "The patient's affect was flat."

#### Lie vs. Lay

We're all pretty clear on the lie that means an untruth. It's the other usage that trips us up. Lie also means to recline: "Why don't you lie down and rest?" Lay requires an object: "Lay the book on the table." Lie is something you can do by yourself, but you need an object to lay. It's more confusing in the past tense. The past tense of lie is-you guessed it-lay: "I lay down for an hour last night." And the past tense of lay is laid: "I laid the book on the table."

#### Bring vs. Take

Bring and take both describe transporting something or someone from one place to another, but the correct usage depends on the speaker's point of view. Somebody brings something to you, but you take it to somewhere else: "Bring me the mail, then take your shoes to your room." Just remember, if the movement is toward you, use bring; if the movement is away from you, use take.

#### Ironic vs. Coincidental

A lot of people get this wrong. If you break your leg the day before a ski trip, that's not ironic-it's coincidental (and bad luck). Ironic has several meanings, all of which include some type of reversal of what was expected. Verbal irony is when a person says one thing but clearly means another. Situational irony is when a result is the opposite of what was expected. O. Henry was a master of situational irony. In his famous short story *The Gift of the Magi*, Jim sells his watch to buy combs for his wife's hair, and she sells her hair to buy a chain for Jim's watch. Each character sold something precious to buy a gift for the other, but those gifts were intended for what the other person sold. That is true irony. If you break your leg the day before a ski trip, that's coincidental. If you drive up to the mountains to ski, and there was more snow back at your house, that's ironic.

#### Imply vs. Infer

To imply means to suggest something without saying it outright. To infer means to draw a conclusion from what someone else implies. As a general rule, the speaker/writer implies, and the listener/reader infers.

#### Nauseous vs. Nauseated

Nauseous has been misused so often that the incorrect usage is accepted in some circles. Still, it's important to note the difference. Nauseous means causing nausea; nauseated means experiencing nausea. So, if your circle includes ultra-particular grammar sticklers, never say "I'm nauseous" unless you want them to be snickering behind your back.

#### Comprise vs. Compose

These are two of the most commonly misused words in the English language. Comprise means to include; compose means to make up. It all comes down to parts versus the whole. When you use comprise, you put the whole first: "A soccer game comprises (includes) two halves." When you use compose, you put the pieces first: "Fifty states compose (make up) the United States of America."

#### Farther vs. Further

Farther refers to physical distance, while further describes the degree or extent of an action or situation. "I can't run any farther," but "I have nothing further to say." If you can substitute "more" or "additional," use further.

#### Fewer vs. Less

Use fewer when you're referring to separate items that can be counted; use less when referring to a whole: "You have fewer dollars, but less money."

#### Bringing It All Together

English grammar can be tricky, and, a lot of times, the words that sound right are actually wrong. With words such as those listed above, you just have to memorize the rules so that when you are about to use them, you'll catch yourself in the act and know for certain that you've written or said the right one.

Source: <https://www.linkedin.com/pulse/misused-words-make-smart-people-look-dumb-dr-travis-bradberry>





**IMA CENTER OF EXCELLENCE**

Topic of the month	Scheduled Date
Transform better- Transform faster	Tuesday, July 19, 2016
Managing Difficult People	Thursday, August 04, 2016
Thought Technology	Thursday, September 01, 2016

**IMA READERS CLIQUE**

Book of the month	Scheduled Date
"Tough Times Never Last. But Tough People Do!" - Robert H. Schuller.	Wednesday, July 13, 2016
"Rework" - Jason Fried, David Heinemeier Hansson	Wednesday, August 10, 2016
"The Top Five Regrets of Dying" - Bronnie Ware	Thursday, September 08, 2016

**IMA MANAGEMENT FILM SHOW**

Movie of the month	Scheduled Date
Moneyball	Tuesday, July 05, 2016
Learning's from T20 Final 2016	Monday, August 22, 2016
Speeches, Impact & Reality	Thursday, September 15, 2016

**IMA HR FORUM MEETING**

Topic of the month	Scheduled Date
Positive reinforcement towards Modeling Behaviors	Tuesday, July 26, 2016
Quality of work life in maintaining work life balances	Thursday, May 26, 2016
Job Satisfaction and Conflict Resolution	Thursday, September 22, 2016

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