

F O R T E

FEBRUARY 2019 | VOLUME 4 | ISSUE NO. 4

EAT CLEAN

DRINK WATER

STAY ACTIVE

BE HEALTHY

INSIDE :

- Our Faculty on Wellness
- Employee Satisfaction
- Employee Wellness and Cost Reduction
- MUCH More

CHRIST (Deemed to be University)

VISION

Excellence and Service

MISSION

CHRIST (Deemed to be University) is a nurturing ground for an individual's holistic development to make effective contribution to the society in a dynamic environment.

SCHOOL OF BUSINESS AND MANAGEMENT

VISION

Our vision is to be an institution of excellence developing leaders serving enterprises and society globally

MISSION

Our mission is to develop socially responsible business leaders with the spirit of inquiry through academic and industry engagement

Programme Educational Objectives (PEOs)

- Graduates possessing subject knowledge, analytical ability and skills to manage business.
- Graduates exhibiting spirit of inquiry, innovation and ability to solve problems in dynamic business environment.
- Graduates with value based leadership skills, entrepreneurial capabilities and global awareness serving enterprises and society.

Master of Business Administration

Program Learning Goals (PLGs)

Program Outcomes (POs)

PLG1 Social Responsibility and Ethical Sensitivity	PO1 Apply knowledge of Management and Practices to solve business problems
PLG2 Functional Knowledge and Application	PO2 Foster Analytical and Critical abilities for data-based decision making
PLG3 Communication	PO3 Ability to develop value-based leadership ability
PLG4 Critical Thinking	PO4 Ability to understand, analyse, communicate global economic, legal and ethical aspects of business
PLG5 Global Awareness	PO5 Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to the team environment
	PO6 Identify business opportunities, design and implement innovations in the work environment
	PO7 Enhance capabilities for generating research ideas in respective management domains
	PO8 Demonstrate sensitivity to sustainability issues and prepare for lifelong learning

CONTENTS

1. Editor's Note	Page 1
2. Faculty Speak - <i>Team Forte</i>	Page 2
3. Wellness in Art - <i>Dr Aruna Bala</i>	Page 4
4. Can Employee Wellness Assist in Cost Reduction? - <i>Sumedha, Richa Chalana, Aditi Jain</i>	Page 6
5. Why You Should Take Care of Your Employees - <i>Aashmi Gailani, Grishma Naik</i>	Page 7
6. Let's Talk Facts! - <i>Anjali</i>	Page 8
7. Book Review- Intuitive Wellness - <i>Pallab Chandra Manna</i>	Page 10
8. Gray Matter - <i>Ekta Srivastava, Eesha Srivastava, Shreeya Hedge</i>	Page 11
9. Art - <i>Irene Ben Philip</i>	Page 13
10. Team Forte	Page 14



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Hello Friends,

Here's a random question for you. What do you think about wellness? Do you think about it at all? Probably not, right? It's understandable- you have so much on your plate! Everything ranging from academics and projects to volunteer work and placements is taking up every spare moment you have. While this may be working for the time being, there is no way it's sustainable on the long-run. Your health, happiness, peace of mind and productivity- in short, your wellness- is what is at stake.

Don't worry though, we've got you covered! In this issue of Forte, we aim to give you a wider insight into "Wellness"- so that you can get an idea of what suits you best, and then you delve into it. We've got snippets of advice from our Faculty- each giving their own unique definition of Wellness and how they practice it. After that, we talk about art as a channel for wellness. Next, in line are a few articles. The first tells us how implementing wellness can result in cost reduction in the long run, and second tells us that looking after employees will result in higher productivity, and increased ownership among employees. We also have a few fun facts for wellness. For those of you who would like to know more about wellness, we have reviewed a book- Intuitive Wellness, written by Laura Alden Kamm. We have a cartoon, and a puzzle, to exercise your gray matter.

We would like to take this opportunity to extend our heartfelt gratitude to Dr. Sunidhi Phadke, Dean, Institute of Management, CHRIST (Deemed to be University), Prof. Sathiyaseelan B., Head of Specialisation- OB and HR, and Dr. Aruna Bala, Assistant Professor, HR Coordinator- Kengeri Campus. To all the students who contributed, thank you- this issue would not be the same

without your valuable time, we sincerely appreciate the commendable efforts you have taken.

With this issue, we hope we can inspire to at least help you start on your Wellness journey- do it for YOU.

Wishing you happy reading,

- Team Forte

FACULTY SPEAK



**Prof
Sathiyaseelan
B.**

Q. How do you practice wellness ?

Having an inner sense of contentment and being happy with what I have is my definition of wellness. I believe it is important to be emotionally well balanced.

Q. How do you react when something disturbs your balance ?

I visualise my emotional self and energy as a sphere and look at my problems from that perspective. I distance myself from the problems and I analyze what I am feeling. This sphere acts as a muffler and all the external noise gets cancelled out.



**Prof Krishna
M. C**

Q. How do you practice wellness?

I've learnt and practice yoga, meditation and pranayama. For my regular workout, I restrict myself to walking. I eat only what suits me and I stay away from sweets. I also listen to a lot of classical music, which helps me relax.

Q. How do you react when something disturbs your balance ?

I drop the issue for some time and allow my mind to calm down. After that I deal with it.

Q. What advice would you give to students who want to start on wellness?

Discipline in terms of what you eat and when you eat is the most important aspect. Secondly, fitness is important. And finally, practice something that will keep your mind calm, like yoga or any of the art forms.



**Dr Lakshmi
Iyer**

Q. How do you practice wellness?

For me, wellness is a combination of physical fitness and mental well-being. A person who is physically fit will be mentally calm. Food habits are important as well. When you have a good breakfast, your mind starts functioning and you are ready to go.

Q. How do you react when something disturbs your balance ?

I close my eyes, do a few breathing exercises and practice visualization techniques. One thing is that I don't react immediately. Impulsive decisions can impact my current performance and that can derail me further. I try to get hold of my thought processes.

Q. How would you advise students who want to start on wellness?

I would say go for a run, \ and exercise - it will clear your mind. Good food, physical fitness and breathing together sums up wellness for me. My advice to \ students is, that sweating it out daily for at least an hour will help them in the long run.



**Dr.
Kannika
Nirai V.M.**

Q. How do you practice wellness?

Fitness can make me confident. Whenever I feel low, I workout, which makes me feel better. I would suggest this to all the students.

Q. What do you do when your balance gets disrupted?

I do a lot of household work when I am disturbed. I'll go on cleaning my house. I think that indirectly, it is cleaning me internally. After I vent it out by the cleaning, I just eat good food and go to sleep.

Q. What advice would you give to students who want to start on wellness?

Firstly, the students have to understand what their priorities are in life. Everyone has different ones. People also need to understand that fitness is not about looking good. Looking good is secondary. This is a realisation which people will arrive at in their own time, it is a gradual process.

WELLNESS FROM HR MANAGER'S PERSPECTIVE



**Prof Villas
Annigeri**

- Wellness is intangible but very essential
- Wellness is below the ice berg
- Wellness should be a daily practice
- Mental illness is seen in organizations through decrease in productivity, absenteeism and turnover
- It harms team effectiveness and work environment and organisation culture
- As an HR manager, it is imperative to embed wellness practices and methods in the system

WELLNESS IN ART

-Dr Aruna Bala

How do we endure if we have pent up emotions interrupting our thoughts every second? Emotions are very strong and truthful evidence of the present. They are creations of our irrational mind. Though just a temporary state, they have the power to through our daily functioning off balance. We shouldn't underestimate the effect they can have. We cannot avoid being emotional unless we put on a mask, which is not a sustainable solution. Ignoring and suppressing it will find its way out, perhaps, in a far uglier ways.

The key here is to identify a mode to express ourselves freely without a fear of social norms. Unless you express certain thoughts or emotions, we cannot achieve the desired state of being healthy. Authentic expression of emotions aids in building clarity and sometimes it helps changing our perspective too. Art is a powerful medium of communication, where being uninhibited is very necessary.

Art therapy is a method of emotional catharsis through creative mode. It is a creative process of making art to revamp a person's emotional well-being. It is otherwise named as creative arts therapy or expressive arts therapy, since it aids people to realize deep felt emotions through creative artistic expression. Creative self expression help people resolve issues, manage behaviors and feelings, alleviate stress, and enhance self-esteem as well as self-awareness.

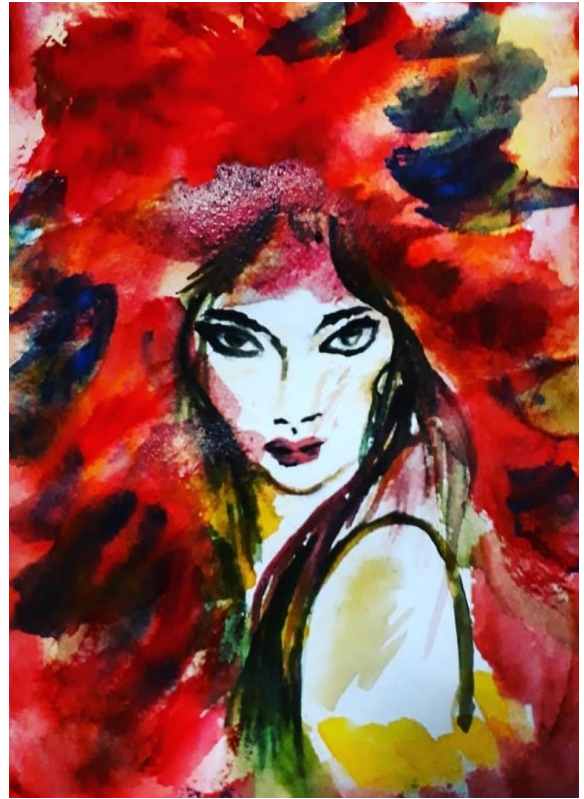


Figure 1

Any form of art can be used in art therapy including performing arts such as painting, drawing, photography, sculpture, or a variety of other types of visual art expression. Art therapy is a therapeutic method, as it can help people to relieve stress or tension. In addition, it is a profound way of self-discovery. Everybody can use some sort of creative outlet. It is a fabulous field that has proven to work wonders in many people's lives. It gives clarity to your thoughts, establish a strong sense of identity and helps to manage addictions. It especially useful for children with developmental disabilities.

Art can be viewed as a creative outlet and as a diversion from our preoccupied mindset. Following picture was created to express suppressed anger against bullying. It is the painting of a woman encircled in red colour to reflect the suppressed anger.

Following dialogue established the victim's thoughts about the past episodes of abuse (how writing can help people to free their mind). Dialogue enriches the art created on abuse. (Figure 1)

***The red flower sprouting in my heart
failed to catch your attention..
My feeble, namby pamby protest did not
even reach your ears..
You ridiculed the red aura around me..
You thought I was a weakling..
The redness in and around me was my
suppressed rage and anger..
You had a strange way of silencing my
voice..
You had a way to violate the rules of
basic privacy..
Go ahead, bully me..but understand,
you already gave me the power to boost
your ego
You needed me to feel superior
Now where you are..you are out of my
life forever***

***Now I am free from you and I am happy
But I know you suffer even at this
moment, because you needed my
weakness to be strong.***

Next is a painting (Figure 2) which was created as a diversion from the preoccupied mind. The art was created using the method of negative painting. Negative painting is a technique that involves applying pigment around a subject to give it definition.

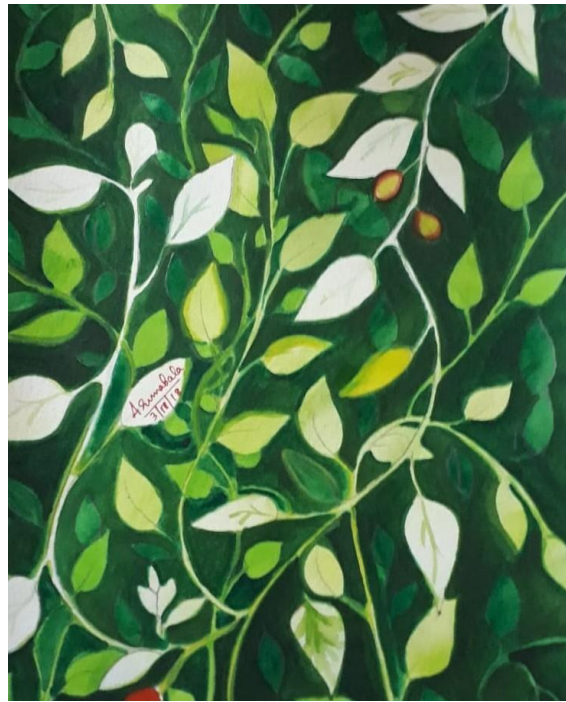


Figure 2

You will paint the background of the person, object or place of focus and making it stand out. The object/person of focus will be lighter than the background. Negative painting is a method that requires lot of thinking backwards; hence it is an excellent mindful practice. It demands lot of patience and attention to detail. The following painting was done using negative painting with four layers. As you add more layers, more depth come into picture.

Art is fundamentally an expression of imagination than an actual representation of reality. If we encourage our mind to run wild in imaginary sphere, we can be happier than we expect. Art helps you to express our abstract thoughts and bring clarity to our mind. It helps you to connect with people. It brings joy to our inner child. It develops authenticity in our thoughts. It helps to rediscover ourselves.

THE ABOVE ARTWORK AND ARTICLE HAS BEEN TAKEN WITH THE PERMISSION OF DR ARUNA BALA, FROM HER INSTAGRAM HANDLE- @THE_VENT_ART_MISSION

CAN EMPLOYEE WELLNESS ASSIST IN COST REDUCTION?

-Sumedha, Richa Chalana, Aditi Jain

Employee wellness has become an increasingly important factor in every organization, irrespective of the sector the employee operates in. Wellness programs help to demonstrate to the employees that their health is one of the top priorities for the organization. Statistics dictate that employees, who exercise regularly, have their meals on time and maintain a healthy lifestyle, incur 31% lower health care costs as compared to employees who live an unhealthy and sedentary lifestyle. Due to a lack of work-life integration, growing work pressure and long hours of sitting glued to the computer screen, one of every two employees in the country suffers from stress, distorted BMI, diabetes, obesity and other lifestyle related disorders

The Associated Chambers of Commerce and Industry of India (ASSOCHAM) states that lack of effective corporate wellness programs cost Indian Companies up to \$20 billion each year. Losing a productive employee can prove to be very expensive for an organization. According to The Center for American Progress, replacing a junior and mid-level employee costs around 20% of that person's annual salary, while replacing a senior executive can cost twice that person's annual take-home pay. Therefore, employee wellness programs

can prove to be an effective tool for reducing overall costs of an organization. According to Corporate Wellness Magazine, every \$1 spent on employee wellness programs help to save \$4 through reduced sick days and decrease in overall health costs. Google is one of the most effective companies in terms of employee wellness. The company provides facilities such as on campus bikes, napping rooms, office dogs, standing desks, massage parlors, on call doctors and nurses among other wellness practices that have led to reduced health cost, higher productivity and retention for the company. Hence, employee wellness programs should be initiated to bring down the medical expenditures of a firm. According to a research, each dollar spent in employee wellness programs gives a ROI of \$4 to \$5. These wellness programs can include- weight reduction, frequent medical checkup, providing discount on gym memberships, yoga programs, etc. These wellness programs are a kind of long term investment which will save a lot of money down the road.

WHY YOU SHOULD TAKE CARE OF YOUR EMPLOYEES

-Aashmi Gailani, Grishma Naik

Employee wellness is the need of the hour. To have a healthy work culture, it is an crucial investment and not just a responsibility of the organisation. The four parameters for employee wellness are physical fitness, nutrition, health education and stress management. Stress management is not just a part of soft skills training, but is also a part of employee wellness programs today.

Employers are trying different strategies to destress their employees. Stress management training helps to develop employee wellness, thereby increasing productivity.

Organisations these days conduct various activities to build wellness among employees. (Physical fitness) In the recent days, it has been noticed that several organisation have an inbuilt gym where employees are given near to free subscription. They also have been conducting various CSR activities and proving awareness about various topics for which marathons are held. These initiatives help the employees restore high level thinking by refreshing the brain.

(Nutrition) Taking TCS as an example, they have brought about a software which pops at the side of the screen of the employee while working, which indicates how much of a particular product must be consumed or which products must be consumed and which must not; such as white bread and white sugar are bad for our health instead consume brown sugar and brown bread.

They also have organic farms inside their campus which then they sell to their employees at a subsidised rate.

(Health education) - Providing free or highly subsidized nutritious meal to employees during work hours helps increase their eating habits. If such habits are duly followed by the employees their health would be in a better condition thus reducing absenteeism and reducing the premiums while providing a health care instruction.

This in turn helps the employees and the employer as it increases company loyalty. In ASSOCHAM, study that came out a few days back says that corporate wellness programs, if implemented effectively, can save India Inc. nearly \$20 billion by the end of 2019, as a result of bringing down the rate of absenteeism by just 1%. Forming health and wellness goal by team such as daily exercise and healthy eating habits, and working towards it can help collaboration and cooperation among employees. The constant meet ups with the team could lighten the mood of the employee and could have a stronger bond that creates a healthy work environment. We could definitely conclude by stating that having wellness can increase the productivity of the employees substantially as it achieves work life balance.

LET'S TALK FACTS!

-Anjali

Unhealthy Employees Become Indirect Costs To The Company Through Absenteeism And Lowered Productivity.



Employees Of Companies That Implement Wellness Programs Take 28% Less Sick Leaves And Contribute 26% Reduction In The Medical Cost

Almost 90% Of The Workers At Different Companies Support Well Being Efforts By The Company. They Accept That They Feel Motivated As A Result.





Wellness Programs Drive Employee Behaviour.

80% Employees In Pet Friendly Workplace Say 'Having Pets Nearby While They Work Makes Them Happy, Relaxed And Sociable.



On An Average, 61 % Of The Employees Are Exhausted Burned Out On The Job.

73% Employees Regularly Experience Psychological Symptoms Caused By Stress

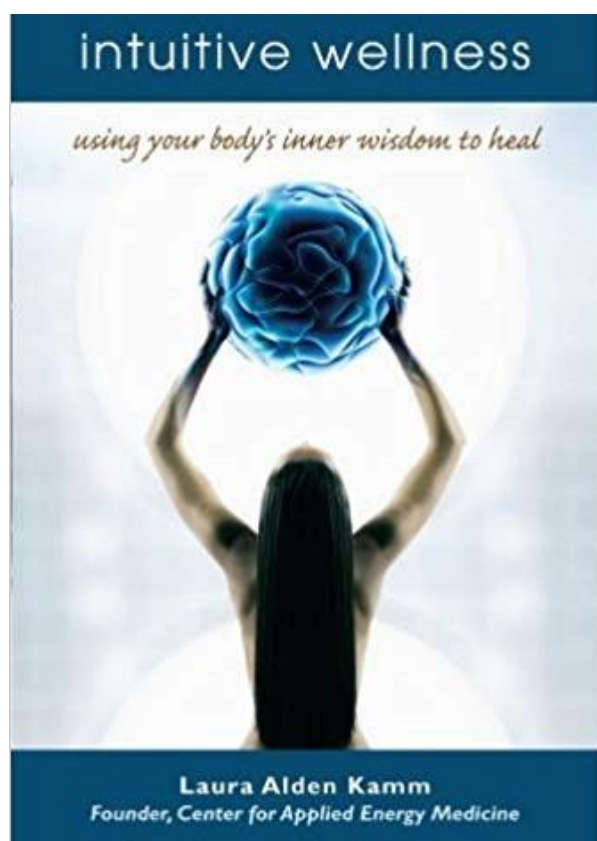


BOOK REVIEW:

INTUITIVE WELLNESS

- Laura Alden Kamm

-Pallab Chandra Manna



CRITICAL ASSESSMENT

The book talks about becoming our own healers, by both preventing disease before it manifests physically; and treating existing conditions. Clearly explaining both ancient and newly developing philosophies, the book enlightens us with quick, simple, and practical exercises that will help us learn about the unique energy systems, develop confidence in their intuition and resolve emotional and physical pain.

CONCISE SUMMARY

This book review is part of a series that covers the topic of Wisdom. According to Laura Alden Kamm, wisdom refers to the accumulated knowledge, erudition or enlightenment that allows one to judge what is true, right, and lasting. Twenty years back, she gained the stunning new capacity to perceive things or events in the future or beyond normal sensory contact. She could examine the structure of an individual's body and see internal unsettling influences having many different aspects or features. Kamm likewise had the capacity to see Kirlian fields - the electromagnetic energies that pulse around all organic matter.

ABOUT THE AUTHOR

In 1982, Laura awoke one Sunday morning with mind-searing pain in her head. Within 11 days she was dead, her spirit crossing over to the other side. The door that separates most from the other side did not close behind Laura. She survived this illness and near-death experience which left her partially blind and with the skill to intuitively see into the body and other structures. She has been sought out by heads of state, doctors, patients, corporate executives, and people from all walks of life. Doctors have described Laura as "a walking MRI" for the remarkable accuracy of her medical intuition.

GRAY MATTER

-Ekta Srivastava, Eesha Srivastava, Shreeya Hedge

By now, we know that "Wellness" is not restricted to just physical fitness, the food we eat and when we eat it, visualisation techniques or even creation of art. It is whatever works best for you, to help you achieve the balance you require to function in a healthy and sustainable manner. Every individual has a different method of achieving their respective states for wellness. For those who aren't able to identify with any of the techniques mentions above, the Forte team has created a small crossword puzzle, with the hope that by exerting yourself mentally for a few minutes will boost your productivity on the long run . It will also help to occupy your mind for a few moments, after which you can get back to your day, which hopefully will not seem as taxing as before!



Horizontally

1. It is a system of coordinated healthcare interventions and communications with conditions in which patient self-care efforts are significant.
2. The quality of doing one's work well and thoroughly
3. Use of clinical interventions and strategies to actively and safely engage individuals in healthy behavioural change
4. High levels of _____ caused by low job motivation.
5. A physical or mental condition that limits a person's movement, senses or activities

Vertically

6. The quality or condition of being alive
7. It is a practice where an individual focuses their mind on a thought or activity to achieve a mentally clean and emotionally calm state.
8. The treatment of mental disorders by psychological rather than medical methods.
9. It is the psychological process of bringing one's attention to experiences occurring in the present, which one can develop through the practice of meditation
10. The ability to recover quickly from setbacks

Answers

1. Disease Management
2. Conscientiousness
3. Health Coaching
4. Absenteeism
5. Disability
6. Liveliness
7. Meditation
8. Psychotherapy
9. Mindfulness
10. Resilience



Sometimes it's good to change your walking routine. Try walking around the block instead of wandering around the kitchen.

-Art work by Irene Ben Philip

TEAM FORTE



HEAD OF SPECIALISATION

Prof Sathiyaseelan B.



FACULTY COORDINATOR

Dr Aruna Bala

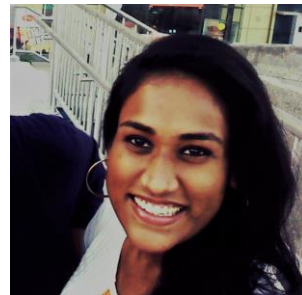
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