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BIRTHDAYS

JITEN- DRAKUMAR SAHANI	01 ST
RAJKUMAR RAI	05TH
YAGNIK BHUT	06TH
DEBENDRA BEHERA	12TH
SUGRIV CHAURASIYA	15TH
ANKIT THAKUR	26TH
SUSHANT SALVE	30TH

Adopt a Brain-Healthy Diet

According to current research, a brain-healthy diet is one that reduces the risk of heart disease and diabetes, encourages good blood flow to the brain and is low in fat and cholesterol. A diet such as this is not only brain-healthy, but is weight- and heart friendly as well. Like the heart, the brain needs the right balance of nutrients, including protein and sugar, to function well. A brain-healthy diet, in combination with physical and mental activity, is the most effective.

1. INCREASE YOUR INTAKE OF PROTECTIVE FOODS.

Current research suggests that certain foods may reduce the risk of heart disease and stroke and also appear to protect brain cells.

- In general, dark-skinned fruits and vegetables have the highest amount of naturally occurring antioxidant levels. Examples include kale, spinach, brussels sprouts, broccoli, beets, red peppers, corn and eggplant. Fruits with high antioxidant levels include blueberries, blackberries, strawberries, raspberries, plums, oranges, red grapes, cherries and pomegranates.
- The old wives' tale that fish is good for the brain appears to be true. A 2006 report found that elderly people who eat fish at least once a week did better on memory and acuity tests than their peers who did not eat fish. Try to eat seafood twice a week, but stay away from fried seafood and fish with high levels of mercury such as shark, swordfish, king mackerel and tilefish. Some nuts can be a useful part of your diet. Almonds, pecans and walnuts are a good source of the antioxidant Vitamin E.

2. REDUCE YOUR INTAKE OF FOODS HIGH IN FAT AND CHOLESTEROL.

A high intake of saturated fat and cholesterol clogs the arteries and is associated with higher risk for Alzheimer's disease. However, HDL (or "good") cholesterol may help protect brain cells. Use mono- and polyunsaturated fats, such as olive oil, for example. Try baking or grilling food instead of frying.

3. EAT AMPLE SERVINGS OF LEAFY VEGETABLES AND BEANS.

Replace the sugary and low-fiber, starchy foods with whole fruits and grains. These steps will help lower your risk of developing diabetes, a disease that almost doubles the risk of developing Alzheimer's disease.

Elimination of Mosquitoes



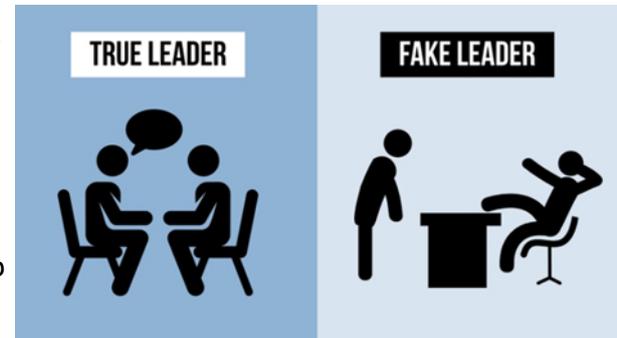
Remove stagnant water immediately if mosquitoes are found to be breeding. Use environmentally friendly insecticides such as larvicidal oil if necessary.



4. MANAGE YOUR BODY WEIGHT. for overall good health of brain and body. A long-term study of 1,500 adults found that those who were obese in middle age were twice as likely to develop dementia later in life. Those who also had high cholesterol and high blood pressure had six times the risk of dementia. Adopt an overall healthy food lifestyle, rather than a short-term diet, and eat in moderation.

How Successful Leaders Give Honest Feedback That Inspires People and Does Not Hurt Their Ego

Leaders are the most scrutinized, misinterpreted and misunderstood people in the world. As a leader, you must be cognizant of your tone, body language and your word choice. You have to be firm but not overbearing, assertive but never aggressive, friendly but never too familiar...and the list goes on. Good leadership is akin to walking a tight-rope while juggling knives and being chased by a lion.



Communicating as a leader is never easy.

Effective communication and good leadership are synonymous. One particular aspect of communication trips up more leaders than anything else and that is providing feedback to those they lead. It's tricky terrain to navigate. There are so many extremes and variations of feedback, from the angry boss that no one can please, to the leader who provides no feedback whatsoever. Understanding and appreciating the value and importance is one side of this important coin. The other side is truly understanding how to use feedback and criticism as a tool that corrects and empowers those you lead.

Understand that different feedback has different effect on people.

The first step in providing proper feedback is to understand what it is.



Negative feedback: corrective comments about past behavior (things that didn't go well).

Positive feedback: affirming comments about past behavior (things that went well and should be repeated).

Negative feed forward: corrective comments about future behavior (things that shouldn't be repeated in the future).

Positive feed forward: affirming comments about future behavior (things that would improve future performance).

His approach encourages leaders to establish a balance both positive and negative with emphasis on providing advice on how to improve in the future. This is the primary component that is largely missing from the feedback repertoire of most leaders-focusing on the future or feed forward.

Helping those you lead understand what worked and what didn't and how they can move forward without repeating negative behaviors should be the goal of feedback. Simply providing negative-or even positive feedback isn't enough. Feedback should be a tool that teaches, enhances and moves people forward. Feedback that isn't accomplishing this is ineffective.

The key to an effective feedback is not skipping negative feedback, but balancing both positive and negative elements in it.

Now that we have a clear picture of what balanced feedback looks like, let's turn our attention to the "how" of providing feedback. One of the most ineffective, insincere forms of feedback is the blanket praise that is vague and insincere.

"I'd like to thank the team for the great job and all of their hard work on that project." It sounds nice and it technically is positive feedback but it doesn't point out which behaviors were good and should be repeated and what they should do to improve performance on the next project. It also may feel disingenuous to some team members who may feel they carried more of the load than others. Everyone is aware that a leader is supposed to say "great job team!" and be encouraging, however, feedback should never have a "check the box" feel.

Below are a few things to consider as you are providing balanced, yet feed forward focused feedback:

- 1. Make sure your feedback is objective and not emotional in nature:** This is especially critical when dealing with massive mistakes that have been made. It's important to take some time, cool off, evaluate the situation and choose your words carefully. Try to take a step back from the situation and view it from an objective standpoint. You want to provide feedback that is helpful, actionable and that builds the team.
- 2. Target behaviors, NOT the person or the team:** Personality conflicts are a part of human interaction. As a leader, you are not going to like everyone on your team-but you should respect and value them. Don't let personal feelings and preferences cloud your judgment and lead you to attack a person's personality or character. Make sure your feedback is always authentic and that it is designed to bring about positive change and is never used to inflict wounds.
- 3. Keep the feedback balanced and always affirm positive behaviors you want to be repeated:** Always try to balance the negative with the positive. Giving too much negative feedback or feed forward can leave those you lead feeling disillusioned and that you are never satisfied. When giving positive feedback, make sure that it is about specific and reproducible behaviors. For constructive feedback, make use of the 70% rule. Make sure you have 30% positive feedback if you're having 70% negative

feedback which focuses on what needs to be improved.

4. When giving negative feedback, be sure you provide suggestions and guidance on how performance can be improved in the future: We've established that providing negative feedback is essential for growth, however, pointing out the negative without providing suggestions for corrective actions can leave your team feeling hopeless. For example, if an employee is constantly interrupting and cutting people off in meetings, let them know what they are doing and how it affects others. Then, provide suggestions on how they can improve that behavior—such as signaling/gesturing they have something to say and would like to comment once their cohort has finished speaking in lieu of cutting them off mid-sentence.

5. Focus on the strengths of your team and show them how to leverage their strengths to compensate for their weaknesses: Chase negative feedback with positive feed forward. If an individual is constantly late to meetings and the meetings are unable to begin on time, run over or information has to be repeated, let the person know that being on time is critical to the effectiveness of the team. You could then assign them a task that plays to one of their strengths and requires them to get to the meeting ahead time—such as prepping the meeting space, recording the minutes, moderating the meeting or calling the meeting to order.

6. Engage in dialogue, not a monologue: The more personal and engaging the conversation is the more effective it will be. Allow your team to know that you care about them and are personally invested in their success. Encourage them to participate in the feedback process and to find ways to shore up weak areas and to improve their performance. Help them to be accountable and responsible for their own progress. Talk to them, not at them. Simply broadcasting your message ad nauseum will not have the same effect as engaging in meaningful conversation—and not a lecture or a monologue.

7. Timing is everything when it comes to giving feedback too: The best leaders know when to speak and when to shut-up. Feedback—positive or negative—that is targeted, well framed and delivered at the right moment can make or break your team. You never want to kick a man when he's down—but you shouldn't just step over him and keep going either. The ability to discern the proper time and place to deliver feedback is a skill that must be mastered in order to be a great leader.

As a leader, communication is not about you, your opinions, your positions or your circumstances. It is about helping others. Your job is to provide guidance that meets needs, understand concerns, and add value to your team's world. It's about pushing them picking them up and pushing them forward.

Story: The Way God Helps

There was a small village by the river. Everyone lived happily and offered regular prayers at the village temple (Church). Once during the monsoon season, it rained heavily. The river started overflowing and flood entered the village. Everyone started to evacuate their homes and set out to go to the safe place. One man ran to the temple (Church). He quickly went to the priest's room and told him, "The flood water has entered into our homes and it is rising quickly."

And water has also started to enter the temple. We must leave the village as in no time it will sink under the water! Everyone has set out to go to the safer place and you must come along". The priest told the man, "I am not an atheist like you all and I have a full faith in God. I trust the God that he will come to save me. I will not leave the temple, You may go!" So, the man left.

Soon, the water level started to rise and reached the waist height. The priest climbed on the desk. After a few minutes, a man with the boat came to rescue the priest. He told the priest, "I was told by the villagers that you are still inside the temple, so I have come to rescue you, please climb on the boat". But the priest again refused to leave giving him the same reason. So the boatman left.

The water kept rising and reached to the ceiling, so the priest climbed to the top of the temple. He kept praying to the God to save him. Soon the helicopter came, they dropped the rope ladder for the priest and asked him to climb on and get inside the helicopter so they can take him to the safer place. But the priest refused to leave by giving him the same reason again! So the helicopter left to search and help others.

At last, when the temple nearly submerged under the water, the priest kept his head up and started complaining, "Oh Lord, I worshiped you for all my life and kept my faith in you! Why didn't you come to save me?!" The God appeared in front of him and with a smile, he said, "Oh mad man, I came to save you three times! I came running to you to ask you to leave for the safest place with other villages, I came with a Boat, I came with a Helicopter! What is my fault if you didn't recognize me?!"

The priest realized his mistake and asked for forgiveness. He got his chance to go to the safe place one more time, which he accepted.

Moral: In life, opportunities come unknowingly without any recolonization. We fail to recognize it and keep complaining that life didn't give us the opportunity to lead a successful life. Always take every chance you get to make a better life.

UPCOMING EVENTS

07/08/2017- RAKSHA BANDHAN

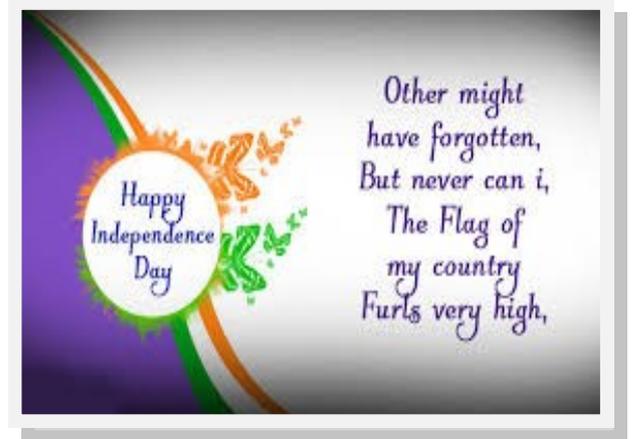
14/08/2017- GOKULA ASHTAMI



DAHIHANDI

15/08/2017

INDEPENDENCE DAY



25/08/2017- GANESH CHATURTHI

