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2030 GCC OPERATING MODELS

By 2030, 70% of Fortune 500 companies are expected to operate through distributed micro-hubs that mirror the agility of startups but retain the enterprise muscle of legacy systems. These “micro-centers” are satellite GCCs set up closer to emerging talent pools, customer clusters, or specialized ecosystems.



KUMAR RAJAGOPALAN
VICE PRESIDENT
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IF I COULD SPEAK MY MIND



I hear a lot of things adults think I don't understand. They talk in front of me, assuming I am too lost in my own world to notice. But I notice. I hear my parents arguing late at night about my future. Hear teachers say, "He will never be like other kids". I hear the word "burden". I hear the word "problem". I may not respond like you expect me to, but I understand more than you think. I know when people are tired of me. I know when I am being tolerated, not welcomed.

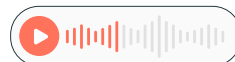


ABHIRAM R
NEUROCOGNITIVE DEVELOPMENTAL THERAPIST
HOPE — THE EARLY INTERVENTION CENTRE

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BRAIN GYM IN THE ERA OF “BRAINROT”



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The 2024 Oxford Word of the Year was “brainrot”, which essentially refers to the decline of cognitive functions due to over-consumption of trivial online content, mainly on social media. But even beyond the virtual world of social media, the way we depend on our phone’s reminders more than our own memory or on ChatGPT than our own problem-solving skills, it is evident that we are outsourcing our natural brain functions to devices increasingly, causing them to stay un-stimulated and literally- “rot”. What if I told you- where there is brainrot, there is also a brain stimulation hotspot? My experience of working with neurodivergent children has taught me exactly that. I have heard children who may not have learnt to say “hello” recite entire songs they’ve heard on YouTube.



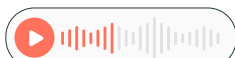
PRAGYA SAHA
NEUROCOGNITIVE DEVELOPMENTAL THERAPIST
THE EARLY INTERVENTION CENTRE

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FEEDING THE FUTURE

Satellite monitoring, AI-driven weather predictions, IoT-enabled irrigation, and blockchain traceability are no longer buzzwords but practical tools. In fact, satellite-based farm advisory has already helped farmers increase their profitability by more than two to three times per acre, proving how data can convert uncertainty into confidence.



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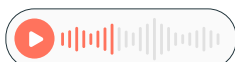
VENKAT LAKSHMINARASIMHA
EXECUTIVE DIRECTOR
DISC — SOLUTIONS AND SALES — INDIA & MIDDLE EAST
DEXIAN INDIA

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MORE THAN A POLICY

OUR ACTIONABLE APPROACH TO DEI



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We believe that a workplace should be an environment where employees can be their whole, authentic selves and work without fear of judgement. The practical framework is intended to establish a secure and friendly environment where all opinions can be heard and appreciated, promoting a feeling of community that cuts beyond departments and job classifications.

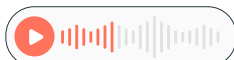


KAVITHA VINAYAGAM
SENIOR DIRECTOR- HUMAN RESOURCE
DEXIAN

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THE HUMAN ELEMENT OF CYBERSECURITY



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Practical cybersecurity awareness training goes beyond one-time compliance modules. Employees need continuous, scenario-based training that reflects the tactics attackers use. These tactics include- phishing, simulations, mock phone scams, even red team exercises that mimic real-world social engineering attempts. These training sessions help people build the instincts to pause, verify, and question before they act.



SANTHOSH KAPALAVAI
SENIOR MANAGER – GRC
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THE RISE OF

MICROLEARNING AND ON-DEMAND TRAINING



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We live in a digital native accustomed to quick access and personalized experiences. Professionals juggle competing demands, tight deadlines, and a constant flow of new data. In this age, the “sit and get” approach to learning feels outdated, making it ineffective.



RANJINI RAJASHEKARAN
SENIOR DIRECTOR- HUMAN RESOURCES
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WHISPER-FIGHTING IN RELATIONSHIPS



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The trend of couples standing ruinously close whispering their arguments is all over social media. These clips makes the viewers and the people doing the argument crack up. It's wholesome and hilarious at the same time. Understandably, most of these videos are made for laughs, but they have also sparked a conversation about making conflict resolution less serious. So, is "whisper-fighting" a mere gimmick, or can it actually help couples deal with conflict in a healthier manner?

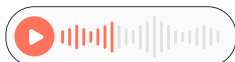


AADHYATHMIKA REDDY
PSYCHOLOGIST

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WORKFORCE INTELLIGENCE AS A SERVICE



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In a world where businesses run on data, why should talent decisions still be guided by intuition and gut feelings? Why should the single most important factor of organizational success, people, be managed without the same rigor we apply to markets, supply chains, or customer behaviors? This is where WlaaS comes alive. It moves beyond transactional hiring or periodic workforce planning to create a living, breathing intelligence layer.



VISHAL CHAUDHARY
EXECUTIVE DIRECTOR
DEXIAN INDIA SOLUTIONS AND CONSULTING - INDIA SALES
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WORKPLACE CULTURE, LEADERSHIP, AND WELLNESS

Leadership is one of the most misunderstood concepts in the modern workplace. Too often, people equate leadership with a title, a corner office, or a formal authority. But leadership is never about power it is about responsibility, about the quiet courage to step forward when others step back, and about the willingness to carry the weight of not just your own reputation, but the collective reputation of your team.



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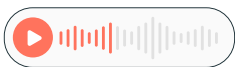
AGALIYA DURAI BABU
HEAD OF OPERATIONS & TRAINING
OTOMATIKS

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WHY COMPARISON IS STEALING OUR PEACE

Adding to the pressure is the pervasive belief that professional success is a race where constant skill upgradation, certifications, and promotions are the only way forward. This has led to a surge in low-value “skill certifications” offered by dubious organizations—quick courses promising instant expertise with little real substance. Students and young professionals, especially, fall prey to these shortcuts, believing that accumulating certificates will automatically lead to success. However, true growth, mastery, and competence take time, practice, and deep learning.



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APARNA VERMA
CO-FOUNDER
MANOVIRTI

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HARNESSING TIPS FROM SPORTS PSYCHOLOGY



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In an article in The New York Times, Christina Caron avers that sportspersons benefit from psychological inputs because performance on the track or court depends on both physical and mental prowess. Further, these strategies aren't applicable only to pros. Ordinary folk, like you and me, can also glean lessons that can hold us in good stead at a job interview or a crucial client meeting.



ARUNA SANKARANARAYANAN
PSYCHOLOGIST AND WRITER

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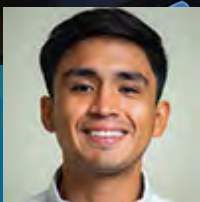


FROM CLASSROOM TO ALGORITHM

English today is more than a subject in school—it is a passport to opportunity. In Latin America, learning the language can open doors to higher education, better jobs, and global networks. Yet despite its importance, traditional teaching methods often fall short. Learners lose motivation, classrooms feel disconnected from the workplace, and skill gaps remain.



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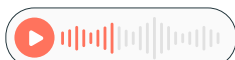
MARLON ALBERTO PAREDES PALENCIA
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DIGITAL LEARNING SERVICES (DLS)

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THE ZERO-BURNOUT BLUEPRINT

When you face a perceived threat or demand, whether it's a looming deadline or a difficult conversation, your body's ancient stress response kicks in. This "fight or flight" mechanism, governed by your sympathetic nervous system, floods your body with hormones like cortisol and adrenaline. While useful for escaping a saber-toothed tiger, prolonged activation of this system can have detrimental effects like impaired concentration, disrupted sleep, weakened immunity, and chronic fatigue - the hallmarks of burnout.



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DR. NAGAMANI KRISHNAMURTHY
FOUNDER
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