



# “VALUE TALK” ANNIVERSARY ISSUE

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, Mangers, Academicians and Executives.

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## Editorial Note

Dear Readers,

As we mark a significant milestone—six years since we first began sharing our insights, knowledge, and expertise through the "Value Talk" newsletter—our hearts are filled with gratitude. Since our inaugural issue in August 2018, we have been dedicated to bringing you the latest trends, best practices, and thought-provoking articles that help shape the landscape of business, management, and beyond.

This journey has been made possible through the tireless efforts of our esteemed authors, whose invaluable contributions have enriched each edition. Their dedication and expertise have transformed "Value Talk" into a trusted source of knowledge and inspiration for business owners, managers, academicians, and executives across various industries. We extend our deepest thanks to all our contributors for their unwavering commitment to excellence.

Have a Great Time....!!!

Regards,  
Chetan Bhojani

## CELEBRATING 6 YEARS OF “VALUE TALK”

It's a momentous occasion! This month marks the 6th anniversary of Add Value Consultants' newsletter, Value Talk. We're thrilled to have connected with you for so many years, consistently delivering updates, insights, and global best practices to empower business owners, managers, academicians, and executives.

We extend our heartfelt gratitude to our esteemed authors whose contributions have enriched our newsletter with valuable knowledge.

### **Our Mission: Keeping You Informed**

Value Talk was born from our desire to bridge the information gap and equip you with the tools to navigate the ever-evolving business landscape. Through curated articles and industry trends, we aim to:

- Enhance your understanding of key management concepts.
- Showcase diverse perspectives on leadership, human resources, and organizational

development.

- Provide practical guidance for tackling real-world business challenges.

At the heart of "Value Talk" is our unwavering commitment to a singular mission: to empower business owners, managers, and executives with the knowledge they need to navigate the complexities of their industries. We believe that by sharing global best practices, emerging trends, and thought leadership, we can help our readers make informed decisions that drive success.

Since our inception, our objective has been to provide actionable insights that not only inform but also inspire. Whether it's exploring the latest in digital transformation, dissecting the nuances of leadership, or addressing the evolving challenges in workforce management, our goal is to be a reliable resource that supports your growth and development.

### **A Glimpse into the Past:**

Over the years, Value Talk has covered a wide range of topics, including:

- **Mentoring:**

The article titled "Mentoring Matters" delved into how the concept of mentoring has evolved over the decades, from an informal, organic process to a more structured and monitored practice within organizations. It highlighted the challenges and opportunities associated with modern mentoring practices, emphasizing the importance of volunteerism and the personal connection between mentors and mentees (March 2023)

- **Women in Leadership:**

Article titled , "Women in Leadership Positions: Where is the Glass Ceiling?", explored the challenges women face in reaching leadership roles despite advancements like the Women's Reservation Bill. The article highlighted how merit-based appointments are essential to truly empowering competent

women in leadership  
(November 2023)

- **Training and Development:**

Article titled, "Decoding Trends and Current Scenario for Training and Development," addressed the evolving landscape of employee training. The article highlighted the shift towards self-directed learning and the necessity of hybrid learning models to keep pace with rapid changes in technology and workforce expectations (May 2023)

**Expert Insights:**

"Mentoring remains crucial to personal and organizational growth. At Add Value Consultants, we champion mentoring as a key driver of development."

"True empowerment comes from recognizing and supporting competence in leadership, regardless of gender. At Add Value Consultants, we are committed to fostering environments where merit is the primary criterion for advancement."

As organizations adapt to a rapidly changing world, effective training and development have become more critical than ever. At Add Value Consultants, we are dedicated to equipping businesses with the insights and strategies needed for continuous learning and growth."

**Key Highlights:-**

- **Women's Reservation Bill:**

Recently passed in the Indian Parliament, this bill is seen as a positive step towards increasing women's participation in leadership roles. However, the article critiques the bill for not establishing criteria based on merit, qualities, and abilities.

- **Glass Ceiling:**

The article discusses the persistent societal biases, perceptions, and prejudices that limit women's advancement in leadership, particularly in workplaces.

- **Competent Women in Leadership:**

The article emphasizes that competent women who are courageous and work with integrity often face resistance and are sidelined in organizations. This happens despite their contributions because they do not engage in sycophancy or appeasement, which are often valued in the corporate culture.

- **Impact on the Workforce:**

The article argues that the way universities treat competent women impacts other fields, as future generations learn from these environments. It calls for a merit-based approach in appointments, particularly in higher education

## HR/IR CONFERENCE- POWERED BY TECH GUIDED BY HUMANS in KUTCHH



"Powered by Tech, Guided by Humans", HR/IR Conference 2024 has covered difference aspects of Use of technology on Industrial Relations including How Technology will enhance the Industrial relations to Impact of Technology on Employee Mental Health. A balance approach to leverage technology can greatly benefit the Industry as well as Employees.

### SESSION ON INTERNATIONAL BUSINESS AT AHMEDABAD MANAGEMENT ASSOCIATION (AMA)





## VALUE ACHIEVEMENTS :

### ADVISOR-PARTNERSHIP & CSR, SHREE KARUNA FOUNDATION TRUST (ANIMAL HELPLINE)



**Animal Helpline**

**Welcome  
ON-BOARD**

As Advisor- Partnerships & CSR,  
Shree Karuna Foundation Trust  
(Animal Helpline)

- Rescue and Rehabilitation
- Animal Welfare Advocacy
- Community Engagement
- Environmental Conservation

Awarded by Govt. of India as the Biggest Non-Profit  
Animal Welfare Organization in India



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Quality Education is not just about campus and infrastructure, it is a rare combination of Vision, Values and Execution. We, have signed up an MoU with Hillwoods Academy of Higher Education, Gandhinagar, Gujarat