

# MANIFESTING CHANGE



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# INSIDE

05

## **BRIDGING LEARNING GAPS**

THE QUIET REVOLUTION IN COMMUNITY-BASED EDUCATION

06

## **THE INTERSECTION OF PRIVACY, RISK, AND TRUST**

REFRAMING GRC FOR THE CONSENT ECONOMY

07

## **THE ETHICAL CONSIDERATIONS OF USING AI AND DATA IN HR PRACTICES**

08

## **CHOOSING CAREER IS CHOICE OR CHANCE?**

09

## **NEED AT LEAST ONE WORKING DAY FOR PROVIDING THE BELOW IMAGES FOR ONE ARTICLE**

10

## **PURPOSE AS THE NEW PAYCHECK**

ATTRACTING GEN Z WITH MEANING, NOT JUST MONEY

11

## **ARE YOU COGNITIVELY FLEXIBLE AT WORK?**

12

## **EYES IN THE SKY, ROOTS IN THE SOIL**

HOW GIS AND REMOTE SENSING ARE REDEFINING AGRICULTURE

13

## **MENTAL HEALTH AT WORK**

14

## **BUILDING EDUCATIONAL LEADERSHIP**

ANCIENT WISDOM FOR MODERN INDIA

15

## **UNLOCKING THE POWER WITHIN**

THE TRANSFORMATIVE IMPACT OF MANIFESTATION IN EDUCATION

16

## **WHEN THE ROOM THINKS YOU'RE TOO YOUNG.... PROVE THEM WRONG**

17

## **MIND ARCHITECTURE**

BREAK LIMITS, BUILD CONFIDENCE, AND SHAPE THE FUTURE YOU WANT

18

## **ALWAYS BE MINDFUL OF YOUR POSITION ON THE SEESAW**

19

## **GREEN HR IN 2025**

SUSTAINABILITY AS THE NEW CURRENCY OF WORK

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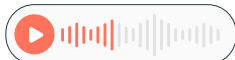
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# BRIDGING LEARNING GAPS

THE QUIET REVOLUTION IN COMMUNITY BASED EDUCATION



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Full Article

In the quiet pockets of rural Bangalore, an answer has been steadily emerging. Community learning centres like Mrityunjay Foundation — deeply local, inclusive, and flexible — are redefining how we understand and address educational gaps. They serve not just school-going children, but also mothers, dropout youth, neurodivergent learners, and even enthusiastic volunteers who want to make a difference close to home.

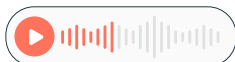


**SUDHA DINAKAR B**  
FOUNDER  
MRITYUNJAY FOUNDATION



# THE INTERSECTION OF PRIVACY, RISK, AND TRUST

True transformation happens when privacy, risk, legal, security, and product teams collaborate. Establish trust as a shared KPI that is measurable, cross-functional, and central to your business strategy. When every function is accountable for earning and maintaining user trust, GRC becomes a growth strategy, not a challenge.



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SENIOR MANAGER-(GOVERNANCE, RISK, COMPLIANCE)  
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# THE ETHICAL CONSIDERATIONS OF USING AI AND DATA IN HR PRACTICES

Today, workplaces are implementing AI and data for not just tools; they are shaping how we recruit, retain, evaluate, and even understand our people. From resume parsing to predictive analytics models, the result of faster, more innovative HR functions is genuine. But so is the peril.



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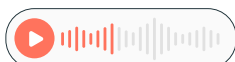




# CHOOSING CAREER IS CHOICE OR CHANCE?

The landscape of job opportunities underwent a significant transformation. We began to see a “herd mentality” emerge, where people tended to follow the career paths of others. The introduction of new educational courses, the advent of multiple industries, and the significant growth of jobs in government and banking sectors profoundly impacted how people chose their studies and subsequent employment.

The dynamism of these new courses and their perceived scope for improved job prospects became a primary determinant in an individual's career trajectory.



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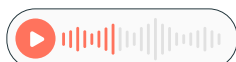
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# RECRUITMENT INTELLIGENCE 2025



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Generative AI is now deeply interwoven into the fabric of modern recruitment. It composes tailored job descriptions, automates outreach with candidate-specific messaging, drafts compelling employer brand narratives, and even simulates realistic interview environments. Recruiters are now able to scale personalization without sacrificing authenticity.

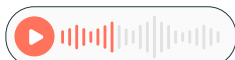


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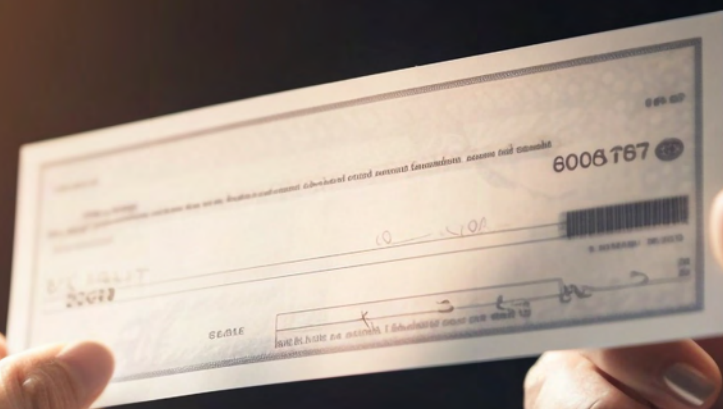


# PURPOSE AS THE NEW PAYCHECK



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Gen Z, the generation that saw the climate crisis, social movements, and a pandemic, doesn't just want to work. They want to be a part, contribute, and believe in the impact of what they do. They are not rejecting compensation; they are redefining what compensation looks like.



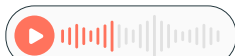
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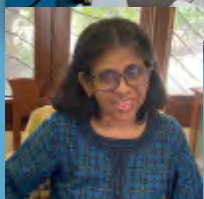


# ARE YOU COGNITIVELY FLEXIBLE AT WORK?

In a blog post on BetterUp, Lauren Miller defines cognitive flexibility as our “brain’s ability to adapt to new, changing or unplanned events.” Besides enhancing your efficiency, it also makes you more resilient to the ups and downs of life. Because it allows you to zero in on details while also keeping the broader picture in mind, it is associated with creativity and problem-solving.



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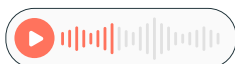
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PSYCHOLOGIST AND WRITER

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# Remote Sensing Are Redefining Agriculture



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Remote sensing captures data from satellites, drones, or sensors to assess everything from vegetation health to soil moisture, temperature, and even pest activity. GIS processes and spatially analyzes this data to generate high-resolution, layered maps that farmers and decision-makers can act upon.

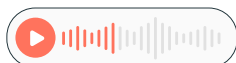


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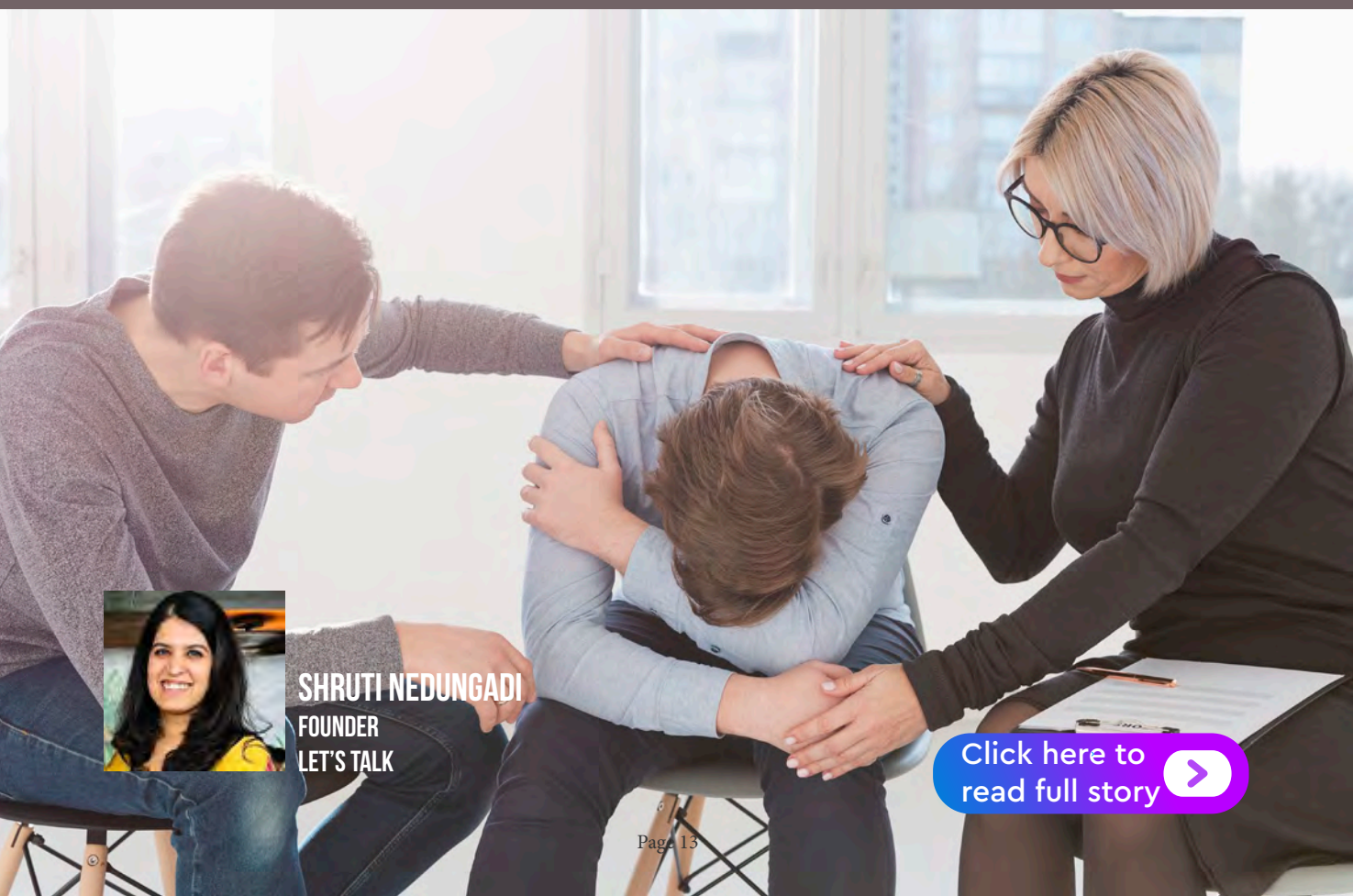


# MENTAL HEALTH AT WORK



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Organizations and individuals have to work hand in hand to help destigmatize and prioritize mental health, especially in the workplace. By creating an open dialogue around mental health, organizational leaders need to promote a culture of openness and support. When organizations model vulnerability and start up a dialogue on mental health starting with leadership, its effects automatically cascade through the organization.



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FOUNDER  
LET'S TALK

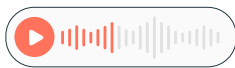
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# BUILDING EDUCATIONAL LEADERSHIP

Growing up in India, many of us have been exposed to concepts that, while familiar, haven't been systematically applied to educational leadership. The idea that self-knowledge precedes effective leadership—found throughout Indian thought—resonates deeply when we observe how personal reactivity affects leadership effectiveness. Similarly, the understanding that human development occurs across multiple dimensions parallels what modern psychology now recognizes about integrated human development.



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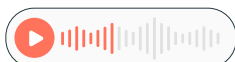
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# UNLOCKING THE POWER WITHIN

## THE TRANSFORMATIVE IMPACT OF MANIFESTATION IN EDUCATION



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Modern Indian research in positive psychology also shows that optimistic thinking enhances motivation and academic achievement. Practices such as dhyana (meditation) and sankalpa (setting a powerful intention) activate focus and clarity, helping individuals stay aligned with their goals. When we visualize success and nurture constructive thoughts, we are more likely to remain motivated, overcome challenges, and attract opportunities that match our aspirations.

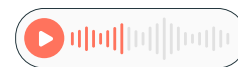


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# WHEN THE ROOM THINKS YOU'RE TOO YOUNG **PROVE THEM WRONG**



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Age is often mistaken for inexperience, but for young entrepreneurs, it can be a powerful competitive edge. In this article, Pavithra Addanki shares her journey of building a student-led initiative into a recognized platform without waiting for permission or the “perfect” time. From navigating perception bias and manipulation risks to making the hard choice of saying no to the wrong partnerships, she distills the real lessons of entrepreneurship and leadership. A candid, humanized reflection that speaks to students, educators, and industry leaders alike and a call to action to invest in the next generation of innovators.

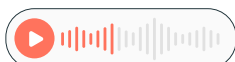


**PAVITHRA ADDANKI**  
FOUNDER & CEO  
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# MIND ARCHITECTURE



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I remember working with Maya, a college student who constantly thought, “I don’t belong in this program.” We practiced these techniques daily. She started writing down evidence that contradicted this belief – good grades on assignments, positive feedback from professors. Within a semester, she not only improved her grades by nearly 30% but also applied for (and got!) an internship she previously thought was out of her reach. The change in her confidence was remarkable.



**DR. NAGAMANI KRISHNAMURTHY**  
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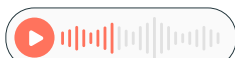
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# ALWAYS BE MINDFUL OF YOUR POSITION ON THE SEESAW

For me the most comfortable position on the seesaw is when I am neither up nor down, but rather when I am balanced and at the same level as my partner at the other end of the seesaw, able to look them in the eye, and able to look past them as well to see everything else that is at eye level, whether this seesaw is representing my relationship with my intimate partner, my friend, my siblings, my colleagues, my neighbours... or any other relationship I may consider. Relationships with parents, teachers and bosses may take on a different dynamic but that is a conversation for another day. Each person on either side of the seesaw should be considered equal - equally worthy, capable and competent.



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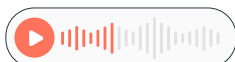
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# GREEN HR IN 2025



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## SUSTAINABILITY AS THE NEW CURRENCY OF WORK

HR has evolved from a background enabler into the strategic engine of corporate sustainability. ESG (Environmental, Social, and Governance) metrics are now embedded into HR scorecards and influence daily decisions. Employee voices, amplified through workplace activism, shape company policies faster than regulation. For instance, a 2024 NASSCOM survey showed that 72% of Indian tech professionals would reject a high-paying role if ESG commitments were weak, signaling a major cultural shift.



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HR BUSINESS PARTNER – SOUTH  
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