

*'Every individual is a bundle of infinite potential'*



**Dr. Yogesh Pahuja**

Dr. Yogesh is a university rank holder in **BA** in Psychology from St. Xavier's College, **PGDM** from **Symbiosis** Centre for Management & HRD (**SCMHRD**), **PGCHRM (XLRI)** plus a **certified Thomas Consultant** with an ideology that has guided him grow professionally over the years and convert aspirations into possibilities

He carried out his **Ph.D.** research in Organization Development (OD area) under the able guidance of **Dr. D.M.Pestonjee (Retd. professor IIM-A)** and developed a **Happiness Inventory [H.i.]** a diagnostic tool for employees and corporate to **enable retention, effective selection, employee engagement and identifying employee motivation and happiness factors**. Happiness inventory is a starting point for almost all OD interventions.

A member of British psychological society and **certified in training from ISTD** Indian society for Training and development, Yogesh has **20+ years** of experience in the field of Education, Training and HR. He is a passionate **corporate trainer and facilitator for OD interventions, Faculty development expert** and a sought after **faculty for Training and Development** to prominent B Schools in the country. He has also designed several tools and tests for **pre-employment screening**.

Yogesh has successfully contributed through interventions and training workshops with clients like **Ford Motor, Bridgestone, Genpact, Bruckhardt, RBI, FedEx, Rasna, Tata Teleservices, Intas Biopharmaceuticals, Reliance Industries Ltd** to name a few. He has also worked as Director (Academics & MDP) with select B Schools. His diverse exposure to various industry segments helps him to add value to the clients.

#### **Publications:**

##### **Research Papers:**

- ISSN 2229-4937 – 'Indian Journal of Positive Psychology' – June 2012- **Understanding positive psychology**
- ISSN 0976-7487 – 'Psyinsight' – March 2012 - **Work culture and happiness: What makes employee happy at work place?**

**News Paper Articles: Over 100** on topics like MBA, Career Choices; as an author for Times Of India.

**Books Authored:** Published by a Penguin Random House Company & available on Amazon.in

- **"Training & Development"**: An Essential guide for students and practitioners. Includes 30+ ready to use templates.
- **"Are you Happy @ Work?"**: Identify your happiness factors. Attempt Happiness Inventory.

##### **Paper Presentations:**

**"Constructs of Positive Psychology"** Research paper presented at XLRI-Jamshedpur in April 2005.

**"HR Roles- The present and Future Quality of HR Services"** Research paper presented at XLRI-Jamshedpur in April 2005.

**"Tools and Techniques for Pre Employment Screening"** paper presentation at Executive Recruiters Association (ERA) Dec 2006

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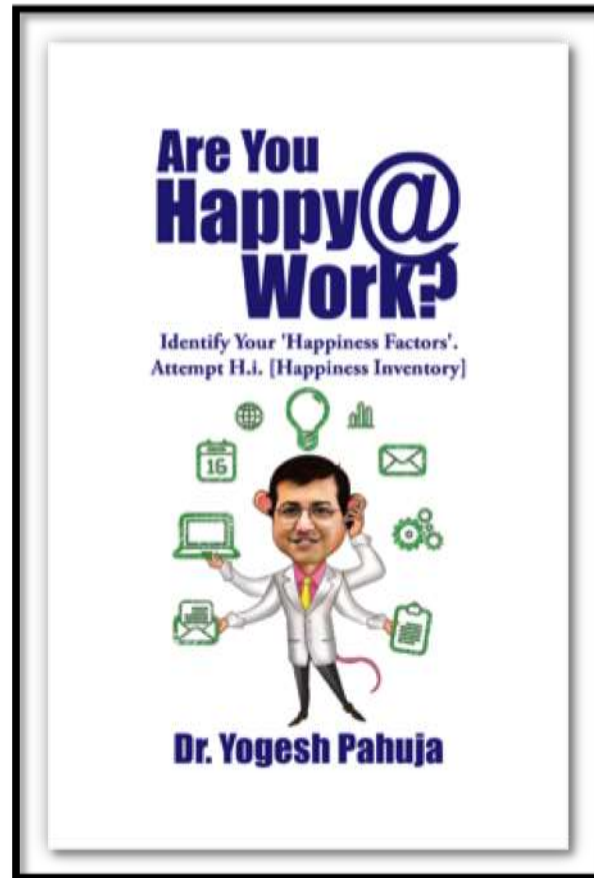
A Member of IMCI – Institute of Management Consultants of India, he has also been actively involved in teaching and designing curriculum too for TnD at Symbiosis (Pune), SCMLD (Pune), AESPGIBM (Ahmedabad) etc. apart from regular corporate training and OD interventions.

A keen researcher, Yogesh does not hesitate to go out of his way to help his clients. With a neat blend of academics and corporate he is a preferred faculty as well as a facilitator who enjoys swimming, playing scrabble and table tennis.

**Key diverse training delivered:**

<p><b>BPO:</b></p> <p><b>Service – Logistics:</b></p> <p><b>FMCG:</b></p> <p><b>Pharma:</b></p> <p><b>Hospitality / Hotel:</b></p> <p><b>Mfg. / Tyre Industry</b></p>	<p>“Building Appreciation for Diversity” for GENPACT at Hyderabad</p> <p>“Negotiation Skills” for FedEx at Mumbai</p> <p>“Performance Appraisal” for Rasna at Ahmedabad</p> <p>“Effective Communication &amp; Interpersonal Skills at Work” for Intas Biopharmaceuticals at Ahmedabad</p> <p>“Service Excellence” for Cama Hotels at Ahmedabad</p> <p>“Professional Growth Lab” for Bridgestone India Pvt Ltd at Indore</p>
<p><b>Other workshops Delivered</b></p>	<p><b>Topics:</b></p> <ul style="list-style-type: none"> <li>▪ Work in a team effectively.</li> <li>▪ Employee motivation and Team building</li> <li>▪ Communicating for Business</li> <li>▪ Customer Service &amp; Communication</li> <li>▪ Counseling for Effective Team Management</li> <li>▪ Effective Interviewing Skills</li> <li>▪ Facing job interview and Communication Skills</li> <li>▪ Leadership and Supervisory Skills</li> <li>▪ Presentation Skills</li> <li>▪ Elements of technical writing</li> <li>▪ Stay positive in Tough work Environment</li> <li>▪ Team Effectiveness and Time Management</li> <li>▪ Understanding Leadership qualities and Team working</li> <li>▪ Understanding the PPA-HJA System/ Thomas Profiling</li> <li>▪ ‘In-Basket’ exercises for a career in Marketing.</li> </ul>

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#### About the Book:

Did you know that:

- Happiness is actually a precursor to success?
- Being happy can be as simple as making a choice to be happy?
- Your happiness has three dimensions and 164 factors that make you happy or unhappy at work?
- There is now an inventory that can help you identify your factors for happiness?
- That this is all scientific, research based?

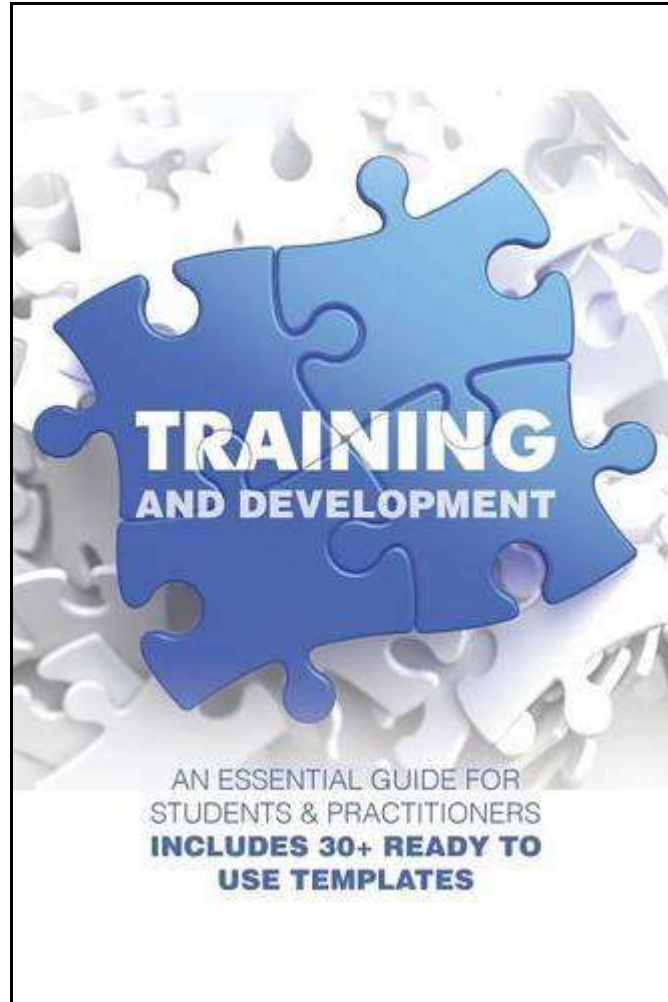
Dr. ChooHa, the mascot of Happiness Studio, shows you the way in this book as you read along. Every reader will also relate to several of the happy experiences at work that respondents have shared in this book.

*Choose happiness... Be happy.*

Book available on Amazon and Flipkart.

[www.areyouhappyatwork.com](http://www.areyouhappyatwork.com)

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**About the book:**

**Training and Development: An Essential Guide for Students and Practitioners** is one such source that gives you to the point concepts of T&D in an easy to understand language balancing the theory and practical aspects.

The book begins with an overview on understanding OD and then takes on the complete training cycle in a sequence. It also covers the much-needed knowhow on training evaluation.

This book also offers 30+ ready to use formats for preparing a training proposal and training calendar or how to identify training needs as a ready reckoner for students and practitioners to apply it professionally at work.

**Book available on Amazon and Flipkart.**

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## Media Reports:

AHMEDBAD TIMES – 25<sup>TH</sup> NOVEMBER 2015

WEDNESDAY 25 NOVEMBER 2015

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# A guide to professional happiness

**D**r Yogesh Pahuja chose a path less travelled! For someone who is an OD consultant and HR practitioner with 20 plus years of experience, several researches and news paper articles, along with PG from SCMHRD and XLRI. He developed Happiness Inventory (HI) and 3D model of happiness based on doctoral research. He has travelled across the world, and his clients include several MNC and Indian companies. He decided to come up with his ven-



**Dr Yogesh Pahuja**

ture Happiness Studio.

During his doctoral work, Pahuja personally administered tools to over 800

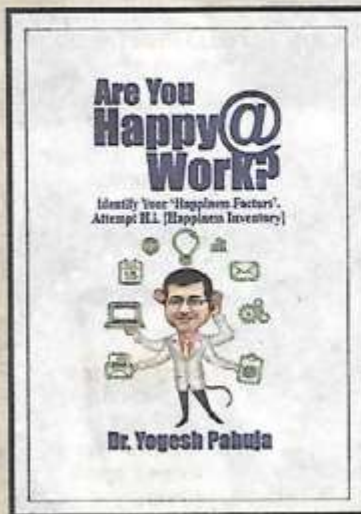
employees for developing an inventory for happiness. That journey was highly enriching and gave him insights into what made people happy at work place. After being awarded with a doctorate, he just made it a point for further research with his book 'Are You Happy @ Work?' (published by Partridge India — A Penguin Random house company). Book is available online on Flipkart and Amazon.

In this book, readers will discover that their happiness at work has three dimensions and 164 factors that can be determined using H.I. (Happiness Inventory) and the 3D model of happiness. "We all struggle to find happiness be it at home, or at work. It is one of humanities oldest pursuit," Pahuja says. He further adds, "The 'happy experiences' shared in this book by several employees are real life example of how it can be achieved today." 'Are You Happy @ Work?' offers an innovative guide the first of its kind research in India. For more information about book, author and consulting, visit [www.choosehappiness.in](http://www.choosehappiness.in) and [www.areyouhappyatwork.com](http://www.areyouhappyatwork.com)

— Shruti.Jambhekar@timesgroup.com

## DR. CHOOHA

MASCOT OF HAPPINESS STUDIO



Interestingly, this book also introduces the mascot of Happiness Studio 'Dr ChooHa'. The name is coined from two words 'Choose Happiness'. Dr. ChooHa believes that being happy is a matter of choice. If we choose to be happy, we will be happy and by choosing happiness we take the ownership individually to remain happy and spread happiness around us.

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ASCENT – FRONT PAGE INDORE BHOPAL – MP – 9<sup>TH</sup> DECEMBER 2015

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The only thing that overcomes hard luck is hard work.  
— Harry Golden

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## HAPPINESS boosts employee productivity

This is now a research-based fact proven by Dr Yogesh Pahuja, an OD & HR practitioner with 20+ years experience and author of the book "Are you Happy @ work?". A postgraduate from XLRI, Dr Pahuja has several research articles to his credit.



This reader friendly book provides a scientific dimension to the concept of happiness and introduces "Happiness Inventory", a starting point for every HR intervention. This tool can be applied for employee engagement, retention, cultivating a happy work culture leading to increase in employee productivity and profitability of the company.



The 3D model of happiness as showcased in the book proves that core happiness at work is a function of 3 dimensions namely individual, social-family and organisational.

The several 'happy experiences' shared in the book are examples of how happiness can be cultivated at the workplace.

**Can happy employees and happy work culture mean higher profits?**  
According to Dr Pahuja, "Yes, thats true. All it needs is a step by step initiative that is patiently implemented as an OD /OC effort using a top down approach with support from HR and top management. Happy Employee = Higher productivity = Higher Profitability - it's that simple," he says.

Dr Pahuja runs his own 'Happiness Studio' with several Indian and MNC as clients. To choose happiness for your workplace, you can reach him on email [yogesh.pahuja@gmail.com](mailto:yogesh.pahuja@gmail.com) or 9909420072(M) or visit [www.choosehappiness.in](http://www.choosehappiness.in) for more information.

Affiliate of

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ET PANACHE – BENGALURU – 9<sup>th</sup> DECEMBER 2015



# 'I didn't have the courage to tell my father'

"...that I didn't want to study CA," said Kumar Mangalam Birla, in a talk about his business journey, life goals and generational differences

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Though it ended well, Kumar Mangalam Birla rates the years studying Chartered Accountancy as one of the biggest challenges of his life. He cleared the exam in his first attempt and was among the toppers, but the angst of those "four painful years" remain fresh in memory. Birla was speaking at the Times Lit Fest 2015.

"I never wanted to become a CA," recalled the 47-year-old chairman of the Aditya Birla group. "My father was keen that I become one because he thought that was the right thing for me to do. I didn't have the courage to tell him that I don't want to do it. But now I can't thank him more for having put me through it." Reflecting on how education and career choices are different now, Birla said, "My son (Aryaman Vikram) plays cricket professionally. It is quite a swing from our generation to the next. To that extent, millennials are quite fortunate, because you have so many more options than we had." Birla was only 25 when he took over the reins of the conglomerate. The average employee age was about 54. That too was a challenge because, as Birla says, "It is more difficult to mend things than to build things from scratch." Fortunately, the young heir had

his work, and his calling, cut out. "I didn't have any great talent. I didn't want to become a rockstar or an author. So I was saved that angst," he said. "You have to deal with the cards that life deals out to you. And no regrets as professionals, it has been a great journey." Under Birla, the company's turnover increased more than 25 times—from \$2 billion to over \$41 billion. Looking back and looking ahead, he says, "There is always so much more one can achieve."

"Murthy built value not just for himself"

Outside of the role models that he has within the family, the fourth generation Birla admires Infosys founder Narayana Murthy and Jack Welch, the former chairman of General Electric.

"Murthy has built something from scratch that has value not just for himself but for millions of people. He was able to let go and pass it on to the next generation. I respect



Kumar Mangalam Birla's children, Ananyashree Birla and Aryaman Vikram Birla

### BIRLA: GEN NEXT

While Birla said he has a lot of varied interests such as art, theatre and shooting the compass he is not much of a reader, he runs short of time to pursue everything to the extent he would want to. But spending time with family now tops the list. "To love to be a better parent," he said, "there is more to life than work and this is something I'm starting to appreciate now."

Birla and wife Neerja have three children, daughter Ananyashree (20), son Aryaman Vikram (19) and youngest school-going daughter Advayasha (12). Ananyashree runs her own non-profit organisation Swasthira. According to Birla, "So far they've reached out to about 65,000 women in Maharashtra and Madhya Pradesh," he added

with admiration, "My dad goes to all kinds of places and can walk in and out of people's homes in the way I could never do that." Aryaman plays professional cricket and is part of MP under-19 team. "He was pursuing that," says Birla. "I tour 40-50 days at a time travels second class, rear trains, stays in small rural places. When he comes I tanned because he plays in places where it is 48°C I feel a sense of pride."

Birla revealed that he loves for them to work in places where it is 48°C. "I feel a sense of pride," he said. "But at the same time have the independence I want them to do. At the end of the day, for a parent, nothing more important than seeing their children happy."



"I didn't have any great talent. I didn't want to become a rockstar or an author. So I was saved that angst"

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## An HR model to find happiness at work

etpanache@timesgroup.com

Happiness boosts employee productivity. Dr Yogesh Pahuja, an OD & HR practitioner with 20+ years of experience and author of the book 'Are You Happy @ Work?' is a firm believer in this. A post-graduate of XLRI—Xavier School of Management, Pahuja has several research articles to his credit.

His reader-friendly book provides a scientific dimension to the concept of happiness and introduces the 'Happiness Inventory', a starting point for every HR intervention. The tool

can be applied for employee engagement, retention and cultivating a happy work culture, thus leading to an increase in employee productivity and the profitability of the company. The '3D model of happiness' as showcased in the book proves that core happiness at work is a function of three dimensions namely, 'Individual', 'Social/Family' and 'Organisational'. Can happy employees



and a happy work culture mean higher profits for a company? According to Pahuja, "Yes,

that's true. All it needs is a step-by-step initiative that is patiently implemented as an OD/OC effort using a top-down approach with support from HR and top management. A happy employee equals higher productivity equals higher profitability — it's that simple."

Dr. Yogesh Pahuja runs his own 'Happiness Studio' with several Indian and MNCs as clients. To choose happiness for your workplace you can reach him on email: yogesh.pahuja@timesgroup.com or 9909420072 or visit www.choosehappiness.in

## 'My friend en about Kate M

Saloni Lodha, the India-born fashion designer discovered that the Duchess of I

saloni.lodha@timesgroup.com

Fashion designer Saloni Lodha has been making her mark on the international circuit for a few years now, but interest in her work surged when Kate Middleton wore one of her creations recently. In an email interview, Lodha says that she became aware of it only

her global trotting finds time to visit India. "I miss Mu