



VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Managers, Academicians and Executives.

CONTENTS

EDITORIAL NOTE

VALUE WAVES: RETHINKING HR: FROM MANAGING RISK TO REDESIGNING WORK BY DR. PRITI SAMBHALWAL

VALUE EVENTS

ISSUE: 31

VOLUME: 25

YEAR 2026

Editorial Team

Chetan Bhojani and
Team - Add Value Consultants

E-mail:

chetan.bhojani@gmail.com

Editorial Note

Dear Readers,

Recent global workplace studies reveal that nearly 6 in 10 employees experience stress at work, while burnout, disengagement, and leadership fatigue continue to rise across industries. These trends indicate that many workplace challenges are not solely individual issues, but often stem from unclear processes, excessive workloads, and inefficient systems.

As organizations adapt to changing work cultures, HR is evolving from a policy-driven function into a strategic partner in redesigning work itself. By improving workflows, streamlining processes, clarifying accountability, and creating supportive environments, HR can help build workplaces where productivity and employee well-being grow together. The future of success lies not in asking more from people, but in creating systems that enable them to perform at their best.

Have a Great Time....!!!

Regards,
Chetan Bhojani

RETHINKING HR: FROM MANAGING RISK TO REDESIGNING WORK

- HR has traditionally been viewed as the function that ensures order and compliance. But in today's evolving workplaces, its influence needs to extend far beyond rulebooks into the design of everyday work itself.
- Many workplace challenges are still treated as individual shortcomings. In reality, they often stem from how work is structured - unclear responsibilities, excessive layers of approval, or competing demands that pull people in different directions. Unless these underlying issues are addressed expecting different outcomes from the same environment is unrealistic.
- A similar dynamic plays out with leadership fatigue. Instead of questioning the conditions leaders operate in, organizations often expect them to simply absorb more pressure. Over time, this approach is neither sustainable nor effective.
- Forward-looking organizations, including large enterprises like NTPC Limited, have begun recognizing the importance of aligning systems with human capacity. By streamlining processes, clarifying accountability, and investing in supportive work environments, they are gradually shifting from reactive people management to thoughtful work design.
- This is where HR can create real impact. By focusing on how workflows - not just how people perform

HR can help build organizations where efficiency and well-being reinforce each other.

- Ultimately, better outcomes don't come from pushing individuals harder, but from creating systems that make success more achievable by design.
- What if the answer isn't in asking more from people, but in expecting more from the systems around them? Are we developing stronger people - or just asking them to survive weaker systems?

About the Author



Dr. Priti Sambhalwal,

She is Senior HR Professional with 18 years of industry experience and global exposure and Ph. D. in Change Management.

This World Health Day, we hosted an interactive talk on Balancing Mental & Physical Health with Mr. Chetan Bhojani (Founder & Director, IMHAPPY) and Dr. Jaydeep Desai (Practicing Interventional Cardiologist) on 4th April 2026 at Rotary Midtown Library, Rajkot.



Mr. Chetan Bhojani, National Council Member – ISTD Delhi and Past Chairman – ISTD Rajkot, was a part of Mindscape 2026, a one-day conference organized by ISTD Rajkot Chapter on 28th March 2026 in Rajkot.

