

May 2025



**Adapt. Accelerate. Achieve.
Lead the change. Don't chase it**

As summer heats up, so does the pressure to meet Q1 targets. May is the perfect time to shift from planning to performance. At Achievers Circle, we believe this is when real leaders emerge — those who adapt quickly, accelerate progress, and inspire their teams to achieve more.

Leadership Insight

The world is changing rapidly. Leaders must become more agile — not just in strategy, but in mindset. Emotional intelligence, adaptability, and decision-making speed are the competitive edges of 2025. We are witnessing that those who evolve in their thinking outperform those who only upgrade systems.

Training in Action

In our May sessions on “Manager to Leader” transformation, we saw powerful outcomes. One participant from a mid-sized bank shared, “I stopped reacting and started responding — that changed everything.” This shift in awareness fuels higher trust, better performance, and sustainable results.

Tool of the Month

Try the ABCDE Technique

- Adversity
- Belief
- Consequence
- Dispute
- Energize

This simple yet powerful model helps challenge limiting beliefs, manage stress, and coach teams through pressure moments. It's a tool every leader can benefit from using in daily interactions.

From the Mentor's Desk

Leadership is not about control — it's about courage, clarity, and connection. As a mentor, I encourage all professionals to build resilience by staying grounded, listening deeply, and acting with intention.

May you lead with impact in May and beyond.

Soumen Bose
Founder
Achievers Circle



April 2025



Reset. Reimagine. Rise.
It's your invitation to lead with purpose, clarity and renewed energy

As a new financial year begins, April offers a symbolic reset — a time to pause, reflect, and reimagine.

At Achievers Circle, we see this as the perfect moment for leaders and teams to rise with renewed clarity and courage. In our recent sessions with bank managers and young professionals, we noticed a common thread: the desire to move from managing tasks to leading with purpose. This transition requires self-awareness, strategic vision, and people skills — all key pillars of our training and coaching approach.

Leadership Insight

Ask yourself and your team:

- What will we stop, start, and sustain this quarter?
- What mindset do we need to embrace challenges as opportunities?

Coaching in Action

- One participant shared, “Just one shift in perspective helped me empower my team instead of micromanaging. The impact was immediate.” These stories fuel our purpose.

Tool of the Month

- Explore the GROW Model (Goal-Reality-Options-Way Forward) — a powerful coaching framework to guide conversations and unlock potential.

From the Mentor's Desk

- After decades in banking, I believe the greatest transformation happens when leaders learn to listen deeply and act with empathy.

Let's make this quarter a meaningful one. Reset your vision, reimagine possibilities, and rise to your full leadership potential.

Soumen Bose
Founder
Achievers Circle



March 2025



Embracing the Colours of Growth: The Power of Continuous Learning

As March unfolds, we welcome the vibrant festival of Holi – a celebration of **COLOURs**, joy, and new beginnings. Just as Holi symbolizes the blending of diverse hues to create a beautiful mosaic, modern workplaces thrive when professionals embrace diverse perspectives and invest in continuous training, coaching, and mentoring.

In today's dynamic business environment, standing still means falling behind. Much like the festival encourages us to let go of the old and embrace the new, successful management executives must adopt a mindset of lifelong learning. Continuous development is not just a necessity – it's a competitive advantage that enhances decision-making, leadership effectiveness, and organizational growth.

Holi festival teaches us the value of renewal and inclusion. In the same spirit, coaching and mentoring foster a culture where individuals from varied backgrounds and experiences come together to share knowledge, refine skills, and inspire one another. Regular engagement in learning opportunities ensures that managers remain agile, adaptable, and future-ready.

Just as every **COLOUR** in the Holi palette contributes to a vibrant celebration, successful executives must blend multiple managerial skills to achieve all-round success. These include:

- **Strategic Thinking:** To anticipate future challenges and opportunities.
- **Emotional Intelligence:** For effective communication and team collaboration.
- **Decision-Making Skills:** To navigate complex situations with confidence.
- **Adaptability:** To thrive in ever-evolving business landscapes.
- **Mentorship and Coaching:** To develop talent and foster growth in others.

At Achievers Circle, we believe that every **COLOUR** in the Holi palette represents a vital leadership quality – **resilience**, **creativity**, **empathy** and **vision**. Through our specialized training programs, we empower executives to harness these qualities, drive innovation, and lead with confidence in an ever-changing landscape.

This Holi, let's celebrate not only the festival's **COLOURs** but also the **COLOURs** of personal and professional growth. The most successful leaders are those who continually invest in themselves and their teams. Are you ready to paint your path to success?

Wishing you a **COLOURful** and enriching Holi!

Soumen Bose
Founder
Achievers Circle



February 2025



Leadership Trends 2025: Embracing Change for a Stronger Future

As we step into February 2025, the landscape of leadership development is evolving rapidly. At **Achievers Circle**, we are committed to keeping you informed about the latest trends shaping the future of management training, coaching, and mentoring.

1. The Integration of Technology in Coaching

The coaching industry is witnessing a significant transformation with the adoption of advanced technologies. Artificial Intelligence (AI) and Virtual Reality (VR) are becoming integral tools in coaching practices, offering immersive and personalized learning experiences. These technologies enable coaches to provide real-time feedback and create realistic scenarios for leaders to navigate, enhancing their decision-making and problem-solving skills.

td.org

2. Emphasis on Employee Well-being and Mental Health

Organizations are increasingly recognizing the importance of employee well-being as a cornerstone of productivity and engagement. Comprehensive wellness programs, mental health resources, and flexible work arrangements are now pivotal in supporting employees' mental and emotional health. Leaders are being trained to foster environments that prioritize well-being, leading to more resilient and satisfied teams.

lifthcm.com

3. The Growing Importance of Diversity, Equity, and Inclusion (DEI)

Diversity, Equity, and Inclusion have become critical focal points in leadership development. Organizations are implementing DEI initiatives to cultivate diverse leadership pipelines and inclusive workplace cultures. This approach not only enhances innovation and decision-making but also reflects a commitment to social responsibility.

lifthcm.com

4. Personalized Coaching for All Employees

The democratization of coaching is a notable trend, with companies like LinkedIn offering personalized coaching to all employees, not just executives. This strategy acknowledges that coaching can address complex human issues such as team dynamics and imposter syndrome, thereby enhancing overall employee satisfaction and performance.

ft.com

5. Support for Leaders Through Coaching and Peer Networks

Leaders are increasingly seeking support through coaching and peer networks to mitigate feelings of isolation and burnout. Providing leaders with opportunities for reflection and development not only aids in their personal growth but

also strengthens organizational resilience.
ft.com

At Achievers Circle, we are dedicated to incorporating these trends into our programs to ensure our clients remain at the forefront of effective leadership development. Embracing these changes will equip leaders to navigate the complexities of the modern workplace successfully.

Soumen Bose
Founder
Achievers Circle





The New Year Resolution Conundrum

Unravelling the WHY and HOW we falter

As we stand on the threshold of another promising New Year, let us welcome 2024 with a smile.

On her way to office, on a cool late December morning, a lady noticed that one fast food centre close by her house got overnight converted into a fitness centre. Impressed by the new look of the place and thrilled to see the transformation, the lady met the owner the same evening with an excitement to join. In fact, during the day, she dreamt of being slimmer and pictured herself looking more attractive in the coming year by working out in the gym. But then what she heard from the owner was not at all heartening. The owner stated that the Gym would only be there for the first month of the New Year and in February the place would again get re-converted to a fast-foodcentre as, by then, almost all New Year resolutions fall flat !

The concept of New Year resolutions is deep rooted in the human desire for self-improvement. The act of making resolutions is intensely ingrained in our mind. The turning of the calendar signifies a symbolic opportunity to break free from old habits, embrace change and strive for a better version of ourselves. The tradition of setting New Year resolutions is once again in full swing now. The allure of a fresh start, painting of the blank canvas with our aspirations and ambitions is undeniably enticing. Nevertheless, the journey from resolution to realization is often fraught with challenges, leaving many wondering; why these well-intentioned goals elude us.

The food for thought is why our resolutions fail and the answer here is two folds:



**Specificity of goals &
Procrastination**

Let us take a re-look at both these issues.

A resolution without a plan is merely a wish and not a goal. While aiming high is admirable and courageous, setting unrealistic goals generally lead to frustration and results in cessation. Setting specific, measurable, achievable, relevant and time-bound (SMART) goals are critical to increase the likelihood of accomplishment.

Furthermore, despite our best intentions, the tendency to postpone on time implementation delays our achievements. To avoid procrastination, we need to create a roadmap detailing the actions required to achieve our goals along with the specified time lines to accomplish those. Without a system for accountability measurement, resolutions may fall by the wayside. Procrastination often stems from a belief that one lacks the skills or resources to accomplish a task. Building confidence through small, achievable steps and seeking support when needed can combat these barriers. Belief in the concept of "progress over perfection" is the key to evade procrastination.

Making New Year resolutions is a testament to our innate desire for personal and professional evolution. By understanding the reasons behind the failure of resolutions and adopting strategies to overcome common pitfalls, we can positively pave the way for a more successful and fulfilling year ahead.

We wish all the readers and members of Achievers Circle a prosperous and joyous 2024. May you achieve your aspirations and thrive in your every endeavor in the year to come.

January 2024



The month for refinement

Do Lupercis still run with goat hides?

February is thought-provoking being the shortest month of the year. The ancient Romans initially used a lunar calendar, which had ten months and a total of three hundred and forty days. However, this calendar did not align well with the solar year. The second month of the current Gregorian calendar consisting of twelve months was originally the last month of the Roman calendar. It was named after Februalia, the Roman festival of purification and was indeed an important month in the Roman calendar as it included festivals related to refinement. One notable festival in February was Lupercalia, a pastoral festival associated with fertility, purification and cleansing. It involved the sacrifice of goats and a ritual where young men, called Luperci, would run through the city, striking people with strips of goat hide, believed to have purifying and fertility-enhancing properties. Amazing!!!

A few relevant thoughts are - Do we need refinements in today's world as well ? Are goat hides still available to refine others ? Do Lupercis still run selflessly to refine other's skills ?

Let us explore this further with the story of the very strong and sincere woodcutter who always used to put his best at work. Once on the first day of an assignment, he could cut ten trees; the next day only eight trees and on day after he could cut only lesser numbers. Despite his best efforts and commitment all through, this diminishing trend continued over days which shook his confidence on his own strength and skill. At that time someone pointed out to him that he needed to sharpen his axe regularly as it was getting blunt with continuous usage and was taking more time to execute. His waning performance had nothing to do with his strength or skill but the tool through which he was implementing his skill. So, the ancient Romans knew it right. Continuous refinement of our tools is not an option.

We all need to dedicate time to sharpen our axe repeatedly to be in shape to survive. Our performance is directly proportional to our skills hence we need to continually upgrade and upskill those tools to optimize our performance and realise our dreams.

As part of the refinement process, we need a teacher to teach us new skills; a coach to refine those skills and a mentor to partner us in realisation of our dreams by guiding us through the right path with refined skills. And that is precisely what we do at Achievers Circle, our coaching, mentoring and training academy.

At Achievers Circle, Lupercis still run with goat hide to produce future achievers.





The March Madness

Enhanced effectiveness of stress management

Two salesmen on a camping trip were walking through the forest when a huge bear appeared a few feet away. The bear saw the salesmen and began heading toward them. The first salesman dropped his backpack, dug out a pair of running shoes and frantically began to put those on. The second salesman said "What are you doing? Running shoes won't help you outspurt that bear." "I don't need to outrun the bear," the first salesman said "I just need to outrun YOU!"

And precisely that is the way the corporate world runs!!! Its only survival of the fittest. Especially March is the month where all sales executives try to outdo others for own existence and benefit. It is March madness almost all over!!! But why is March mad?

For many establishments, March marks the end of a fiscal year. The competitive landscape can intensify as companies strive to outperform contenders and secure a larger market share before the end of the financial year. This creates a sense of urgency for businesses to meet annual revenue targets and achieve financial goals to effect business strategies for the upcoming years. Sales teams habitually run with yearly targets hence March is crucial being their last chance for meeting those marks, as achievements not only impact individual and team performance but also contributes significantly to overall corporate performance.

Consequently, it is comprehensible that the executives will stretch themselves to achieve \ over-achieve their assigned goals. Yet as like every success will produce joy and sense of achievement; every failure will provoke stress and induce disappointment. How to handle those poor performance reviews when things did not go the expected way? One needs to understand and identify work-related stressors, both physiological and psychological aspects of stress to eliminate depraved impact of chronic stress on physical and mental health leading to anxiety, depression and other health issues.

At Achievers Circle we deal with various workplace stress reduction techniques like SMART goal setting, time management, relaxation, mindfulness and meditation, positive thinking and resilience, physical activity and exercise, healthy lifestyle choices. We customize training contents based on specific needs of the participants.

Please do join us to experience the enhanced effectiveness of stress management and create a positive mental and physical work environment within your own self.



April 2024



What bell did the last 'Bell Curve' ring for you?

Satisfaction? Disappointment? Concern? Threat?

The wait is over! It is time now to reflect on your past year's performance and start afresh a new appraisal race all over again! Are you game?

Taken as a whole, the reactions of executives after annual appraisal are influenced by a combination of factors, including individual as well as team performance besides the transparency and fairness of the appraisal evolution process. Executives may experience a range of emotions, from satisfaction and relief to disappointment and concern, as they assess the outcome of the preceding appraisal and plan for the future year. The common corridor grapevine in the month of April is, why some of your colleagues earned more incentive and increment besides getting promotion. As per Vilfredo Pareto principle top 20 percent of the money earners takes 80 percent of the business profit. Consequently, remaining 20 percent of the inducement money is being distributed amongst the remaining 80 percent of the bottom earners. The distribution of performance ratings in India often follows a bell curve or similar distribution, where a majority of employees receive average ratings, fewer employees receive ratings at the extremes (high performers or underperformers). Then the question remains WHY? Are the top earners better, smarter or more capable and productive than you? Let us explore.

The origin of the appraisal process can be traced back to the early 20th century, with the emergence of scientific management principles and the need for systematic methods to evaluate employee performance. In the 1920s and 1930s, the Hawthorne studies conducted at the Western Electric Company's Hawthorne Works in Chicago highlighted the importance of social and psychological factors in employee productivity and performance. These studies emphasized the role of feedback, communication, and interpersonal relationships in influencing employee behaviors, which influenced the evolution of performance appraisal practices. However, performance appraisal reviews, like any other human judgment process, are susceptible to various biases. Some common biases that can affect the appraisal review process are Halo Effect, Leniency or Strictness Bias, Recency Bias, Central Tendency Bias: Confirmation Bias, Similar-to-Me Bias, First Impression Bias, Attribution Bias etc. Awareness of these biases is critical for the employees to fare well in the performance appraisal process.

At Achievers Circle we do train executives to recognize and mitigate these biases in their appraisers to ensure that their performance evaluations are based on accurate and objective assessments. Also, at Achievers Circle we outline specific individualized steps for employees to address performance deficiencies and improve their performances over a defined period.

Please do join us to experience the enhanced effectiveness of appraisal review management process and improve your performance rating.



May 2024



May the mentorship force be with YOU in May
Embrace the power of mentorship for exponential personal and professional growth

In the Mahabharata, one of the most notable instances of mentorship is seen in the relationship between Dronacharya and his students, especially Arjuna. Dronacharya served as the martial arts teacher to both Pandavas and Kauravas, imparting his knowledge and skills in archery and warfare. A significant episode illustrating Dronacharya's mentorship occurs during the training of Arjuna. **Dronacharya recognized Arjuna's exceptional talent and dedication to archery. Under Dronacharya's guidance, Arjuna honed his skills to become a master archer.** One pivotal moment is when Dronacharya tests Arjuna's focus and determination by placing a wooden bird on a tree and asking his students to aim for its eye. Before allowing Arjuna to shoot, Dronacharya asks each student what they see. While others mention the bird, the tree, or the sky, Arjuna's response demonstrates deep focus and reverence for his mentor. He only sees the bird's eye !

Let us read between the lines underscored above. Why Arjuna needed Dronacharya's mentorship when he was already an exceptionally talented and dedicated in archery? Why Arjuna needed Dronacharya's guidance to hone his skills to be a master archer? The answer is, lifelong mentorship plays a crucial role in personal and professional development for several reasons.

- Mentorship provides ongoing opportunities for learning and growth throughout one's life. As individuals encounter new challenges and transitions at different stages, having a mentor helps navigate these experiences and acquire new skills and perspectives.
- In a rapidly evolving world, lifelong mentorship helps individuals adapt to changing environments, technologies and societal shifts. Mentors can offer insights and guidance on how to embrace change and seize new opportunities.
- Seasoned mentors possess valuable wisdom and experience gained over years of practice in life. This knowledge transfer is invaluable for mentees seeking to avoid pitfalls, make informed decisions, and accelerate their progress.
- Lifelong mentorship provides emotional support during challenging times. Mentors serve as trusted confidants who offer encouragement, empathy and perspective, helping mentees navigate personal and professional struggles.
- Mentors serve as role models who inspire mentees to strive for excellence and achieve their full potential.

- A lifelong mentor can assist in setting and achieving long-term goals. Regular check-ins with a mentor keep mentees accountable, ensuring steady progress towards desired outcomes.
- Continuous mentorship fosters self-confidence and resilience by providing constructive feedback and encouragement. Mentees gain confidence in their abilities and resilience to bounce back from setbacks.

In summary, lifelong mentorship is essential for continuous learning, adaptation to change, wisdom transfer, expanded networks, emotional support, role modeling, goal setting, confidence building, personalized development, and leaving a meaningful legacy. It enriches both mentors and mentees, fostering growth and fulfillment throughout life's journey. At Achievers Circle we mentor you to see only the bird's eye!

June 2024



Summer of Growth: Continuous Learning in Leadership Development

"Live as if you were to die tomorrow. Learn as if you were to live forever."

— Mahatma Gandhi

The above quote beautifully encapsulates the essence of lifelong learning, emphasizing the importance of continuously seeking knowledge and personal growth throughout one's life. The month of June marks the beginning of summer, a season often associated with growth and renewal. It's the perfect time for leaders to embark on a journey of continuous learning, refreshing their skills and acquiring new knowledge to lead their teams more effectively. For this we need to have an open and growth mindset.

A growth mindset is a concept developed by psychologist Carol Dweck, which posits that abilities and intelligence can be developed with effort, learning and persistence. This mindset contrasts with a fixed mindset, where individuals believe their abilities and intelligence are static traits that cannot be changed. Individuals with a growth mindset see challenges as opportunities to learn and grow. They are not deterred by difficulties but are motivated to overcome them. Instead of viewing setbacks as failures, those with a growth mindset see them as valuable learning experiences. They persist and try new strategies to achieve their goals. Effort is viewed positively, as a necessary step towards improvement and mastery. This belief encourages continuous practice and hard work. Here constructive criticism is welcomed and seen as an opportunity for growth. Instead of feeling threatened by others' success, individuals with a growth mindset find inspiration in it. They learn from others and apply those lessons to their own lives. Feedback is used to make improvements and adjustments.

By believing that abilities can be developed, individuals are more likely to put in the effort required to learn and improve. This leads to higher achievement over time. A growth mindset fosters resilience. When faced with challenges, individuals are more likely to persevere and find solutions on their own rather than giving up. Viewing learning as a lifelong journey creates a positive attitude towards education and personal development. This mindset promotes curiosity and a love for life and learning.

At Achievers Circle, we focus on Goals, Reflection, Opportunities, Wisdom, Tenacity and Habits to develop a growth mindset. We cultivate regular habits that support continuous learning, such as reading, practicing new skills and staying curious. We believe in consistent effort that leads to sustained growth. We create an environment where mistakes are seen as a natural part of the learning process encouraging reflection on errors and learning from them.



The rule of the thumb is that by adopting our **GROWTH** framework, individuals can create a structured approach to continuous learning and personal development, leading to sustained improvement and success.

July 2024



The Power of Soft Skills in Leadership Boost Your Leadership with Soft Skills That Make a Difference!

In today's fast-paced and evolving business world, it's no longer enough to rely on technical expertise alone. Leadership requires a blend of interpersonal and emotional intelligence to truly inspire and lead teams toward success. This is where soft skills come into play.

Why Soft Skills Matter in Leadership

Soft skills are the backbone of effective leadership. They help build trust, foster communication and drive collaboration across teams. Whether you're managing a small team or a large organization, soft skills like empathy, communication, adaptability and conflict resolution play a crucial role in achieving long-term success.

Key Soft Skills Every Leader Needs

- **Empathy:** Understanding and relating to the emotions and challenges of your team members.
- **Effective Communication:** Clear, transparent communication that fosters understanding and collaboration.
- **Adaptability:** In an ever-changing business environment, the ability to adjust to new circumstances is essential.
- **Problem-Solving:** Leaders are often faced with unexpected challenges. Being able to navigate these challenges with a solution-focused mindset sets exceptional leaders apart.

At Achievers Circle, we understand the importance of cultivating these skills in leadership roles. Our soft skills training programs are designed to help leaders and professionals sharpen these essential traits, leading to better workplace dynamics and stronger results.

Join our Oncoming Soft Skills Workshop wherein we will dive deep into how soft skills can elevate leadership performance. Whether you're looking to refine your communication or improve team management, these workshops are specifically designed for professionals across industries.

Warm regards,

Soumen Bose



August 2024



Embracing a Growth Mindset Unlock your full potential for All Round Success

Have you ever wondered why some people seem to thrive, no matter the challenge, while others feel stuck? The answer often lies in their mindset; specifically, a growth mindset.

What is a Growth Mindset?

A growth mindset is the belief that talents and abilities can be developed through effort, learning and persistence. It contrasts with a fixed mindset, where individuals believe their skills and intelligence are static traits. With a growth mindset, professionals are more open to challenges, resilient in the face of setbacks, and willing to seek out learning opportunities.

Benefits of a Growth Mindset in Career Progression

- **Improved Problem-Solving:** With a growth mindset, we are more likely to view challenges as opportunities rather than obstacles.
- **Greater Adaptability:** As industries evolve, so must our skills. A growth mindset allows us to continually adapt to changes and embrace life-long learning.
- **Resilience:** Failure is a part of success, and a growth mindset helps you bounce back and learn from those failures.

At Achievers Circle, we believe that a growth mindset is essential to long-term career success. Through our coaching and mentoring programs, we help individuals develop the mindset needed to navigate complex career challenges and rise to their full potential.

How to cultivate a Growth Mindset

- **Embrace Challenges:** Instead of avoiding difficult tasks, see them as opportunities to learn.
- **Learn from Criticism:** Constructive feedback is a tool for improvement.
- **Celebrate Effort:** Focus on progress and the journey rather than just the outcome.

We're offering a limited number of free coaching sessions this month to help professionals develop a growth mindset. Take advantage of this opportunity to get personalized guidance from our expert coaches.



Ready to take the next step in your career? Book a Free Coaching Session with us!

Warm regards,

Soumen Bose
Founder

September 2024



Future-Proofing Your Workforce Key Skills for 2025 and Beyond

As we move further into the digital age, the business landscape is rapidly evolving. To stay ahead, organizations must equip their teams with the key skills needed for 2025 and beyond. The future of work will be defined by digital innovation, leadership in hybrid environments, and continuous learning hence equip your team with the skills for tomorrow's challenges.

In the changing landscape of work, automation, AI and remote work are reshaping industries, and companies that adapt will thrive. Employees with strong digital literacy, problem-solving and critical thinking skills will lead the way in navigating this transformation. Investing in training now can help your organization stay competitive and agile in the face of change.

Key skills for 2025 and beyond

- **Digital Fluency:** The ability to navigate new technologies and tools is essential for efficient work in both traditional and remote settings.
- **Critical Thinking and Creativity:** As automation takes over routine tasks, human skills like problem-solving and creativity become more valuable.
- **Leadership in Remote Work:** Managing teams across digital platforms requires a new set of leadership skills, including communication, collaboration and motivation.
- **Continuous Learning and Adaptability:** The ability to upskill and reskill is crucial as industries evolve.

At Achievers Circle, we offer tailored training and coaching programs that focus on preparing teams for the future of work. Whether you are looking to develop digital fluency or improve remote leadership, our experts can guide your organization through this transformation.

Our future-ready workforce program is designed to help businesses and individuals develop the essential skills for tomorrow. Let's work together to ensure your organization is equipped for the challenges ahead.



Sign up for our workforce skills assessment or get in touch with us to discuss how we can support your team's

development. Future-proof your workforce today.

Warm regards,

Soumen Bose
Founder



October 2024



Empowering Transformation Leadership Lessons from Durga Puja

As we celebrate the auspicious festival of Durga Puja this month, we are reminded of the powerful story of transformation and leadership embodied by Goddess Durga. Just as the Goddess emerged to conquer the forces of chaos and negativity, we too have the power to transform ourselves and become leaders in our own lives and careers.

The Power of Transformation

Durga Puja is a celebration of the triumph of good over evil—a reminder that we all have the capacity to overcome our challenges and evolve into stronger, more empowered versions of ourselves. **This idea of transformation is at the core of personal and professional growth.** Whether it's gaining new skills, breaking free from self-doubts, or embracing new opportunities, transformation requires courage, determination, and a vision of the path ahead.

At our management training, coaching, and mentoring startup, we believe in empowering individuals to create their own stories of transformation. Just as Goddess Durga draws her strength from within, we too can unlock our own potential to face challenges head-on and emerge victorious.

Leadership Lessons from Goddess Durga

Goddess Durga symbolizes not only strength but also resilience, courage, and the power of decisive action; all qualities that are essential for effective leadership. In the face of adversity, a true leader rises above challenges, makes tough decisions, and leads their team toward a positive consequence. Durga's many arms, each wielding a different weapon, signify the diverse skills and abilities that leaders need to navigate complex situations.

Through our leadership development programs at Achievers Circle, we help individuals cultivate these qualities. We guide aspiring leaders to tap into their inner strength, make confident decisions, and inspire those around them - just like Goddess Durga. In today's fast-paced and uncertain world, these leadership skills are more important than ever to survive and excel.

This Durga Puja, let us take inspiration from the Goddess and embark on a journey of transformation and leadership. Let us empower ourselves to break free from what holds us back, to take on new challenges, and to emerge as strong, compassionate leaders.

May this festival bring you strength, revitalization, and the courage to lead with purpose.

Wishing you a joyous Durga Puja and blessed Navaratri celebrations!

Soumen Bose
Founder



November 2024



Celebrating the Festival of Renewal and Growth
A time to reflect, renew, and reach new heights

Diwali, known as the festival of Lights, brings with it a spirit of joy, unity, and new beginnings. It's a celebration of victory over darkness and renewal, and its significance transcends cultural boundaries.

Much like the traditions of Diwali, professional development and coaching share a common goal: to ignite personal growth, remove barriers to success, and pave the way toward a brighter future.

In our professional lives, we often encounter 'darkness' in the form of challenges, self-doubt, or stagnant routines that limit our growth. Diwali is a powerful reminder that we, too, can embrace renewal by lighting the diyas of knowledge, self-reflection, and resilience. By focusing on continuous learning and self-improvement, we can achieve greater satisfaction and effectiveness in our work.

At **Achievers Circle**, our management training, coaching, and mentoring startup, we are dedicated to helping individuals and teams turn challenges into opportunities. Just as Diwali encourages a fresh start each year, we encourage professionals to periodically reassess their goals, align their actions with their values, and remove the obstacles that prevent them from achieving their fullest potential. Through structured coaching and development sessions, we aim to empower you to overcome these hurdles and step confidently into a future that you envision.

Growth also means fostering teamwork and building strong connections within teams. Diwali is often celebrated with family and friends, and this sense of connection is equally vital in the workplace. By working together, teams can harness each member's unique strengths, creating a foundation of trust and collaboration that shines brightly against the background of common goals. Through our training programs, we emphasize these elements, enabling teams to flourish and thrive in a positive environment.

As we celebrate Diwali, let's remember that growth, renewal, and overcoming obstacles are not just themes for a break but a lifelong pursuit. May this season inspire you to break through limitations, embrace new possibilities, and achieve a future filled with purpose and light.

May this festival bring you strength, revitalization, and the courage to lead with rekindled self-awareness.

Wishing you a joyous and blessed Diwali.

Soumen Bose
Founder
Achievers Circle





New Year, New Goals: Setting the Stage for Success in 2025

The New Year brings a sense of hope and endless possibilities. It's the perfect time to reflect, realign, and set meaningful goals that drive success. At **Achievers Circle**, we believe that achieving your aspirations starts with purposeful planning and consistent action. Here's how you can set the stage for a transformative 2025.

1. **Reflect on the Past Year:** Take stock of your achievements and challenges in 2024. What worked well? What could have been done differently? Reflection allows you to understand patterns, identify growth areas, and set realistic yet ambitious targets for the future.
2. **Define SMART Goals:** Create goals that are **Specific, Measurable, Achievable, Relevant, and Time-bound**. For instance, instead of "I want to improve my communication skills," specify "I will join a public speaking workshop by February and practice weekly." SMART goals clarify your vision and focus your energy.
3. **Break Down Objectives:** Large goals can feel overwhelming. Break them into smaller, actionable steps. For example, if you want a promotion, your steps might include gaining certifications, expanding your network, and consistently exceeding expectations.
4. **Prioritize and Schedule:** Rank your goals based on importance and urgency. Use tools like planners or digital apps to schedule tasks and deadlines. Regularly reviewing your progress ensures you stay on track.
5. **Seek Support and Accountability:** Share your goals with a mentor, coach, or accountability partner. Their guidance, encouragement, and honest feedback can help you overcome obstacles and stay focused.
6. **Celebrate Small Wins:** Recognize and reward your progress, no matter how small. Celebrations keep you motivated and reinforce positive habits.
7. **Embrace Flexibility:** Unexpected challenges may arise, requiring you to adapt your plans. Flexibility allows you to stay resilient and resourceful without losing sight of your vision.

Let 2025 be the year of intentional growth and achievement. Remember, success is not just about reaching the destination—it's about enjoying the journey and learning along the way. At **Achievers Circle**, we're here to guide and support you every step of the way. Let's make this year your best one yet!



New Year, New Goals: Setting the Stage for Success in 2025

A New Year symbolizes fresh opportunities and the chance to create a roadmap for personal and professional success. At **Achievers Circle**, we emphasize intentional goal-setting as the cornerstone of growth. Here's how you can set the stage for a successful 2025:

1. **Reflect and Learn:** Analyze your achievements and challenges from the past year. What were your key successes? Where did you face hurdles? Use these insights to identify areas for improvement.
2. **Set SMART Goals:** Ensure your goals are **Specific, Measurable, Achievable, Relevant, and Time-bound**. For example, instead of saying "I want to improve my leadership skills," aim for "I will complete a leadership training course by June 2025."
3. **Break Down Goals:** Divide your goals into smaller, actionable steps. Weekly or monthly milestones make larger objectives feel more achievable.
4. **Stay Accountable:** Share your goals with a mentor, coach, or peer group to stay on track. Regular check-ins can keep you motivated and focused.
5. **Celebrate Progress:** Acknowledge small wins along the way. This boosts morale and reinforces commitment.
6. **Be Adaptable:** Life is unpredictable. Be open to revisiting and recalibrating your goals as needed.

Start 2025 with purpose and clarity—your journey to success begins now!

This message not only reflects Diwali's spirit but also subtly reinforces the importance of your services in helping individuals and teams achieve this kind of meaningful renewal.

Overall, while April may not have a universally significant impact on job applications across all industries and regions, it does coincide with several factors that can influence hiring trends and job seeker activity in India. Organizations and job seekers alike may leverage the opportunities presented by the start of a new fiscal year, graduation season, and strategic planning cycles to fulfill their recruitment and career objectives.

7D Success Formula

Hi

Welcome to this short video where I unfold the secrets to success through our exclusive and innovative **7D Success Formula**.

As an entrepreneur and visionary, I have distilled, my years of experience, into a powerful framework designed to propel you, towards your goals and dreams. Here I delve into the **7 Dimensions** of success. They are the pillars upon which a true achievement is built.

Whether you're striving to climb up the corporate ladder or simply trying to excel in your personal pursuits this formula offers practical insights, actionable strategies and inspiration to help you reach new heights.

The 7D Formula explained:

1. **Debate** with your own self. Engage in deep inner dialogues to unearth your life's essence.
2. **Define** and finalize on your purpose of life decisively; it's the compass of your journey.
3. **Deadline** to achieve your dream life. Set concrete time limit to propel your aspirations forward
4. **Disciplined** approach to move forward. Embrace self-controlled strategies to navigate the path
5. **Drive** daily progress. Improve every day, no matter how small, for continuous growth
6. **Dedication** Infuse every step with dedicated effort. Fuel your dreams with unwavering willpower
7. **Delight** yourself during the course of the journey to the summit. Find joy in every milestone you cross

Join me on this transformative journey as we navigate the challenges, celebrate the victories and ultimately, define what success means to each of us. Together, let's unlock the full potential of the **7D Success Formula** and embark on a path towards fulfilment, prosperity and lasting impact.

Don't just dream about success—make it a reality with Achievers Circle's proven formula.

Welcome to a world at Achievers Circle where every dimension counts and every step forward brings you closer to your dream life.

Hi can you please share with me some biases of appraisal review process please

ChatGPT

ChatGPT

Certainly! Performance appraisal reviews, like any other human judgment process, are susceptible to various biases. Here are some common biases that can affect the appraisal review process:

1. **Halo Effect:** This bias occurs when an appraiser's overall impression of an employee influences their evaluation of specific traits or behaviours. For example, if an employee is generally liked, the appraiser may rate all aspects of their performance more positively than warranted.

2. **Leniency or Strictness Bias:** Leniency bias occurs when appraisers consistently rate employees higher than they deserve, often out of a desire to avoid conflict or please the employee. Conversely, strictness bias occurs when appraisers consistently rate employees lower than they deserve, possibly due to overly high standards or personal biases.
3. **Recency Bias:** This bias occurs when appraisers give more weight to recent events or behaviours when evaluating performance, ignoring earlier accomplishments or shortcomings. For example, an employee who had a few excellent months may receive a higher rating than warranted, despite a year of average performance.
4. **Central Tendency Bias:** This bias occurs when appraisers rate all employees as average, regardless of their actual performance. This may happen when appraisers are unwilling to differentiate between employees or lack sufficient information to make accurate assessments.
5. **Confirmation Bias:** This bias occurs when appraisers seek out information that confirms their preconceived beliefs about an employee while ignoring evidence that contradicts those beliefs. For example, if an appraiser believes an employee is lazy, they may selectively focus on instances that support this belief while disregarding instances of hard work.
6. **Similar-to-Me Bias:** This bias occurs when appraisers rate employees more favorably if they share similar characteristics or backgrounds. For example, an appraiser may give higher ratings to employees who attended the same alma mater or have similar hobbies or interests.
7. **First Impression Bias:** This bias occurs when an appraiser's initial impression of an employee influences their subsequent evaluations, even if later evidence suggests a different assessment is warranted.
8. **Attribution Bias:** This bias occurs when appraisers attribute an employee's performance solely to internal factors (e.g., ability or effort) or solely to external factors (e.g., luck o

GROWTH Coaching Model

G
Goal

What do you need to achieve?

R
Reality

What is happening in reality?

O
Options

What are your options?

W
Will

What will you commit to doing?

T
Time

How and when will you do this?

H
Habits

What habits do you need to make or break?

Adapted from Sir John Whitmore's GROW model



r

circumstances), without considering the interplay of both.

Is the Rise of AI in Training and Development a Boon or Bane ?

"For there is nothing either good or bad, but thinking makes it so."

Let us fleetingly debate on the issue.

Artificial Intelligence (AI) refers to the simulation of human intelligence in machines that are designed to think and act like humans. These systems are capable of performing tasks that typically require human intelligence, such as learning, reasoning, problem-solving, perception, and language understanding. AI is revolutionizing the field of coaching by enhancing the capabilities of coaches and making coaching more accessible and personalized.

- AI algorithms can analyze individual learning styles, preferences, and progress to create customized coaching programs. This ensures that each coachee receives guidance tailored to their unique needs and goals.
- AI-powered virtual coaches and chatbots can provide instant support, answer questions, and offer advice 24/7. These tools can handle routine queries, leaving human coaches to focus on more complex issues.
- AI can provide real-time feedback on performance through various mediums, such as voice analysis, facial recognition, and text analysis. This immediate feedback helps coaches to quickly identify and work on their areas of improvement.
- AI systems can process large amounts of data to identify patterns and insights that can inform coaching strategies. Coaches can use these insights to track progress, predict outcomes, and tailor their approaches.
- AI can automate administrative tasks such as scheduling sessions, sending reminders, and managing documentation. This allows coaches to focus more on the coaching itself rather than on logistical details.
- AI-powered simulations can provide realistic scenarios for skill development. These tools allow coaches to practice and refine their skills in a controlled environment.
- AI can analyze voice tone, facial expressions, and text to detect emotions and sentiments. This helps coaches understand the emotional state of their coachees and respond more empathetically.
- AI can recommend resources such as articles, videos, and courses based on the coachee's interests and progress. This ensures continuous learning and development outside of coaching sessions.
- AI can track performance metrics and progress over time, providing both coaches and coachees with clear, actionable data. This helps in setting realistic goals and measuring success.
- AI can help design and deliver training programs focused on diversity and inclusion, ensuring that these important aspects are incorporated into coaching practices.
- **Example:** AI-driven platforms that provide unbiased feedback and suggest inclusive practices.

Case Study: AI in Corporate Coaching

- **Context:** A multinational corporation implements an AI-driven coaching platform to enhance leadership development.
- **Solution:** The platform uses AI to analyze leadership styles, provide personalized development plans, and simulate challenging scenarios for practice.
- **Outcome:** Increased leadership effectiveness, better engagement in coaching programs, and measurable improvements in leadership competencies.

AI is making coaching more efficient, personalized, and accessible, helping individuals and organizations achieve their development goals more effectively.

Here are some key components and concepts of AI:

- **Machine Learning (ML):** A subset of AI that involves training algorithms to learn from data and make predictions or decisions without being explicitly programmed. It includes techniques like supervised learning, unsupervised learning, and reinforcement learning.
- **Natural Language Processing (NLP):** The branch of AI focused on enabling machines to understand, interpret, and respond to human language. Applications include chatbots, language translation, and sentiment analysis.
- **Computer Vision:** The field of AI that enables machines to interpret and make decisions based on visual data from the world. This includes image and video recognition, object detection, and facial recognition.
- **Robotics:** The integration of AI in robots to perform tasks autonomously or semi-autonomously. Robots can be used in manufacturing, healthcare, and service industries.
- **Expert Systems:** AI programs that mimic the decision-making abilities of a human expert. These systems use a knowledge base and a set of rules to solve complex problems in specific domains.

Concepts and Techniques

1. **Neural Networks:**
 - **Description:** Computational models inspired by the human brain, used in machine learning to recognize patterns and make predictions. Deep learning, a subset of ML, involves neural networks with many layers (deep neural networks).
2. **Algorithms:**
 - **Description:** Step-by-step procedures or formulas for solving problems. AI uses various algorithms for tasks like classification, regression, clustering, and optimization.
3. **Big Data:**
 - **Description:** Large and complex datasets that require advanced analysis methods. AI systems leverage big data to improve accuracy and make more informed decisions.
4. **Reinforcement Learning:**
 - **Description:** A type of machine learning where an agent learns to make decisions by performing actions and receiving rewards or penalties. It's used in areas like game playing and robotics.
5. **Ethics and Bias:**
 - **Description:** As AI becomes more integrated into society, ethical considerations and bias mitigation are crucial. Ensuring AI systems are fair, transparent, and accountable is an ongoing challenge.

Applications of AI

1. **Healthcare:**
 - **Applications:** Diagnostic tools, personalized medicine, robotic surgery, and patient care management.
2. **Finance:**
 - **Applications:** Fraud detection, algorithmic trading, credit scoring, and customer service chatbots.
3. **Retail:**
 - **Applications:** Personalized recommendations, inventory management, and customer service automation.
4. **Transportation:**

- **Applications:** Autonomous vehicles, traffic management, and route optimization.
- 5. **Entertainment:**
 - **Applications:** Content recommendation systems, virtual assistants, and game development.

Impact and Future of AI

AI has the potential to transform industries, improve efficiency, and solve complex problems. However, it also raises concerns about job displacement, privacy, and ethical implications. The future of AI will likely involve advancements in explainable AI, human-AI collaboration, and the development of robust regulatory frameworks to ensure responsible AI deployment.

Personalized training programs cater to individual interests and career aspirations, which can significantly boost engagement and motivation. When employees feel that their unique needs and goals are being addressed, they are more likely to actively participate and invest in their learning journey.

Let's agree that it is not practically conceivable for a trainer to shuffle through the vast amounts of content to recommend relevant training materials to trainees. AI-powered systems can be used for curating content based on an employee's role, skill level, and career goals. Here AI helps to ensure that learners have access to the most pertinent and up-to-date information.

AI can analyse individual learning styles, preferences, and performance data to create customized training programs. This ensures that employees receive training that is tailored to their specific needs and learning pace, enhancing their engagement and retention.

When training content is tailored to the learner's needs and delivered in a format that suits their learning style, it enhances understanding and retention. Personalized training helps ensure that employees retain the knowledge and skills they acquire, leading to better long-term outcomes.

3. Real-time Feedback and Assessment

AI can provide immediate feedback on training assessments, allowing learners to understand their progress and areas for improvement right away. This real-time feedback loop helps reinforce learning and keeps employees motivated by recognizing their achievements promptly.

4. Virtual Coaching and Mentoring

AI-driven virtual coaches can simulate real-life coaching sessions, offering guidance, answering questions, and providing support 24/7. These virtual coaches can supplement human mentors by providing continuous support and addressing routine queries, freeing up human mentors for more complex, personalized interactions.

5. Predictive Analytics for Skill Development

AI can predict future skill requirements based on industry trends and organizational needs. By analyzing data on current skill sets and performance, AI can identify skill gaps and suggest targeted training programs to prepare employees for future roles and challenges. This proactive approach helps organizations stay ahead of the curve in workforce development.

These points illustrate how AI is revolutionizing training and development by making it more personalized, efficient, and responsive to individual and organizational needs.

4o

and 5 more points in favour of personalized training please
ChatGPT

Certainly! Here are five additional points in favor of personalized training:

3. Flexibility and Convenience

Personalized training can be designed to fit individual schedules and learning paces. This flexibility allows employees to balance training with their work responsibilities, reducing the stress and disruption often associated with traditional training programs.

4. Improved Performance and Productivity

By addressing specific skill gaps and providing targeted support, personalized training can lead to significant improvements in employee performance and productivity. Employees can apply the skills and knowledge they gain more effectively in their roles, contributing to overall organizational success.

5. Enhanced Job Satisfaction and Career Growth

When employees receive training that aligns with their personal career goals and professional development plans, it can lead to greater job satisfaction. Personalized training helps employees feel valued and supported in their career growth, which can increase loyalty and reduce turnover rates.

These points further highlight the advantages of personalized training in creating a more effective, engaging, and supportive learning environment for employees.

4o

a brief comparison of these two please
ChatGPT

Sure! Here's a brief comparison of the impact of **AI in Training and Development** versus **Personalized Training**:

AI in Training and Development

Advantages:

1. **Scalability:** AI can handle large volumes of learners and provide consistent training experiences across the organization.
2. **Efficiency:** AI automates administrative tasks and content curation, saving time for trainers and learners.
3. **Data-Driven Insights:** AI analyzes performance data to provide actionable insights and optimize training programs.
4. **Real-Time Feedback:** AI offers instant feedback, allowing learners to quickly identify and correct mistakes.
5. **Cost-Effectiveness:** AI can reduce training costs by automating routine processes and minimizing the need for physical resources.

Challenges:

1. **Initial Investment:** Implementing AI-based systems can require a significant upfront investment.
2. **Complexity:** Developing and managing AI-driven training programs can be complex and may require specialized expertise.
3. **Human Touch:** AI lacks the emotional intelligence and personal touch that human trainers provide, which can be crucial in certain training scenarios.

Personalized Training

Advantages:

1. **Engagement and Motivation:** Personalized training aligns with individual goals and interests, boosting engagement and motivation.
2. **Flexibility:** Personalized training can be tailored to fit individual schedules and learning paces.
3. **Higher Retention:** Tailored content enhances understanding and retention, leading to better long-term outcomes.
4. **Improved Performance:** Addressing specific skill gaps results in significant improvements in employee performance.
5. **Job Satisfaction:** Employees feel valued and supported, leading to higher job satisfaction and reduced turnover.

Challenges:

1. **Resource Intensive:** Developing and delivering personalized training can be time-consuming and resource-intensive.
2. **Scalability:** Personalizing training for a large workforce can be challenging and may not be easily scalable.
3. **Consistency:** Ensuring consistent training quality across personalized programs can be difficult.

Comparison Summary

- **Scope and Scale:** AI excels in delivering scalable, consistent training experiences, making it suitable for large organizations. Personalized training, while highly effective for individual learners, can be resource-intensive and harder to scale.
- **Engagement and Retention:** Personalized training offers higher engagement and retention by catering to individual needs, whereas AI provides efficiency and data-driven insights to optimize training.
- **Efficiency and Cost:** AI can reduce costs and increase efficiency by automating tasks, while personalized training may require more resources and investment in human capital.
- **Human Element:** Personalized training provides a human touch and emotional support, which AI lacks but can complement through virtual coaching and real-time feedback mechanisms.

In essence, both AI in training and personalized training offer significant benefits, and the best approach may involve integrating AI to enhance personalized training efforts, combining the strengths of both methods.

In essence, both AI in training and personalized training offer significant benefits, and the best approach may involve integrating AI to enhance personalized training efforts, combining the strengths of both methods.

Here are some relevant newsletter topics for July, August, and September 2024, that align with your management training, coaching, and mentoring startup:

July 2024: "The Power of Soft Skills in Leadership"

- Overview: Focus on the importance of soft skills like communication, emotional intelligence, and adaptability in leadership roles. Include examples of how soft skills impact decision-making, team management, and conflict resolution.
- Key Sections:
 - Why Soft Skills Matter: Highlight the growing demand for soft skills in corporate environments.
 - Skills That Define Great Leaders: Discuss empathy, listening, teamwork, and adaptability.
 - Workshops and Training: Promote your upcoming soft skills training sessions.
- Call to Action: Invite readers to register for your soft skills training program or attend a free webinar on leadership development.

August 2024: "Embracing a Growth Mindset for Career Success"

- Overview: Share insights on the significance of a growth mindset in achieving career success and personal development. Tie in real-life examples of people who thrived by embracing challenges and learning from failure.
- Key Sections:
 - Understanding the Growth Mindset: Define a growth mindset and how it differs from a fixed mindset.
 - Benefits in Career Progression: Show how having a growth mindset leads to better job performance and continuous professional development.
 - Coaching Tips: Offer practical tips to cultivate a growth mindset in daily life and work.
- Call to Action: Promote your career coaching services, offering a free consultation or discounted session for new subscribers.

September 2024: "Future-Proofing Your Workforce: Key Skills for 2025 and Beyond"

- Overview: Look ahead to the key skills companies will need in the next few years, including digital fluency, remote team management, and innovation. Emphasize the need for continuous learning and adaptability.
- Key Sections:
 - The Changing Landscape of Work: Discuss how technology and hybrid work environments are reshaping skill requirements.
 - In-Demand Skills for the Future: Highlight areas like critical thinking, digital collaboration, and leadership in virtual settings.
 - How Coaching Can Help: Explain how your startup can help professionals and organizations stay ahead with training and mentoring programs.
- Call to Action: Encourage sign-ups for a future skills assessment or invite corporate clients to partner with you for workforce development training.

These topics will resonate with your audience and demonstrate your startup's value in developing essential skills for the future of work. Would you like help drafting any of these newsletters?

40

You said:

Yes please if you can draft all the three for me

ChatGPT said:

ChatGPT

Here are drafts for the three newsletters:

December 2024



Joy of Giving: Corporate Social Responsibility During Festivities

The holiday season is a time for joy, celebration, and giving. It also presents a unique opportunity for businesses and individuals to create lasting impacts through Corporate Social Responsibility (CSR) initiatives. By embracing the spirit of giving, organizations not only contribute to society but also foster personal and professional growth among their teams.

CSR during the festive season is a powerful tool for building empathy, teamwork, and a sense of purpose. Activities such as organizing charity drives, volunteering, or supporting underprivileged communities help individuals connect with societal challenges and develop emotional intelligence. Empathy, a key trait for effective leadership, grows through such experiences, enabling leaders to better understand and inspire their teams. Moreover, CSR initiatives require collaboration, planning, and execution. These activities enhance leadership skills and strengthen team cohesion, as employees come together to work towards a meaningful goal. The positive energy generated through such efforts not only boosts workplace morale but also aligns employees with the organization's values and mission.

Participating in CSR also fosters a culture of gratitude and reflection. It reminds teams of the impact they can create beyond their professional roles. This renewed sense of purpose leads to higher engagement and loyalty, resulting in a more motivated and committed workforce.

At **Achievers Circle**, we believe that CSR is not just a responsibility but an opportunity for growth. We specialize in designing programs that align CSR initiatives with leadership and team-building goals, ensuring that your organization reaps all-round benefits. Our training sessions help organizations integrate CSR into their core strategies, transforming these activities into impactful learning experiences. We assist teams in honing critical skills like communication, planning, and collaboration through CSR projects. These experiences often lead to innovative problem-solving and stronger interpersonal bonds, which translate into workplace productivity.

This festive season, let **Achievers Circle** partner with your organization to design and execute CSR initiatives that not only spread cheer but also create lasting value. Together, we can nurture leaders, build cohesive teams, and contribute to a more inclusive and compassionate society—making this Christmas season truly transformative.

Wishing you a Merry Christmas filled with joy, and an awesome year ahead! May the spirit of giving guide your journey towards success and fulfilment.

Soumen Bose
Founder
Achievers Circle

