

Hans Hyderabad



Urban Development Must Go Beyond Concrete: Building Cities That Are Efficient, Resilient, and FutureReady

Cities have always been symbols of growth. They attract people, businesses, innovation, and opportunity. But as our urban centres continue to expand, one question becomes increasingly important: Are we building cities that can sustain the future, or are we simply expanding faster than our ability to manage growth?

Urban development is often measured by new roads, taller buildings, industrial corridors, and larger residential communities. While these developments are essential, they represent only one side of progress. The true success of a modern city lies in how intelligently it uses its resources, how efficiently it consumes energy, and how responsibly it protects the environment that supports it.

A recent discussion around Maharashtra's foundry sector offers a valuable lesson. Hundreds of manufacturing units are gradually moving towards cleaner technologies, yet many continue to face practical challenges—limited awareness, financial constraints, policy uncertainty, and the absence of long-term implementation support. These are not problems unique to one industry. They reflect a broader challenge that many developing urban regions encounter as they attempt to balance economic growth with environmental responsibility.

As cities expand, industries inevitably become part of the urban ecosystem. Manufacturing supports employment, infrastructure, and economic stability, but it also contributes significantly to energy consumption. Transitioning from conventional systems to cleaner alternatives requires much more than installing new equipment. It demands knowledge, planning, supportive policies, skilled professionals, and confidence that long-term investments will remain viable.

This is where urban development must evolve.

A sustainable city is not simply one with green spaces or solar panels. It is a city where industries, residential communities, public infrastructure, and natural ecosystems operate in harmony. Every stakeholder—from policymakers and businesses to developers and citizens—has a role in creating this balance.

One of the biggest misconceptions surrounding sustainability is that electrification alone solves environmental challenges. In reality, true efficiency comes from continuous optimisation. Whether it is a manufacturing facility reducing energy waste, a residential community managing water responsibly, or a commercial building designed to minimise energy consumption, small improvements across multiple sectors collectively create significant environmental impact.

Another important aspect is awareness. Many organisations genuinely want to become more sustainable but simply don't know where to begin. Access to technical guidance, financial incentives, and reliable information often determines whether a green initiative succeeds or remains an unrealised ambition. Urban development policies should therefore focus not only on infrastructure creation but also on education, collaboration, and long-term capacity building.

Policy consistency also deserves attention. Businesses and developers make investments that are expected to deliver value over many years. When regulations change unpredictably, confidence weakens and sustainable investments become harder to justify. Stable, transparent, and forward-looking policies encourage innovation while accelerating the adoption of cleaner technologies across sectors.

Looking ahead, the future of urban development will depend less on the speed of construction and more on the quality of planning. Cities must become more resilient to climate challenges, more efficient in resource management, and more adaptive to changing environmental realities. Growth without resilience creates vulnerabilities that eventually affect everyone—from industries and investors to families and future generations.

Urban planners are increasingly recognising that sustainability cannot remain an isolated initiative. It must become the foundation upon which every new project is conceived. Roads, industries, housing developments, public transportation, water systems, renewable energy integration, and green landscapes should all be viewed as interconnected components of a single urban ecosystem.

The cities that will thrive over the coming decades will not necessarily be the largest or the fastest growing. They will be the ones that invest in intelligent infrastructure, embrace energy efficiency, protect natural resources, and encourage collaboration between government, industry, and communities.

Urban development should no longer be defined simply by the skylines we create. It should be defined by the quality of life we leave behind, the resilience we build into our cities, and the environmental legacy we choose to protect.

As our cities continue to evolve, sustainability should not be treated as an optional feature or a future aspiration. It should become the standard by which meaningful urban progress is measured.

This article reflects the personal perspective of Sharat Nalamothu on sustainable urban development and the importance of creating healthier, greener, and more resilient communities.

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Education system must shift focus from marks to skills

EDUCATION SYSTEM MUST SHIFT FOCUS FROM MARKS TO SKILLS

India's education system has long prioritized marks over meaningful learning, producing degree-holders but not necessarily a skilled workforce. With the demands of a rapidly evolving global economy, this marks-driven approach is proving inadequate. It's time to shift toward a skills-first mindset—one that values critical thinking, creativity, communication, and digital literacy. The National Education Policy 2020 lays the groundwork, but true transformation requires collective effort from educators, parents, policymakers, and society. By focusing on practical, real-world abilities, India can empower its youth to thrive—not just in exams, but in life, careers, and as contributors to a future-ready nation

SHUBHBRATA BHATTACHARYA

For decades, India's education system has been driven by an obsession with marks and standardised examinations. From board exams to competitive entrance tests, academic performance is measured almost exclusively through a numerical lens. While this has produced a large population of degree-holders, it has not necessarily translated into a skilled and employable workforce.

As India strides into an era of technological disruption, economic transformation, and global competition, the time has come to shift our national focus from mere academic scores to practical skills and real-world capabilities.

The problem with marks-driven learning

In most Indian schools and colleges, student performance is measured by how well they can reproduce textbook knowledge in a written exam. This system rewards rote memorization over conceptual understanding, speed over depth, and short-term cramming over long-term learning. The consequences are far-reaching.

• **Limited Creativity and Critical Thinking:** The pressure to score high often curtails creativity. Students are discouraged from questioning, debating, or exploring alternative solutions. In a marks-centric system, there is little room for curiosity or divergent thinking.

• **Mental Health Concerns:** The high stakes attached to board exams, entrance tests, and university cut-offs have made academic perfor-



mance a source of stress and anxiety for millions of students. Depression, burnout, and even suicides linked to exam results are tragically common.

• **Employability Crisis:** A 2023 report by the Confederation of Indian Industry (CII) found that nearly 50 per cent of Indian graduates are not employable in industry due to lack of skills. Despite high academic scores, many students fail to meet basic requirements in communication, problem-solving, or digital literacy.

• **Inequity in Opportunity:** A rigid exam-based system tends to favor those with access to coaching centers, private tuitions, and supportive environments. Students from underprivileged backgrounds often fall behind, not due to a lack of intelligence or ambition, but because of

structural disadvantages.

Global trends: Skills over scores

Many leading economies have already begun reorienting their education systems to focus on skills. Finland, consistently ranked among the top in global education indices, emphasizes student well-being, creativity, and collaboration rather than standardized testing. In Germany, the dual education system integrates classroom learning with hands-on vocational training, making graduates highly employable.

Even in India, the National Education Policy (NEP) 2020 has acknowledged the need to transition towards holistic, skills-based education. The policy emphasizes critical thinking, experiential learning, and flexibility in subject choices. How-

ever, implementation at a scale remains a challenge.

What skills should Indian education prioritize?

To align with the future of work, the Indian education system must prioritize a diverse set of cognitive, technical, and socio-emotional skills:

- **Digital and Technological Literacy:** Foundational knowledge in computing, coding, and digital tools is essential.
- **Communication and Collaboration:** The ability to express ideas clearly, work in teams, and resolve conflicts.
- **Critical Thinking and Problem Solving:** Analyze information, think independently, and devise practical solutions.

- **Creativity and Innovation:** Encourage experimentation and original thinking across disciplines.
- **Emotional Intelligence:** Empathy, resilience, and adaptability are key to navigating the modern world.
- **Vocational and Entrepreneurial Skills:** Practical training in trades and entrepreneurship can open up alternative career paths.

How to make the shift: Concrete steps

- **Curriculum Reform:** Boards must reduce content overload and include modules on skill-building, coding, and design thinking.
- **Assessment Redesign:** Move towards application-based assessments, open-book exams, and portfolio evaluations.
- **Teacher Training:** Equip teachers to deliver experiential, project-based, and interdisciplinary education.
- **Industry-Academia Partnerships:** Offer students internships, workshops, and real-world exposure through collaborations.
- **Technology Integration:** Use Ed-Tech platforms to provide accessible, skill-focused education at scale.
- **Recognition of Diverse Talents:** Broaden entrance and scholarship criteria to reward innovation and creativity.

The role of parents and society

Education reforms can only succeed if there is a collective change in mindset. Indian society has traditionally equated marks with success and failure. This attitude needs to evolve. Parents must recognise that a child scoring 70 per cent but excelling in communication and creativity may have greater potential than a 95 per cent scorer with no practical skills.

Schools should celebrate diverse talents and redefine what constitutes "success".

India stands at a crucial juncture. With the world's largest youth population and a rapidly digitizing economy, the opportunity to become a global knowledge leader is within reach. But this vision cannot be achieved through mark sheets alone.

It requires an education system that nurtures thinkers, builders, creators, and leaders. By shifting from a marks-driven to skills-driven paradigm, India can unlock the full potential of its young minds -- building not just careers, but a stronger, more resilient, and more inclusive nation.

(The writer is a PhD graduate from IIT Kharagpur. Views expressed above are his own)

EMPOWERING STUDENTS THROUGH SOCIAL RESPONSIBILITY

Empowering students with empathy, ethics, and engagement through socially conscious learning.

NIRU AGARWAL

Fostering social responsibility for students in schools is essential to nurturing responsibility, an empathetic nature, and community-minded individualism. Incorporating social responsibility into the educational curriculum encourages students to act with integrity and compassion. It fosters a culture of social awareness and civic duty, preparing students to address societal issues, respect diversity, and contribute positively to the communities. This can be promoted through curriculum design, extracurricular activities, and community-based projects, shaping students' personal growth and building stronger, conscientious societies.

The value of social responsibility

It encourages them to consider the impact of their actions on others and instills values such as empathy, integrity, and a sense of community to contribute positively to society. Social responsibility can manifest in different ways like sustainable practices or community services and making it a value instills a mindset of advocacy for fairness, justice, and ethical behavior. Introducing the same through classrooms or project works, teachers can encourage critical thinking and promote civic engagement among the students.

Schools are crucial in teaching social responsibility

Schools play an important role in modeling students to be responsible and engaged citizens. They can embed social responsibility in the curriculum and provide opportunities for real-world engagement. Students can be empowered to make ethical choices and cultivate moral values to address societal challenges.

Integrating responsibility into the curriculum

Integrating social responsibility lessons into academic content will help ethical, social, and civic attitudes that are need of the hour. It helps address global and local challenges to develop critical thinking and analytical skills and can be incorporated in subjects like history, literature, and science to explore social justice, environmental issues, and cultural diversity. Once made a natural part of daily learning, students can use it as a tool for meaningful contributions to society.

Practical ways to cultivate a cherished value

By incorporating practical ways,



teachers can foster empathy and ethical decision-making within students and create an environment where social responsibility is practiced.

Teachers can foster empathy through group activities to foster teamwork, communication, and collaborative spirit and allow students to engage with different perspectives.

It is important to encourage them to listen, communicate, and support one another in group settings.

Role modeling socially responsible behavior

It is important to demonstrate socially responsible behaviors for the students to set a powerful example and one should model respect, kindness, and inclusivity and remember responsibility through actions so that students can follow the same.

One should also participate in community activities to remind students of social responsibility

Fostering social responsibility in schools is vital for shaping empathetic, aware, and community-minded individuals. By integrating ethical values into the curriculum, schools can inspire students to act with integrity and compassion. Whether through group projects, real-world experiences, or civic discussions, teaching social responsibility builds critical thinking, promotes inclusivity, and nurtures future citizens ready to address global and local challenges. Teachers play a key role by modeling responsible behavior, encouraging teamwork, and creating opportunities for social engagement. This approach not only enhances academic learning but also prepares students to lead meaningful lives rooted in empathy, fairness, and active civic participation.

and students are more likely to adapt when teachers and staff take up such activities, fulfilling social responsibility.

How to enhance ethics through learning opportunities

It is necessary to convene nature walks, field trips, or outdoor class-

rooms to make students connect with nature and develop responsibility towards the environment or community. Students also need to be exposed to real-world social and environmental issues and permitted to deepen their understanding of sustainability and social responsibility by building a direct connection with the world around them. It is also crucial to promote active learning and enable students to observe, participate, and understand their role in contributing to the broad ecosystem. In conclusion, it can be said that integrating social responsibility into the school curriculum offers numerous long-term benefits. These help in shaping the students into empathetic individuals and conscientious in addressing real-world challenges, encourage volunteerism, environmental stewardship, role-playing, promote ethical decision-making, and increasing learning avenues. All these lessons empower students as they grow to be active citizens and build a more inclusive, compassionate, and sustainable society.

Skill-driven futures

Creating employment-first education pathways: A vision for youth

KULDIP SARMA

India is a young country and more than 65% of its population is under the age of 35. That's a powerful advantage, but only if it is harnessed properly. For that to happen, education must lead to employment. Today, that connection isn't always clear. Many young people complete their education only to find that they're not prepared for the jobs they want or worse, the jobs don't exist where they are.

To unlock the full potential of India's youth, the country needs to build education systems that put employment at the centre starting from the ground up, not the top down.

What's missing, the skills gap

India's workforce has seen more young people enter higher education than ever before. But at the same time, employers across sectors say they struggle to find candidates with the right skills. And this isn't just about advanced technical knowledge, it's also about practical abilities, communication, problem-solving, and adaptability.

In rural areas, the gap is even wider. Nearly 80% of rural youth have never received any formal vocational training. That means a large section of our population is being left out of the country's economic growth story. The reality is, traditional education which is focused heavily on theory and exams, often doesn't prepare young people for real-world work environments. This disconnect needs to change.

New tools for change: NEP 2020 and NCrF

Fortunately, the country is beginning to move in the right direction. The National Education Policy (NEP) 2020 brings in a fresh perspective. It pushes for more holistic, flexible education, and places real emphasis on skills and vocational training. The goal is that by 2025, at least half of all students will have some kind of hands-on, work-related learning.

The National Credit Framework (NCrF) complements this beautifully. It allows students to earn credits not just through traditional classroom learning, but also through on-the-job experience, short-term courses, and even informal training through experiential learning. It creates a more flexible learning environment where students can pause, switch paths, and build their education around their lives and careers—not the other



way around. Together, NEP and NCrF are helping redefine what success looks like in education. This is not just in terms of degrees, but also in terms of employability and holistic development.

The UGC's Recognition of Prior Learning (RPL) guidelines offers a massive opportunity to formalize skills in India's unorganized sectors for creating employment backed education pathways.

For individuals working for years without formal degrees/ certification be it in the beauty and wellness, construction, logistics, or manufacturing industry, RPL creates a pathway to validate one's expertise through practical assessments, bridge courses and documented work experience. This structured approach not only enhances their employability but also contributes to building a skilled and recognized workforce.

Another gamechanger to strengthen India's education ecosystem is the integration of the Academic Bank of Credits (ABC) in the curricula, which will allow students to accumulate and transfer credits seamlessly, providing flexibility in their learning journey.

Working together: Industry and education

None of this works unless industry is brought into the conversation. Employers shouldn't just be passive recipients of talent but need to be active partners in shaping it.

That means co-designing curriculum, offering internships or apprenticeships, mentoring students, and helping institutions understand where the world of work is heading.

When students get to learn by doing, by working on real-world problems, using real tools, with real accountability, they gain a different kind of confidence. That is the kind of learning that sticks.

There is a need for more structured, long-term partnerships between educational institutions and industries. This isn't just a luxury but is essential for making education meaningful and employment-ready.

Reaching Rural Youth: Inclusion starts from the ground up

The economic survey 2022-23 suggests that around 68% of India's youth lives in villages and small towns. But most of the employ-

ment-linked education is still centred around big cities. This needs to change.

Catch them young

If employment-first education pathways have to be built, the efforts have to begin early. Every child has something unique to offer, but the chance to spot it in time is often missed. Which is why it's crucial to prepare teachers to identify talent and potential, rather than test scores. By assisting kids in finding what they're best at and what they love, teachers can teach to their strengths and passions. This makes learning more relevant, and prepares the students for a career they'll not only enjoy, but excel at. This involves reconsidering what we teach, how we teach, and who we teach.

The future is flexible: Lifelong learning is the new normal

In this rapidly changing world, learning doesn't have to stop at college. Careers are changing, industries are changing, and technologies are upending what we used to think were stable career paths.

That's why modular, flexible, and ongoing education is key. The NCrF makes it possible for people to build their skills over time, adding micro-credentials or short-term courses as needed. This shift towards lifelong learning helps people stay relevant, resilient, and employable throughout their careers. It has to be made easier and more normal for people to keep learning at every stage of life, whether they're starting out, changing paths, or just looking to grow.

Although policy frameworks and tools like NEP 2020 and NCrF already exist, real impact will come when these provisions are put into practice, in every village, every college, and every workplace. It will take collaboration between educators, industry leaders, policymakers, communities and all the stakeholders.

But the result, millions of young Indians who are skilled, confident, and ready to contribute will be worth it.

This is not just about jobs. It's about dignity, purpose, and building a nation where every young person has a real shot at success.

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Mastering the art: Smarter productivity for a balanced life

Exploring ways to stay productive while maintaining mental health and avoiding burnout.

In today's fast-paced world, productivity is often mistaken for constant activity or endless hustle. But true productivity is not about working longer hours—it's about working smarter, focusing on what truly matters, and balancing effectiveness with well-being.

The importance of this balance, it highlights how being productive isn't limited to boardrooms or business meetings. It's essential in every sphere of life—from students managing assignments to professionals meeting deadlines, and even in personal tasks like planning daily routines or long-term goals.

One of the key ways to enhance productivity is by breaking large tasks into manageable chunks. This strategy, often used in methods like the Pomodoro Technique, helps prevent overwhelm and promotes focused work sessions followed by short breaks. These techniques ensure that your energy and attention are directed toward high-priority items, rather than getting lost in

endless to-do lists. Time management also plays a central role. Learning to prioritize tasks, schedule effectively, and say "no" to distractions are crucial skills. Productivity tools like digital planners, task-tracking apps, or even a simple handwritten list can make a substantial difference in how efficiently one navigates the day.

Equally important is the habit of goal-setting. Clear, measurable goals provide direction and motivation. They help individuals track progress and stay accountable. Whether it's completing a project, learning a new skill, or improving health, goal clarity is a driving force behind successful productivity.

However, no strategy will work without the right mindset. Being productive should not come at the cost of health or personal time. Taking breaks, getting enough sleep, and disconnecting from screens are just as essential as work itself. A well-rested, focused mind is significantly more effective than one running on burnout.



Essential skills for hospitality students

From digital tools to sustainable practices, the hospitality workforce of tomorrow begins with the right skills and training today

NIDHEESH SAXENA

STUDENTS who want to pursue careers in the hospitality field must focus on more than just service excellence. The future of hospitality hinges on a well-rounded skillset—where digital literacy, sustainability, industry exposure, and soft skills are essential. For students aiming to become future-ready professionals in hotels, resorts, restaurants, travel, or event management, acquiring these skills through targeted courses, practical training, and interdisciplinary learning is crucial.

Essential skills

1. Digital Literacy

Technology is transforming the way hospitality businesses operate, making digital fluency a non-negotiable skill. From front desk operations to guest personalization and backend analytics, digital tools are at the heart of modern hospitality management.

Key areas to focus on:

- Hospitality Management Systems
- Customer Relationship Management (CRM) platforms
- Online booking engines and channel managers
- Training in data analytics and business intelligence
- AI-driven guest interaction tools
- Cybersecurity basics for data protection

Relevant courses:

- Certificate in Digital Hospitality Management
- Workshops on AI and Analytics in Tourism
- Hotel Operations Technology programs
- Online Booking & Revenue Management Systems

By mastering these technologies, students can enhance guest experiences, streamline operations, and stay competitive in an increasingly tech-driven market.

2. Sustainable Practices

Sustainability is no longer a trend—it's an expectation. Today's hospitality employers seek professionals who can implement and advocate for environmentally responsible operations. This includes everything from eco-friendly housekeeping practices to energy-efficient architecture.

Skills students should acquire:

- Green building certifications
- Waste reduction and water conservation strategies
- Sourcing local and sustainable materials
- Designing low-carbon guest experiences
- Corporate Social Responsibility (CSR) initiatives



Suggested courses:

- Diploma in Sustainable Hospitality Management
- Certification in Green Hotel Practices
- Training on Climate-Responsive Hospitality
- Courses on CSR and Environmental Ethics

These programs help students align hospitality services with long-term environmental goals and responsible tourism.

3. Industry Collaboration and Exposure

Classroom learning alone cannot prepare students for the dynamic nature of hospitality. Real-world exposure through internships and industry tie-ups helps bridge the gap between theory and practice.

Why it matters:

- Helps students understand real-time operational challenges
- Provides insight into evolving customer expectations
- Develops adaptability through hands-on experience

- Builds professional networks and career pathways

Strategies to boost exposure:

- College-industry partnerships with hotels, resorts, airlines, and event firms
- Mandatory internship programs
- Live projects and site visits
- Industry lectures and workshops by professionals

By gaining this exposure, students become more confident, competent, and job-ready upon graduation.

4. Development of Core Soft Skills

While technical know-how is essential, hospitality is fundamentally a people-centric industry. Strong interpersonal skills and emotional intelligence set professionals apart in guest-facing roles.

Core soft skills to focus on:

- Communication (verbal and non-verbal)
- Teamwork and collaboration
- Conflict resolution and problem-solving
- Adaptability and emotional resilience

- Leadership and decision-making Training opportunities:

- Hospitality Communication and Etiquette courses
- Soft Skills Bootcamps
- Role-play and scenario-based training
- Peer collaboration through real-world projects
- Mentorship and feedback-driven learning

These programs help students handle high-pressure environments, manage teams, and deliver excellent guest experiences.

5. Entrepreneurial and Leadership Skills

As the hospitality industry expands, opportunities for entrepreneurship are growing—from boutique hotels and travel startups to food trucks and wellness retreats. Even in established companies, leadership and initiative are valued.

Key competencies:

- Business planning and budgeting
- Understanding hospitality marketing and branding

- Project and operations management
- Innovation in service design
- Risk assessment and crisis management

Useful courses:

- Hospitality Entrepreneurship Programs
- Fundamentals of Hotel Finance
- Project Management in Tourism and Hospitality
- Leadership Development Workshops

Entrepreneurial training encourages creativity and resourcefulness—qualities that fuel innovation in a competitive market.

Conclusion

For students, this is both a challenge and an opportunity. By investing in the right skillsets—digital, sustainable, interpersonal, and entrepreneurial—they can future-proof their careers and become leaders in one of the world's most dynamic industries.

The path ahead is wide open, but preparation is key.

Yoga for mental clarity and sustainable performance

How structured, consistent yoga practices can transform focus, energy, and emotional resilience in the workplace.

The conversation around workplace wellness must move beyond symbolic gestures. Yoga is not a trend—it's a time-tested system that enhances emotional regulation, physical balance, and mental clarity. When practiced with intention and regularity, it becomes a foundational support for high-performance work environments.

Morning practice: Setting the tone for focus

Mornings frame the day. A short, consistent yoga practice can stabilize the nervous system before the flood of emails and meetings begins. A 20-minute sequence that includes:

- Gentle joint rotations (neck, shoulders, wrists)
- 6–12 rounds of Surya Namaskar (Sun Salutations)
- Nadi Shodhana (alternate nostril breathing)

Surya Namaskar activates circulation and spinal mobility, while breath-led techniques like Nadi Shodhana reduce anticipatory stress and support mental sharpness—without caffeine or overstimulation.

Midday reset: Interrupting cognitive fatigue

Afternoons often bring decision fatigue, reduced focus, and irritability. Instead of reaching for a screen or another coffee, a short reset can realign mental energy. Effective techniques include:

- Seated forward folds to release back tension
- Wall-supported shoulder openers to counter desk posture
- Box breathing (4-4-4-4) to calm and focus the mind

Regular midday resets improve cognitive clarity and reduce emotional reactivity, especially for those in demanding, meeting-heavy roles.

Evening Recovery: Releasing the Day

Signing off doesn't always mean switching off. Unprocessed stress and residual tension can interfere with rest. Just 10 minutes of evening movement and breathwork can support recovery:

- Legs-up-the-wall pose for circulation and lymphatic drainage
- Supine spinal twists for gentle decompression
- Bhramari (humming breath) to soothe the nervous system

These simple techniques encourage restorative sleep and help transition out of work mode.

Embedding rest in work culture

Workplace value systems often prioritize output over recovery. But short, consistent yoga practices improve resilience, emotional regula-



tion, and interpersonal harmony. Organizations that integrate these pauses report lower burnout rates

and stronger team dynamics.

Effective implementation

models:

- Guided 15-minute sessions twice a week (e.g., Monday mornings,

Friday evenings)

- Access to short, app-based routines for remote teams
- Monthly feedback tied to energy and well-being—not just deliverables

When leadership participates, it signals that recovery is a shared organizational value.

Tangible, trackable outcomes

Yoga's impact is measurable:

- Fewer sick days related to stress and fatigue
- Higher mood and collaboration scores in employee surveys
- More stable energy and sharper focus around deadlines

Unlike isolated wellness events, yoga offers cumulative, sustainable benefits. Its strength lies in simplicity and repeatability.

Consistency over intensity

Yoga delivers through rhythm, not occasional effort. A modest, well-structured routine brings long-term gains. Consider:

- **Monday/Thursday mornings:** 15 minutes of energizing breath and movement
- **Wednesday afternoons:** 10-minute midday mobility
- **Friday evenings:** 10 minutes of calming practice

This approach requires no equipment, no formal studio, and minimal supervision after the initial introduction. What it needs is consistency—and a mindset shift: seeing emotional clarity and resilience as essential workplace skills.



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