



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, Mangers, Academicians and Executives.

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Editorial Note

Dear Readers,

This month marks a remarkable milestone for Add Value Consultants – 13 years of commitment, collaboration, and continuous learning. Over the years, we've grown into more than just a consulting firm; we've become a trusted partner for organizations striving for excellence in people, processes, and performance. As we celebrate this journey, we also reflect on the values that drive effective leadership. Leadership isn't tested in times of ease, but in moments of pressure. Do we absorb that stress to bring clarity and calm, or pass it down the chain? True leaders cushion pressure, guide through chaos, and build resilience. Add Value Consultants, through our newsletter VALUETALK, tries to spotlight the areas of prime concerns and to provide solutions through industry experts.

Have a Great Time....!!!

Regards,
Chetan Bhojani

AS LEADERS, ARE WE PRESSURE-RELIEVERS OR PRESSURE-PASSERS?

Leadership is often romanticized as a role full of power, influence, and vision. And while that's partly true, there's another side to it that doesn't always make the headlines: *pressure*. The constant juggling of deadlines, expectations, and tough decisions can weigh heavily. And how a leader handles that pressure has a real impact—not just on their own well-being, but on everyone around them.

We've all experienced it in some form. A manager walks into a meeting visibly tension, fires off curt emails, or suddenly shifts the goalposts. The stress they're carrying spills over into—and the team feels it. This kind of "Pressure-Passing" may not be intentional,

but it's no less damaging. It creates a ripple effect of anxiety and urgency, leaving teams feeling reactive and unsure, demotivated, or even disconnected.

Over the time, that kind of energy takes a toll. People start working in fear instead of purpose. They stop sharing ideas, hesitate to take initiative, and just try to stay out of the way. It becomes less about growing together and more about surviving the next storm. And that's a culture no one thrives in.

But then there's a different kind of leader: The Pressure-Reliever. These are the ones who stay grounded, even when things get tough. They don't pretend everything's fine, but

they don't let stress trickle down, either. Instead, they pause, breathe, and respond with clarity. They create space for honest conversation, focus on solutions, and help their team navigate challenges without adding extra weight.

These leaders lead with resilience. They transform pressure into progress, not panic. They know that while stress is part of the job, passing it along doesn't have to be. In fact, choosing "not to" can be one of the most powerful things a leader does.

They also understand that emotional sturdiness is need of the hour. Staying calm doesn't mean ignoring what's wrong, however, it portrays a composed

way to deal with the wrong. It means leading with responsibility, not reaction. And when leaders do that, teams feel safe, heard, and supported.

So here's a simple but powerful question: *"When stress shows up—do we transfer it, or transform it? Are we relieving pressure, or passing it down the line?"*

It's something worth thinking about. Because at the end, how we deal with pressure doesn't just reflect on us—it shapes the culture we build and the experience our teams have every day.

Leadership isn't just about decisions—it's about emotional impact. So next time the pressure rises, let us ask ourselves: What am I really passing on? Pressure or Relief?

About the Author



Ms. Miloni Hingu,
HR Professional

She is a seasoned HR leader with a decade of experience at Petronet LNG Limited and Gujarat State Fertilizers & Chemicals Limited. Her leadership style emphasizes long-term employee engagements, psychological safety and human connection, making her a significant voice in India's human capital landscape. Her work reflects the values of progressive HR leadership.

VALUE EVENTS

Mr. Chetan Bhojani was invited for the ISTD Trainer Awards(ITA) 2025- A celebration of excellence in training, development, and leadership, an incredible event organized by ISTD Vadodara Chapter.



HR/IR Conference 2025- A Flagship event Organized by Gujarat Employers' Organisation, in association with Tolani Motwane Institute of Management Studies, Kutch Management Association and Indian Society for Training & Development (ISTD), Kutch Chapter at Gandhidham, Kutch.

