

HUMAN | DIGITAL ORGANISATIONAL



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Ph: +91-44 - 4290 6800 / 6820

editor@ictacademy.in | www.ictacademy.in

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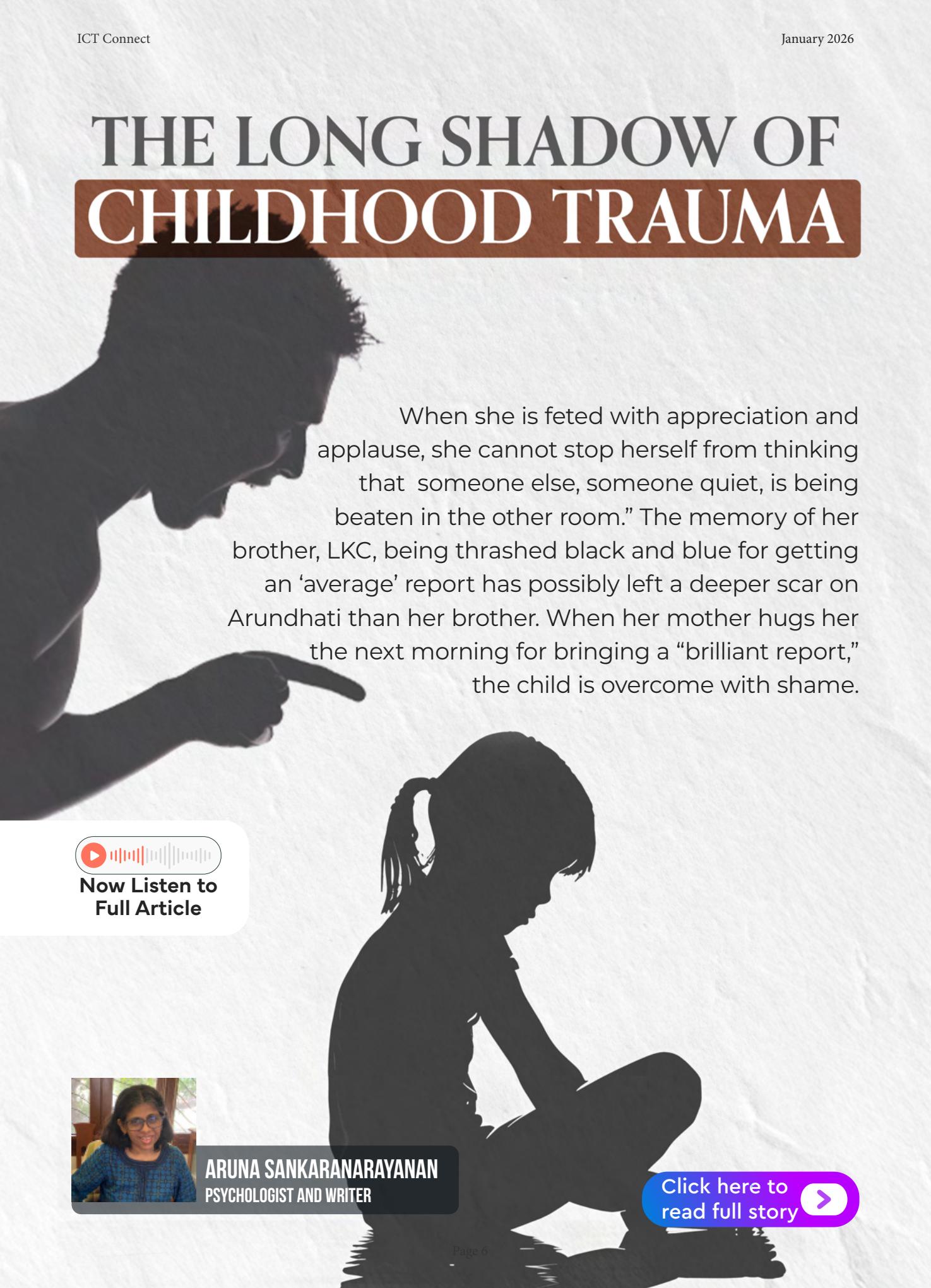
THE NEW BEST FRIEND OF PHD SCHOLARS

Gone are the days when PhD scholars felt buried under mountains of research papers! Today, AI tools like Google Scholar, Semantic Scholar, Research Rabbit and Elicit transform literature review into an exciting exploration journey.



ANISHA DHINESH KUMAR
ASSISTANT PROFESSOR
IEPPIAAR COLLEGE OF ARTS AND SCIENCE

THE LONG SHADOW OF CHILDHOOD TRAUMA



When she is feted with appreciation and applause, she cannot stop herself from thinking that someone else, someone quiet, is being beaten in the other room." The memory of her brother, LKC, being thrashed black and blue for getting an 'average' report has possibly left a deeper scar on Arundhati than her brother. When her mother hugs her the next morning for bringing a "brilliant report," the child is overcome with shame.

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ARUNA SANKARANARAYANAN
PSYCHOLOGIST AND WRITER

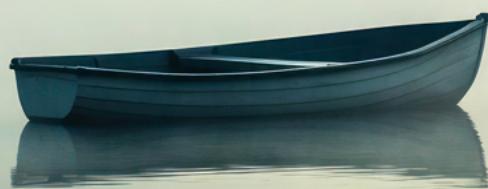
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THE EMPTY BOAT MINDSET



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Indian workplaces are emotionally expressive, culturally layered, and hierarchically sensitive. These dynamics make misunderstandings common and reactions quick. Research shows a large portion of workplace stress in India stems from reactive leadership and misinterpreted intentions. The Empty Boat Mindset helps leaders filter out ego-driven assumptions and engage with situations objectively, reducing conflict and improving decision-making.



B VIJAY
HEAD - ACADEMIC DEVELOPMENT
VELS GROUP OF SCHOOLS

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THE VIOLENCE WITHIN

In therapy, individuals rarely begin by talking about self-hatred. Instead, they describe exhaustion, anxiety, or an unshakable sense of inadequacy. Over time, a pattern emerges: emotions that were never allowed expression such as anger, grief, fear have been turned inward.



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APARNA VERMA
CO-FOUNDER
MANOVRI TI

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THE EVOLVING SKILL NEEDS OF TODAY'S TEACHERS

According to the Future of Jobs 2024 report by the World Economic Forum, the most in demand skills for the coming decade are increasingly human centred: creative thinking, resilience, flexibility, curiosity, and lifelong learning. This shift underscores the need for education systems to rethink how they prepare teachers for a world where adaptability matters as much as expertise.



PRIYA KAPOOR
ACTING CO-PRINCIPAL
JAPANESE INTERNATIONAL SCHOOL
HONG KONG

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FORGING HUMAN CONNECTION WITH ONLINE TEACHER PROFESSIONAL LEARNING

Most of us spend a lot of our time teaching and learning online. It's a really rich environment, or it can be anyway. My approach is to keep things as simple as possible. I do this by having a strong bias for making human connections with students over relying on tech tools. While I realize it may be possible to do both - making connections with tech tools - I've found that my minimalist approach works for most students and colleagues.



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DR. PAUL MAGNUSON
INSTRUCTOR AND RESEARCHER
MORELAND UNIVERSITY AND LEYSIN AMERICAN SCHOOL

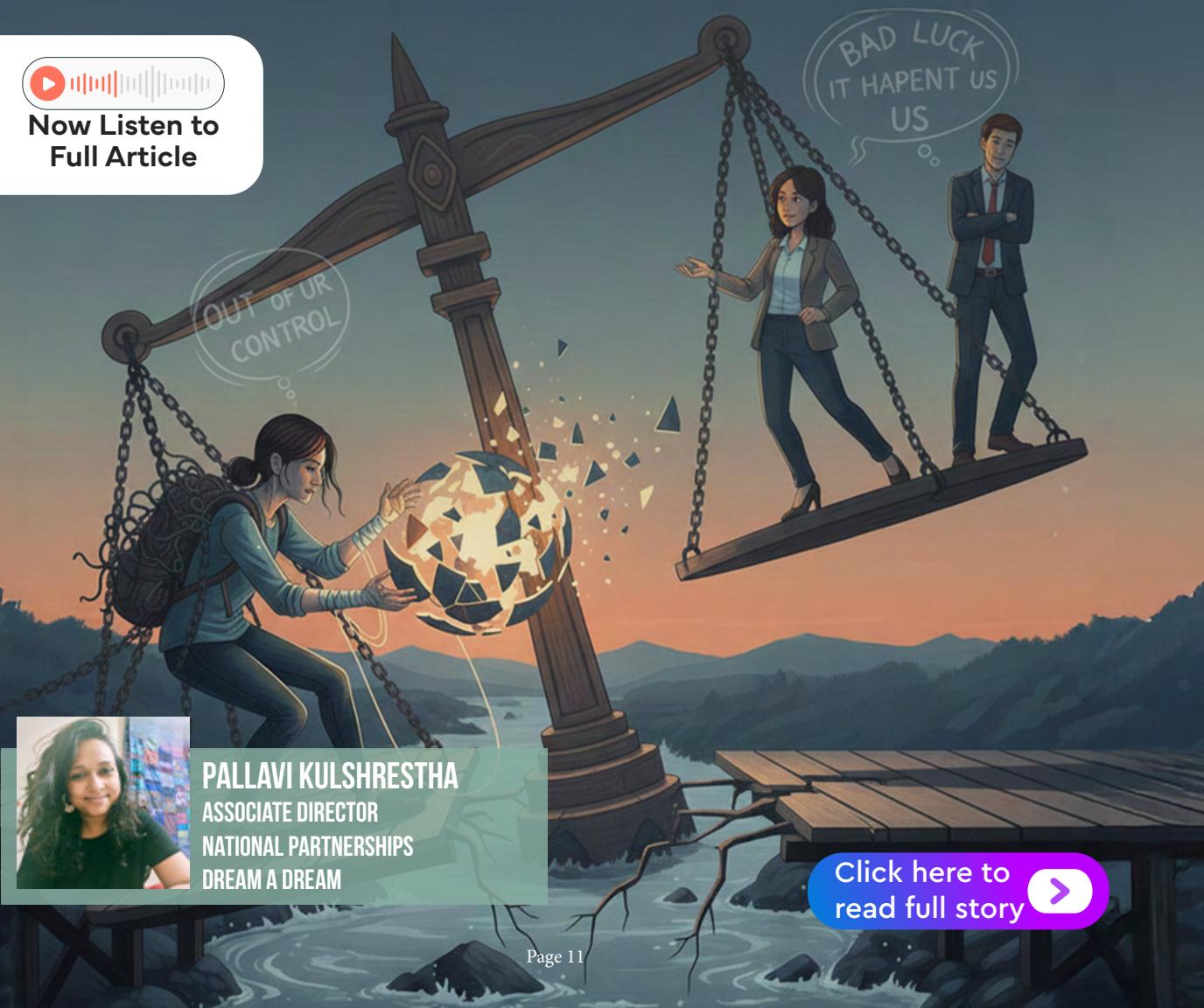
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LOCUS OF CONTROL AND ITS IMPACT ON RELATIONSHIPS

When one person leans strongly internal and the other external, a quiet imbalance can form. One partner or team member keeps introspecting, doing the “self-work,” and trying to repair what feels broken. The other explains difficulties away through circumstances, external stressors, or other people. Over time, the emotional labour of holding the relationship together rests disproportionately on one side.



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PALLAVI KULSHRESTHA
ASSOCIATE DIRECTOR
NATIONAL PARTNERSHIPS
DREAM A DREAM

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FROM CONTROL TO COMMITMENT

The existing organisational framework typically involves onboarding an employee, providing training, assigning tasks, and periodically checking in for updates. When tasks are completed successfully and outcomes are achieved, bonuses or incentives are offered.



SAMEERA VASA
DIRECTOR
PERPETUAL PUPIL

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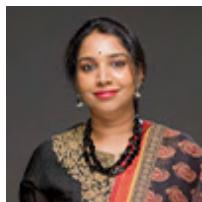
FROM COURSES TO CONNECTED LEARNING



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Talent scarcity, rapidly evolving technological needs, and evolving client expectations are all transforming the role of L&D into predicting capability gaps before impacting delivery. The focus for the future is to give all employees visibility to the skills that are needed, the pathways that are available, and the opportunities that they can grow into.



RANJINI RAJASHEKARAN
SENIOR DIRECTOR
HUMAN RESOURCES
DEXIAN INDIA

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HOW FLEXIBLE TALENT MODELS ARE REWRITING HR FRAMEWORKS



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According to global HR insights, 76% of HR leaders report their companies are already making use of or piloting AI tools in at least one HR function- which depicts how talent management, workforce planning, and compliance processes are being redesigned to meet modern work demands rather than being dependent on existing traditional methods and systems.



KAVITHA VINAYAGAM
SENIOR DIRECTOR
HUMAN RESOURCES
DEXIAN

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THE NEXT CHAPTER OF INDIA'S GCC STORY



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Another defining shift in India's GCC journey is geographic. While cities like Bengaluru, Hyderabad, Pune, and Chennai remain central, a growing share of new GCC activity is moving into Tier II and emerging cities. This is not a talent compromise. It is a strategic choice.



KUMAR RAJAGOPALAN
VICE PRESIDENT
STRATEGIC INITIATIVES AND COUNTRY HEAD INDIA
DEXIAN

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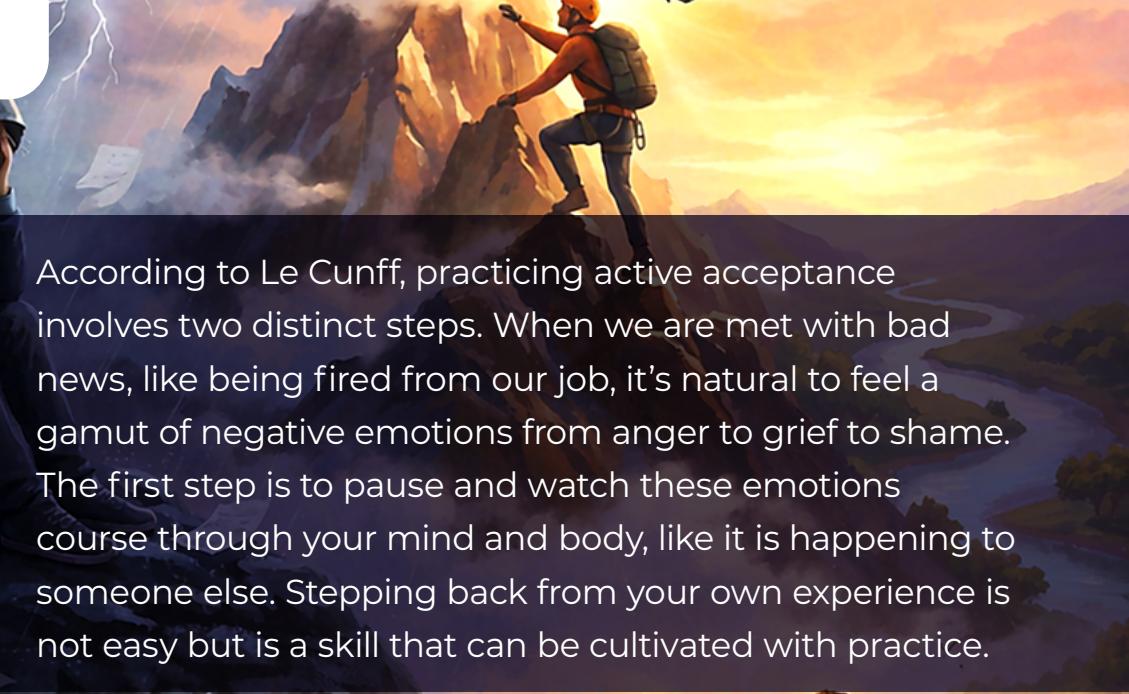
COPING WITH SETBACKS THROUGH ACTIVE ACCEPTANCE



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According to Le Cunff, practicing active acceptance involves two distinct steps. When we are met with bad news, like being fired from our job, it's natural to feel a gamut of negative emotions from anger to grief to shame. The first step is to pause and watch these emotions course through your mind and body, like it is happening to someone else. Stepping back from your own experience is not easy but is a skill that can be cultivated with practice.



ARUNA SANKARANARAYANAN
PSYCHOLOGIST AND WRITER

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THE COMPLIANCE BLIND SPOT

HOW AI AND AUTOMATION ARE CREATING RISKS NO ONE IS AUDITING YET

Leading organizations are also redefining accountability. Clear ownership is assigned for AI systems, including responsibility for model performance, data quality, and third-party dependencies. Vendors are evaluated on security and service levels along with transparency, update practices, and governance maturity.

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AI Systems — Accountability

✓ Ownership ✓ Data Quality ✓ Vendor Evaluation
✓ Ownership ✓ Data Quality ✓ Vendor Evaluation

SANTHOSH KAPALAVAI
SENIOR MANAGER
GOVERNANCE, RISK, COMPLIANCE
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LESSONS FROM GLOBAL TALENT TRENDS



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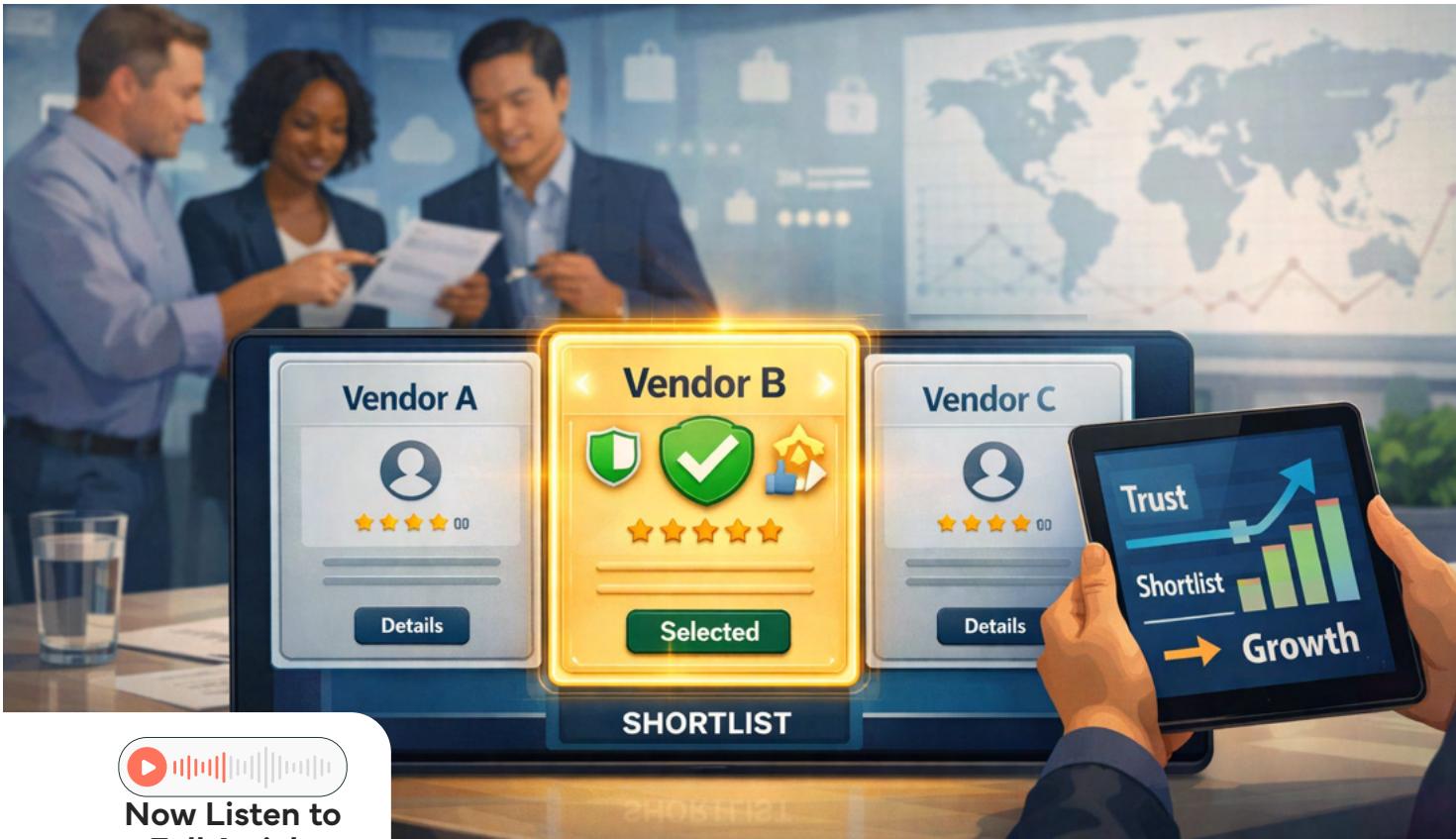
In 2026, the most effective consultants are not those who specialize narrowly in one domain, but those who can connect dots across talent, technology, and outcomes. This demands firms to invest in a workforce that can operate as strategic partners rather than transactional providers. Thus, if you are in this business, you cannot just focus on headcount alone: you must focus on scaling relevance too.



VISHAL CHAUDHARY
EXECUTIVE DIRECTOR
DEXIAN INDIA SOLUTIONS AND CONSULTING - INDIA SALES
DEXIAN INDIA

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WHY BRAND TRUST IS THE NEW GROWTH METRIC IN B2B CONSULTING **MARKETING AT SCALE**



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In a survey reported by The Insight Collective, of B2B buying behavior, over 85% of decision-makers said they're more likely to shortlist a vendor they recognize and trust. This shows brand familiarity and trust are major factors before the sales process even begins.



ROHIT TIWARI
SR. DIRECTOR - SALES & MARKETING
DEXIAN INDIA

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YOU ARE YOU!



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Comparison

Be Yourself

The most important issue of all, “comparison” among fellow people will stop when we understand we are made in a unique way. Right from our physical appearance to our thoughts, our mindset, the way we process things, the way we face each situation, none of us handle it the same way, rather we won’t handle it the same way because we are unique with our own ways.

YOU ARE
UNIQUE!

There's Only One You!

ONE of
OF A KIND!

NO
COMPARISON



SHALINI SOLOMON
HEAD - PEOPLE AND VALUES
KAZH FINTECH PRIVATE LIMITED

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