

Inspira



A NEWSLETTER BY THE LILA POONAWALLA FOUNDATION

Vol. No. 30 / April 2010

FROM MY HEART

My Dear Friends and Lila Fellows,

The Lila Poonawalla Foundation enters its 15th year since inception! Indeed an admirable milestone! Soon we will commence the selection of the 15th batch of Lila Fellows. Being the 15th year we plan to increase the number of scholarships. Last year we increased them to 53; this year we will try to award about 65 to 70 scholarships. We have always received excellent applications, **but due to lack of resources we have been able to support only a limited number of girls.** Hopefully, many more donors will come forward to contribute to this movement of educating and empowering women. This year the board has also **decided to introduce scholarships for the undergraduates.** To start with, we are **extending these scholarships only to the engineering degree students in every stream. We plan to select about 20 to 25 excellent girls and support them through their four-year course.** I know it is a big commitment LPF is making, but I also have a lot of faith in the **Divine Power.** I am sure we will find a solution on how to find funds.

Regarding the undergraduate scholarships, apart from arranging the funds, we also need to set up a different process of developing these young girls. These girls will be with us from the first year of their engineering unto graduation. While the girls selected for **PG are addressed as Lila Fellows,** the girls selected for the **undergraduate program will be called Lila Girls,** your younger sisters. These girls are sure to look up to the LFs for inspiration to achieve new horizons. We have formed a **separate evaluation and selection committee** comprising two **senior LFs from the 1996 batch i.e. the first batch- Ms. Anagha Mitra and Ms. Prerna Khole,** an external experienced professional **Ms. Parveen Tarafdhara**, our senior trustee Ms. Vasantha Ramaswamy and myself. This indeed is an historic event for us, **our big step forward!**

Seeking avenues for raising funds for LPF was the main purpose of our recent visit to USA. We have just returned from our travel and I must say we had a very interesting

visit. **We met many LFs, their spouses and their children at a fantastic get together in New York. And** of course, we also met

many organizations engaged in women education. Dad will talk to you all in detail about this unique aspect of our visit, through the next issue of Inspira.

While we have been busy with all the above-mentioned activities, we have not neglected our training programs and get-togethers for LFs. We started with the **Parent's Day Program.** This was actually a feedback session **by the 2nd batch of Peace Ambassadors about their learning during their** three-week Wholesome Leadership Development program at UK, conducted in collaboration with the **ASHA Foundation there.** The success of this program was reverberating! We could see tears in the eyes of many parents, who were seeing how confident and elegant their daughters had become after their return. Many parents voiced a wish that their daughters be selected for the next batch. The program ended with a sumptuous lunch for all - guests, parents and LFs of course!

The 1st and 2nd batch of PA's together with other Lila Fellows are arranging a cultural event **'Samagam'- Season 2 on the 29th of May** this year, to raise funds so that we can sponsor the third batch of Peace Ambassadors for training at ASHA Centre, UK. I am sure they will make this a very successful event and collect funds not only for the PA program, but also to the Foundation's scholarship corpus. It would be nice to see all LFs rallying around and volunteering to help the organizers.

For the first time, we conducted an art session in **Pottery & Paintings for an entire day.** We visited **Ms. Ruby Jhunjhunwala's (Leading Lady Featured in Inspira Vol. 26 published Jan 2009) ADIPA workshop.** A **renowned pottery artist,** Ruby gave demonstrations of various forms of pottery works. Some LFs also got an



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FROM MY HEART

opportunity to try their hands at molding some articles. The afternoon session included demonstration of and discussion on **Warli, Madhubani and Egyptian paintings**. **Ms. Maya Dongare**, a thoroughly professional artist and the mother of our LF Sujata, conducted the introductory workshop. **After this exposure, ten LFs have commenced a three-week training program** on these various forms of art. Soon we will see their creativity at work.

Ms. Cora Menezes, Director TACORA (Transactional Analysis Centre for Ongoing Relationship Analysis) and a professional trainer, conducted a workshop on **"Transact to Win"**. **It was focused on making the participants take deep look at their selves. Discovering oneself can lead to better communication and all of us can benefit from implementing this philosophy.**

Many Lila Fellows attended the **Indian Naval Symphonic Orchestra Concert**. This show has the repute of having regaled audiences not only across the country but also around the globe. LPF gave an **opportunity to many LFs to attend this performance and appreciate the stirring martial music, arrangements of symphonies, overtures, concertos, Indian classical and other forms of contemporary Pop and Folk music.**

With the current **30th issue of INSPIRA we are reaching yet another milestone! The first issue of Inspira was released in July 2000.** For the last 10 years, the Inspira team has been working hard, not only in ensuring that not a single release is delayed, but also in improving its quality of presentation and content with every new issue. I take this opportunity to **thank the team, those who initiated Inspira and took it ahead in its formative years and those who are continuing to take Inspira ahead with great zeal and enthusiasm. THANK YOU CRUSADORS! KEEP THE SPIRITS HIGH.**

Wish you all the best. Talk to you in the next issue of INSPIRA in **another decade of our beloved newsletter.**

With lots of love and good wishes,

Lila

Lila for friends & Mom for Lila Fellows

THANK YOU FOR YOUR SUPPORT TO THE FOUNDATION WITH YOUR GENEROUS DONATION



Mrs. Preeti Ajay
Nagarkar
(Joshi)
LF 2002
Rs. 30,000



Mrs. Praveena
Charankamal
Singh (Reddy)
LF 1998
Rs. 25,000



Mrs. Alefiya Mustafa
Poonawalla
(Faizullahoy)
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\$ 500



Mrs. Ashonita Samir
Chhajed (Chavan)
LF 2002
\$ 250



Mrs. Shweta
Karthik (Lolage)
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Mrs. Madhushree
Singh (Gokhale)
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LF 1998
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Mrs. Shweta Shirish
Gufekar (Lagu)
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Mrs. Kavita Amit
Kulkarni (Lagu)
LF 2001



Mrs. Susmita
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Mrs. Mukta Negi
(Pathak)
(LF-2001)
\$ 250

EMPOWERED LILA FELLOWS

"If I can't learn the way you teach me..., will you teach me the way I learn?"..... And that is what I set out to do. Hi! **I am Arpita Chanda** a proud Lila Fellow. I come from a family, which is very open minded and gives me the freedom to listen to my heart. They have always supported me in all my decisions. My parents (mamma, bapi and jaja) have always taught me to believe in myself and live life till the fullest. Who I am now is because of them. Thank you! I must also thank my fiancé, Mayur who has been supportive, throughout my working years. He has been a silent observer and a strong backbone to me.

I appeared for my 12th board exams in 2001. Like many teenage girls, I was also confused as to what should I take up for a career. I had many options in front of me. But I wanted to do something unique and challenging. My aunty (Shreela *maima*) showed me the path. She was like a guiding star that shaped my career and my confidence. I took admission in SNDT College (Pune) and graduated from the Human Development Department. My subjects were: **Child Psychology, Child Health and Nutrition, Women related issues and Children with Special needs**. On Mondays, Tuesdays and Fridays between 13:30-15:30 Hrs when we used to have lectures on children with special needs, I used to have my eyes and ears glued to what Mrs. Veena Sant (HOD Human Development) was speaking. Her enthusiastic and inspirational lectures made me more curious and interested in this particular subject. I worked as an intern for a month in a school exclusively working for children with varied difficulties. Then on, I was determined to be a **"Special Educator"** and take this up as a career. There was no looking back.

However, the knowledge that I had was not enough to work with children with special needs. I had to be specialized in my area of work. So I decided to do a Post Graduate course in Special Education. I wanted to fund my own education. Thus I approached the **Lila Poonawalla Foundation**. I am grateful to Lila Ma'am, Firoz Sir and all the other trustees who believed in me and in what I was doing. They encouraged me to go ahead giving me their support for which I thank them a lot! I then pursued a two years post-graduate course (B.Ed. and M.Ed. in Special Education) from SNDT College, Mumbai.

Soon after, despite my being a fresh graduate with no prior experience in teaching children with special needs, Mrs. Nalini Sengupta the Principal of Vidya Valley School, Pune who gave me the opportunity to be a part of her prestigious organization. She believed in my work and gave me the responsibility as a **Special Educator and Counsellor for children with special needs** in her school. Now I had all the theoretical knowledge and I had to use it practically. With complete support and help from my principal and colleague Mrs. Vidya Chikte (Counsellor)



I took up this challenge. We are working towards **'integration'**. We are integrating these special children in the normal school set up, in both academic and non-academic areas.

We have children with varied difficulties- Autistic, Asperger Syndrome, Physical disabilities, Learning difficulty, Visual Impairment, Speech disorder, Epilepsy, Developmentally delayed, Emotionally disturbed and difficulties due to change in the child's environment. My main objective is to sensitize other children towards the emotional needs of these special children. We have grouped twenty children (slow learners and learning difficulty) and are training them for their 10th board exams through NIOS- National Institute of Open Schooling. We modify the curriculum by giving these special children a modified question paper, we pardon their spellings, handwriting and presentation, organize separate seating arrangement, give them extra time to complete the paper and provide them with a writer to write their examinations. We provide the child with classroom management program such as Behaviour Modification Program. We also provide them with a 'Shadow teacher' i.e. assign a special teacher to students with specific needs. This helps the child with special needs to adjust and adapt to the regular classroom situation. We counsel the parents as well as the child and arrange their meetings with concerned therapists for the child's holistic development. Yes, it is a challenge to educate them, but life is monotonous without any challenges, Isn't it?

I was lucky to be chosen as one of the **'Peace Ambassadors'**-2009 by the Lila Poonawalla Foundation. My visit to UK was enriching and enhancing both professionally and personally. The visit to Grange (a village for individuals with special needs) in Gloucester gave a new direction to my thought. I now would also like to start a vocational institute for individuals with special needs in Poona and I am also working towards it. Achieving this goal is yet another challenge I have posed to myself!

EMPOWERED LILA FELLOWS

I am a part time lecturer at the SNDT College, Pune, teaching the PG Diploma girls in Communication Media for Children Department and girls from the Human Development department two subjects- Communicating with children and Children with Special needs. This gives me an opportunity to mould and sensitize young girls towards the needs of special children and also take up 'Special Education' as their career option. Being with these children, has not only given me a profession that I enjoy but was also helped me grow personally. They say, teachers teach their students; but my children with

special needs who are unique in their own sweet way have taught me to be positive, patient and stable in my thinking process. I have learnt to appreciate life and live with a smile. **Truly! They have taught me to teach them the way they want to learn!**

■ - **Arpita Chanda**
(LF-2005)

P.S.: Arpita offers help and professional guidance to families with special children. She can be reached on the following contact details:

E-mail - arpitachanda@yahoo.co.in;

Cell: 9823233308

SPECIAL FEATURE

Ms. Jayshree Shahade, has been amongst those who envisioned Inspira even before it took shape. Apart from heading Saakshi Event Management Company, she is deeply involved in many of the Foundation's activities. She was the project manager of the first batch of Peace Ambassadors (PA-2008) which trained in Peace Leadership at ASHA Center, UK. Due to her rising engagements and work pressure, she recently volunteered to hand over the baton of Inspira to the LFs entirely. Her parting address to our readers.....



"INSPIRA, an idea which became a movement for the Lila Fellows.....

It was exactly 10 years back... it all started with a simple idea on how to have a common platform where LFs (Lila Fellows) could share their ideas and communicate. We all felt, having a news letter of the Foundation was a great way to achieve this.

*A brainstorming session took place; messages were sent to LFs to suggest a name, also their suggestions on what they would expect in this news letter – which was their own. With their consensus, we finalized the name "**INSPIRA**". There was great enthusiasm amongst the Lila Fellows to be part of it, so a team was formed and we selected Uzma Kazi as the first editor of this venture. She was always active, open to new ideas and took interest in guiding the LFs, until a time when she got married and went to Dubai. The time that followed, saw lots of innovation and improvements in Inspira.*

*Soon Inspira evolved from a simple news letter to a saga of exploration of ideas – Some of the features on **Leading Ladies** were learning experiences from some of the achievers in the industry. Doing an interview with them taught the team, 'the Crusaders' how to prepare a questionnaire and confidently meet personalities and do their detailed study. And I must say all those people whom the LF's met were more than helpful and not even once were they intimidating. **Living Life With a***

Difference made the Crusaders aware of the realities of life – some stories like, girls working at petrol pumps, daily wages workers at construction sites, rickshaw drivers, post-women, and so on. Seeing their lives from close quarters made the Inspira team realize the many short-comings in society. **Empowered Lila Fellows** was a good chance to know how higher education had set the LFs a class apart; how a small gesture of the Lila Poonawalla Foundation of awarding the LFs a scholarship had changed their lives.

I won't go on with this as learning never ends... it is a on-going process, so I am sure Inspira will evolve and do better and better. I have been associated with Inspira since its inception and have had the complete freedom to shape this News Magazine with the support of Lila and all the Trustees, particularly, Maya and Shernaz, who took special interest in guiding the LFs with the correct English language.

*Being an anchor of Inspira has given me great satisfaction as it was nice to interact and create some bonding with the Inspira team. But it is time for the LFs to take this forward now..... **So I sign off here**, wishing the Team well for bettering this and hoping that they live up to the Foundation's expectations.*

- Jayshree"

LEADING LADY

A gold medalist in MBA-HR from XLRI Jamshedpur, Ms. Leena Nair (38) is the youngest Executive Director of Hindustan Unilever Ltd. and the first woman on its Management Committee. She leads HR for Unilever South Asia and has been named amongst the 'most powerful women' for three consecutive years by Business Today. She was awarded the Young Woman Achiever of the Year 2008 in Business by FICCI (YFLO). She heads the ASSOCHAM Expert committee on HRD and Labour Laws. Rajani Panchang spoke to this 'no-nonsense' but gregarious HR genius, about how she struck gold whilst working in a non profit department like Human Resource!

The first woman MD at HUL and at such a young age.... How did it happen?

I think it is God's grace, and the blessings of a lot of people, especially parents and family that made me this fortunate. I have also been extremely lucky to have had very good and supportive families in both, my parents and in-laws and wonderful soul-mate in Kumar who is also my anchor. I travel extensively; two weeks every month I am out and I think this was impossible without their support and understanding.

Apart from that, I always carry my head on my shoulders. I don't take life too seriously. I was very lucky to get very good mentors and I never hesitated in reaching out when I needed help or guidance. Mastery over my field, passion, excellence, pursued and built expertise in my field through sheer hard work..... I think these have been the crucial rungs of my ladder of success. I am an outright optimist and never cry in adversities.

Why did you step into HR after doing your graduation in Engineering?

I had a very humble upbringing in Kolhapur where engineering and medicine were the only coveted professions. I was focused on academics and topped every single year. I was good at all subjects, but didn't enjoy biology. My father ran a small industry and wanted me to become an engineer. I graduated in Engineering in Electronics and Telecommunications from Walchand College of Engineering, Sangli but my heart was not in engineering. During my third year of Engineering, one of my teachers Prof. Tilwally, noticed a penchant in me for man-management and guided me to pursue a higher degree in HR.... those days known as Master's in Personnel Management. He explained to me at length what the course was all about and I thought that my heart lies in HR. I was happy and I made up my mind. As a fresh graduate, I joined XLRI, Jamshedpur. My dad was a bit upset that I switched lanes, but eventually all went well. I always believe in grabbing every opportunity that comes my way. That's what I did... During my course at XLRI, I interned at HLL during summer. HUL (then HLL) and I loved each other; they offered me a job and it has been sixteen long years since then that we have been together!

People generally believe that HR comes in only during recruitment and exit of an employee. What are its other functions and how crucial are they?

Apart from hiring and relieving an employee from work, the HR Manager is responsible for talent management, skill building, maintaining healthy work culture and building succession pipelines for future projects. As a part of my resource building strategies, I have conducted

several culture-change programs, introduced leadership initiatives and programs to improve the performance of the employees. Talent management impacts business the most and so the working of the HR manager can be a very crucial deciding factor. Human Resource Management is not a job and one should be genuinely happy meeting people. I take care of employee relations in 95 unions across 45 factories and their effective functioning

requires me to remember each person by his name and deed and engage with them. I genuinely like meeting people and speaking to them, so I love it!



What in your entire career would you call the major milestones you've achieved?

Very early in my career HUL gave me this task to close down their very old tea factory in Chennai. It meant relieving hundreds of workers from their jobs and moreover convincing them to do so willingly. Obviously it was not easy as so many families were going to lose their source of income. I literally went and met each employee's family promising them a suitable compensation. I went out of my way and offered career counseling to their children. I spoke to them about alternative employment opportunities; that is to say I had to assure them of all-round welfare provided they accept the company's offer. Sometimes I had to go farther than what the company was offering to convince them. It wasn't easy because everyone looked at the company with a bit of doubt. But being a woman, families were forthcoming and trusting.

In another instance, alcoholism was a big problem amongst our employees in a particular village. I personally went to the village and met every family. The ladies would share their problems and were willing to co-operate and tackle the problem. We brought in agencies to rehabilitate our workers and de-addict them.

Yet another challenge was shifting an entire food's operation from Bangalore to Mumbai which I was able to do successfully. There have been many many such incidences where it is not easy to suspend long-lasting relations with employees. But some decisions have to be taken for the effective performance of the business. And when I look at such incidences in the past I feel happy and content that I was able to do so in a fair and just manner.

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LEADING LADY

Obviously they are major milestones for me!

In these tough times of recession how have you handled attrition?

The attrition HUL faced has been somewhere around 2-3% which I feel is very low as compared to rest of the industry. I think if every employee is treated with empathy and grace and looked at as a human being and not just any other figure, it does a great deal for their morale. What everyone looks for (in order of priority) is job satisfaction, a good boss, a future in the company and a projection of their future financial remuneration. It is about balancing employer and employee relations without hampering either of their interests.

You say that HR is the trade of tomorrow. Why?

Ask any CEO and he will tell you that his biggest challenge today is not getting funds but getting the right talent. Especially in these times of recession when employees are leaving, his question is how to make them stay and also be productive. As a senior, his job is to enable and empower his team to work, whilst he himself needs to become a manager and get work done. He needs to know the strengths and pulse of his employees, and that is what only an HR person can do. In India the major problem is very few quality management schools vis-à-vis a challenge to train a huge 'wanna-be' population. That is why I say HR is the trade of tomorrow.

Ever since you became the MD the percentage of women employees has risen significantly. How did you change the mindsets around you to achieve this?

I believe in being a Champion of Gender Diversity as well as equipping my organization with better facilities in order to improve their performance. In our new office at Andheri I have created a state-of-art Day Care Center facility which can be used by both our male and female employees. I have initiated the concept of flexible work hours, where an employee is allowed to work from home i.e. remote working, as long as he meets his targets. I have initiated sensitivity training programs for male employees wherein we speak to them about the social norms of how to carry themselves in the presence of female co-workers and make the work environment conducive for both. Today the percentage of women employees in HUL has risen to 20% from the initial 2%.

Why do you say that women make better HR managers?

Women are patient and good listeners. They emulate empathy. This is also by virtue of being a mother at home. They have a wonderful ability for teamwork and collaboration. Their potential to multitask enables them to beautifully balance workload. A woman brings her family into her work place... You'll find photos of my family in my office. Women inherently empathize with men colleagues better. They are born HR managers!

How do you balance work and family?

I do a lot of planning and am extremely organized; I never find time for luxury and reading though. I never work on a

weekend. Saturdays and Sundays are entirely for my family. I have two sons, Aryan (11) and Sidhanth (8). I and my husband, Kumar who runs his own Financial Services Company, accept no invitations to parties where children are not invited i.e. strictly no socializing without children. We do take vacations as a family. My sons are proud of what their mother is pursuing and they understand when I am unavailable.

Message to young girls...

Girls must not shy away from high visibility and high profile jobs. I belonged to the first batch of students to pass out of my school to which I used to cycle 20 km. But people were very discouraging; they felt my parents were educating their two daughters, who according to them were destined to get married and stay at home. When I completed my Masters, people advised me not to join HLL, but I followed my dream and went on to become the first woman General Manager and first Vice President at HUL. **I mean to convey to the girls- never be constrained. Have the perseverance to dream big and then make it come true. Never think why God brought you adversities; rather look at these as opportunities.**

Another very important advice to women is that they must equip themselves with the right communication style. They tend to be tentative in their communication; **they need to make themselves assertive.** Next they must be uncompromising for the first few years and no matter how learn every nuance of their trade, so that they are taken seriously at work. I remember, in my initial days I used to work in a 40 acre workshop which had no toilet. All day long, I paced up and down the place so that I could know the working at every inch of the workshop. It was physically taxing. But I did not give up then and it has taken me a long way since then. **Women are more pessimistic than men and so I also advise girls to 'hang in' and never feel put down especially in the tough times.** I will advocate them to know their capabilities, work hard, perform and build a reputation for themselves.

What is your 'Guru Mantra' for your balanced self?

I believe in keeping fit, four-fold i.e. physically, emotionally, mentally and spiritually. **Physical health** is very important to me. I remember before I got married I was 20 Kg heavier than now. When I met my husband then, I started working out regularly and I realized it made me look better and feel better. Since then my husband and I spend 4 days a week at the gym religiously. We indulge in the right food and we both love sports. To maintain **emotional fitness** it is important to maintain good family relations, spend time with parents and thank them from time to time for what they do for you. **Mental fitness** is what my work rewards me. Find time to pray. Praying to God and thanking him for the many privileges that I have which many others don't have, keeps me **spiritually fit.** I look up to Mother Teresa. I would say give, give, give, ... there is no greater joy than giving.

■ - **Dr. Rajani Panchang-Dhumal**
rajanipanchang@gmail.com

HEALTH CAPSULE

"Yes, but every time I try to see things your way, I get a headache." There are enough reasons in our lives which can give us a 'headache'; thus it would not be wrong to say, "Every head has its own headache". Many, who hardly think, often say "Oh! I thought so hard I got a headache".

So can we actually define a headache? Indeed, we can! It is a pain occurring above the eyes or the ears, behind the head (occipital), or in the back of the upper neck. Headaches could be due to several reasons. It is classified into different types- headaches due to tensions, migraine headaches, cluster headaches, hormone headaches, etc. What is important is to identify which type of headache one suffers from in order to adopt an appropriate treatment regime!

TENSION-TYPE: The present age is that of speed and stress. Most of us suffer from the tension-type headache at some point of time or the other. We often get rid of this with an over-the-counter analgesic and depict a no-caring attitude unless this headache becomes debilitating and painful with sporadic occurrences. Episodic headaches occur randomly due to anger, fatigue or temporary stress often giving a muscle contracting sensation in the head. Such aches wade off with an analgesic, a good sleep or by relaxing. However, frequent occurrences of these aches signal the condition to be heading towards the chronic type where one gets habituated to analgesics. These headaches can be prevented by non-steroidal anti-inflammatory agents, anti-depressants (natural like lemon grass) and muscle relaxants. Biofeedback and relaxation exercises definitely aid in preventing these aches.

MIGRAINE-TYPE: The word migraine is derived from the Greek word 'Hemicrania' meaning "half of the head". Thus this type of headache occurs on only one side of the head. It is caused by biochemical changes in the brain leading to shifts in blood flow and is more often in women, perhaps due to hormonal influences. It is marked by pulsating pain at the temples and may be accompanied by nausea with variable frequency of its occurrence. Some cases experience mild visual or hearing hallucinations like visualizing dots, flashy lights, getting strange odors or numbness in speech prior to the onset of the headache. Other rare migraines are of retinal and abdominal type. A precise and timely record of events which trigger the migraine is of great help for medical advice taken from a practitioner. **Chiropractic care** which involves manipulation of the spinal column and other body structures and **aromatherapy** are being studied as alternative therapies for migraines.

HORMONE-TYPE: Women suffer from more migraine type headaches than men and these are related to menstrual cycles in many. Menstrual migraines are caused by estrogen, the female sex hormone. When the

levels of estrogen and progesterone change, vulnerability to headaches increases. The use of oral contraceptives can influence estrogen levels and may also lead to menstrual migraines. Women may also experience more headaches at the onset of menopause. Some women experience pre-menstrual syndrome related headaches which could be associated with fatigue, joint pains, constipation and lack of coordination.

CLUSTER-TYPE: It is one of the most severe types of headaches and can occur frequently in a single day. A cluster can occur as a cycle and might last for a short or long duration and in some cases they would occur all year long. The headache is unilateral and experienced as piercing pain accompanied by watery eyes and nose, on the side of the ache. Restlessness can occur accompanied with trauma and an urge of banging the head against something hard. Appropriate remedy under the supervision of a medical practitioner is recommended for these headaches.

SOME REMEDIAL MEASURES: **Biofeedback** is a formal training program based on self-regulation that can aid to alleviate headaches with changes integrated in daily life style. Similarly **reflexology**, a technique that involves massage and stimulation of certain points on the sole of the foot can relieve pain. General care, like reading with an erect posture in sufficient light, avoiding reading in moving vehicles and using computers with intermittent breaks can be the best preventive measures in our daily routines besides adequate balanced diet and rest.

So let's not get a headache by giving others one! Be good and happy; that's the best remedy for all ailments!

■ - **Dr. Neelu Nawani**
(LF-1997 & PA-2008)

Bibliography helpful in further reading:

- 1) www.sinuswars.com
- 2) www.everybody.co.nz
- 3) Lawrence M.D., Susan L. (2000) Headache Help: A Complete Guide to Understanding Headaches and the Medications That Relieve Them. Rev Upd Su Edition, Mariner Books, USA."

Three Lila Fellows, Rita Shetiya (LF-2005), Arati Chavan (LF-2008) and Prayaga Hoge (LF-2008) were amongst the 400 participants selected from all over India, for the Tata Jagriti Yatra-2009. This yatra which is held every year aims to promote "Enterprise Led Development". Last year Prayaga had participated as a 'yatri' and this year again, but as a volunteer wherein she got the opportunity to learn the nuances of management of such a mega event! Similarly, Rita who was appointed as a facilitator this time has already been slotted to be a 'selector' of yatris for the next year's event. The girls share their experience on board this train journey and explain what is so charismatic about this venture....

Many of us want to do something in order to bring a positive change in our society. The TATA Jagriti Yatra provided us with the opportunity to think upon the 'how' of it. The journey made a head-start in Mumbai on the eve of Christmas Day. Every 'yatri', as we were called, had a different set of expectations from the yatra. No one knew the final outcome; however, the first day itself gave us an impression that the impact was going to be a huge one! The whim in the young minds

was getting resolved as days were passing by.

TATAs being the lead sponsors it was called the TATA Jagriti Yatra; how apt a name! 'Jagriti' means 'awakening' and this is exactly what happened to the young minds. It was an 18 day train journey on which we traversed 16 cities in different states of India. We met diverse role models with the motto to awaken the spirit of entrepreneurship amongst ourselves, the yatris who were 400 in total.



Tata Jagriti Yatra participants

There was a vast diversity in the places we visited. One of

Role Models met on the Yatra	Their formula to successful Entrepreneurship
Manish Triparthi Mumbai's Dabbawallas	<ul style="list-style-type: none"> If there is commitment to one's work, then qualification can be built.
G. Vijayraghavan Founder & CEO, Technopark Thiruvananthapuram	<ul style="list-style-type: none"> Nothing ever comes free, so don't accept favors Interpret the law correctly, but also to suit your requirement..
Sabriye and Paul, Founders, Braille without Borders & IISE, Thiruvananthapuram	<ul style="list-style-type: none"> Adapt the blind to the world, not world to the blind. It's infinitely better to dream big and fail rather than to dream small and succeed.
Dr. G. Venkataswamy Aravind Eye Care, Thiruvananthapuram	<ul style="list-style-type: none"> Focus on the area of expertise is important. Spirituality and passion for a cause are what set things going.
R.Elango Sarpanch Kuthambakkam village	<ul style="list-style-type: none"> Aim towards self sustainability. Encourage people's participation.
Ramji Raghavan Founder, Agastya International Foundation	<ul style="list-style-type: none"> Introduce principles Entrepreneurship amongst youth Catch the star performers young and support their college education
Joe Madiath Founder, Gram Vikas	<ul style="list-style-type: none"> Poor solutions for poor people. Mantra - Movement and Action Network for the Transformation of Rural Areas. 100 % inclusive growth with 100% household participation is the mantra. This mantra is also adopted by our Planning Commission.

EXPLORER

The causes, for which the role models we met worked for, were as diverse as the regions in which they were based. Some of them were rural development, health care, inspiring social entrepreneurs, employment generation and providing clothing to the underprivileged. The *yatra* was not only about the visit to role models, though it was a major part. On our journey, we had 6 panel discussions where highly experienced people discussed on topics like women entrepreneurship in India, rural enterprises, investment, power of one etc. This also gave us an insight of how to think differently.



With Mumbai Dabbewallas



With role model Joe Madiath

we can do to be a part of change and the cause of change.

The *yatra* provided a platform for meeting new people with new ideas and opinions which helped us change our outlook. It helped us develop professional as well as social network. We made great friends! We met great people even amongst the fellow *yatris*, those who have achieved a lot at a very young age.

I must mention that the *yatra* was NOT 'all work and no play'.

I confess that without fun it would have been monotonous. I had my best New Year celebration on the *yatra*. The organizers were themselves

very congenial due to which we could do what we did. The *yatris* rocked the Bangalore railway platform with their dance and music. The party was a big hit with special arrangement



Participants dancing at Tata Jagruti Yatra

The *yatra* was a unique experience. Everyday there used to be a brainstorming session. Sometimes it used to be how the model we visited could be scalable and sustainable and how it can be used for solving other problems. Sometimes, the discussions were more general. But, **every day we opened our minds more than the previous day knowing how much and what**

Role Models met on the Yatra	Their formula to successful Entrepreneurship
Anshu Gupta Founder NGO Goonj, Delhi	<ul style="list-style-type: none"> Optimum utilization of resources. Reach out to the rural masses through a network of NGOs operating at the grass - roots level.
Bunker' Roy Founder, Barefoot College, Tilonia.	<ul style="list-style-type: none"> As the educated, be a kingmaker, not a king.
Rami Baai Founder, Okhai - Rural Handicraft Development Organisation, Mithapur	<ul style="list-style-type: none"> If you take every problem as a challenge, then nothing is impossible in the world.
David Buckland Founder, Cape Farewell	<ul style="list-style-type: none"> Integrate the arts and the sciences for creating climate change awareness amongst scientists and common man alike. Impact the younger audience- catch them young.
Neelam Chibber Founder, Mother Earth, Bangalore	<ul style="list-style-type: none"> Models of every enterprise should be so designed that they are scalable, sustainable and replicable. And most importantly link the rural producers with the urban market.
Manoj Kumar & Leena Joseph Nandi Foundation, Hyderabad	<ul style="list-style-type: none"> Take on social responsibility instead of charity. Protect dignity of life.
Tata Steel, the brainchild of Jamshedji Tata	<ul style="list-style-type: none"> Integrating the climate change initiatives with the business model. Succession planning for all levels.

-Table compiled by Rita Shetiya (LF-2005)

Contd...

EXPLORER

s for cake and soft drinks made by the *yatris* themselves. The days on the train were also great fun... rather as challenging as fun. **Bathing with cold water in a moving train is definitely not a fun if not viewed so.** Running for the buses which waited to pick us to take to destinations, the late night discussions and presentations while sacrificing sleep though was fun, was also challenging!

I am sure most of you would like to be a part of the journey. For further details, visit <http://www.jagritiyatra.com>

Me, Rita and Prayaga are all very thankful to the Lila Poonawalla Foundation for the help and support they have extended to us for this journey. Our association with the Foundation was considered as



Rita with role model Ramibai

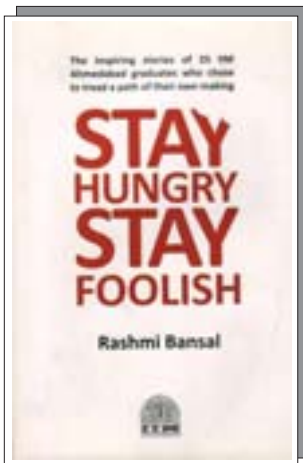


Rita and Prayaga

a highlight on our bio-data during the selection procedure of TATA Jagrityatra.

■ - Arati Chavan (LF-2008)

BOOK REVIEW



Title of the Book:
Stay Hungry Stay Foolish

Author: Rashmi Bansal

Price: Rs. 125/-

This book is a compilation of the stories of 25 IIM-Ahmedabad graduates who chose to tread a path of their own making. The author Rashmi Bansal, an IIM-A alumna herself, writes that this book is for those

people who seize their moments; for those who do not believe in selling soaps just because you are paid well to do so. It is about those who had the easy option of being a corporate slave, but felt that they had something bigger and better they could do with their talents. About people who did things which others thought were foolish and who decided to stay hungry in search of that something better.

The book is divided in 3 sections viz: **The Believers-** Stories of those people who knew that entrepreneurship was their 'Chosen Path' and thus took the plunge straight after their MBA or after working for barely a couple of years. **The Opportunists-** Stories of those who did not

plan to become entrepreneurs but seized an opportunity when it knocked and capitalized on it. **The Alternate Vision-** Stories of those individuals who have used entrepreneurship to create social impact and/or as a platform for creative expression. All those featured in the book are diverse in age, in outlook and in industries they have made a mark in. But the one thing they had in common was that they believed in the power of their dream. The book reveals the making of iconic brands like Sintex, makemytrip.com, India Infoline, Mphasis, Renuka Sugars, naukri.com, GiveIndia and many more!

Stay Hungry Stay Foolish is written in a conversational format. The end of each story is punctuated with a page of advice for young entrepreneurs. The book elucidates how these individuals with fire in their bellies and stars in their eyes, overcame the odds to realize their dreams of being their own masters as they ventured into uncharted territories. The entrepreneurs took a leap of faith, struggled and strived for years. But what gave them the final success was only perseverance and the power to adopt and adapt to every change in their 'ecosystem'. The Director of IIM-A Mr. Samir Barua has fore-worded the book by calling it a 'must read' not just for management students but for all youngsters as it would inspire them to dream the forbidden and achieve the impossible. That means it is ideal for readers of Inspira too!

■ - Mrs. Sanchita Thanekar - Satalkar
meetsancho@gmail.com

LIVING LIFE WITH A DIFFERENCE

Meet Sugandha Bai Tupe...very fondly called 'Sugandha Maushi' (Aunty) by all in her village. Her simplicity gives her the appearance of a farmer or a stay-at-home grandmother. But hold on! She is a 'dai', a midwife who works as a traditional birth attendant in villages under the Kamshet cluster of Maharashtra. Having worked as a dai for the past 40 years, Sugandha Maushi carries a wealth of experience in the field of maternity and mother-child health. Amruta Prakash spoke to Maushi to find out how did she become a dai. She also shared her interesting experiences while delivering babies in the rural areas and spoke about her views on various social issues regarding women.... Read on to know more.....

Sugandha Maushi comes from a very poor farming family. She remembers the old times and how her family struggled hard to make ends meet- "My parents were really poor. We were eight siblings in all; four girls and four boys. Education was out of question and working for a livelihood was the only option. I used to break stones to earn a living." Her poverty stricken



parents married her off at a very young age. She shares her fading memories of her wedding day.... "I still remember vividly that my parents married me off when I was too young and naïve to understand what marriage is. My father had literally carried me in his arms and was standing with me at the altar during my wedding. My husband was much older and was a farmer. He used to stay in a village called Gevande Wasahat where I continue to stay even now. He was a hard-working man and worked as a farm-labourer all his life. I too had to work in the farm after marriage but left it when I took up work as a 'dai'. After my marriage I gave birth to five children; two boys and three girls."

When asked as to how she became a *dai*, Sugandha Maushi had an interesting story behind her decision. "My own Ajji (grand-mother) was an expert dai and was famous for doing difficult deliveries. At that time, there were no doctors or nurses available in the villages. Due to lack of transport facilities it was difficult for people to take the pregnant women to the town or cities for deliveries.

Dais were the only option available to them. After I gave birth to my first child, a girl, I used to accompany my Ajji wherever she went- in the interior villages to do deliveries. I was a curious learner and absorbed everything I saw. My Ajji used to cut the umbilical cord of the newborn using a 'vili' (traditional cutter used in the kitchen) and then as her assistant I started doing the same. After a few months I became well versed with everything and decided to learn a few more intricacies of this work. I went to the government hospital in Kale Colony where I learnt a few more things about safe delivery practices. By then the government had started supporting dais who worked in remote villages by providing them equipments such as blades and clean threads." Since then till date, **Sugandha Maushi has worked for 40 years and has delivered more than a thousand babies in villages.** She looks back at those years with immense joy as all her deliveries were successful. But she still remembers a few instances where she faced difficult circumstances. "In the case of my own daughter, I had to take her to the hospital in town for an urgent operation as the baby had already died in the womb before taking birth." She also remembers many instances of difficult deliveries that she did successfully, like cases of breech birth (wherein the baby enters the birth canal with the buttocks or feet first as opposed to the normal head first presentation) or delivering twins.



Sugandha maushi interacting with the villagers

Contd...

LIVING LIFE WITH A DIFFERENCE

For Sugandha Maushi, being a *dai* is not just a profession she chose for a livelihood; she truly enjoys her work. She says that she connects with a lot of people through her work and it gives her an access to authoritatively make people aware of social issues. She has not just stopped at delivering babies but she also works for creating a safer environment for the babies and their mothers. She also considers advocating the importance of a balanced diet, nutrition and proper care during pregnancy her duty. For this she works hand in hand with the Public Health Centre



Sugandha maushi enacting a play

and the NGO Janvikas Pratishthan. "Now nurses come to the villages for creating awareness in pregnant women. They also distribute iron tablets and supplements to them. But the women are still superstitious and reluctant to take care of themselves. Instead they rely heavily upon traditional methods. This is when I tell them to follow the advice of nurses and doctors and a not to fall prey to age old harmful practices. I also tell the young pregnant girls to space out the birth of their children and not to be so stubborn regarding having a male child".

The issue of female foeticide is close to Sugandha Maushi's heart and she strongly opposes such atrocious practices. "Having done so many deliveries I am aware of the craziness amongst people for a male child for which people in our villages surpass all limits. Villagers do not as yet, have an easy access to sonography centres. But once, two or three females are born into a family, people rush to towns for sonography and abort the female foetus, if found so. Often the illiterate and ill-informed villagers are fooled by the mushrooming sonography centres which, many times for want of easy money, lead people into aborting female foetuses." She narrates one such incident. Her nephew's son's wife was pregnant for the fourth time after delivering three baby girls. After a sonography test, a quack technician told her that the foetus was female. After listening to him she wanted to abort the child. But Sugandha Maushi convinced her not to. "I told her not to listen to such quacks and explained to her that it is not in her hand to choose the sex of the child. In today's age girls and boys are the same abilities and I

believe girls have more caring and respectful towards their parents and take care of them in old age. Thankfully, she was convinced and decided not to abort the unborn child. And to her surprise, it was a baby boy". Sugandha Maushi advocates equality between girls and boys. "I tell people not to make this discrimination in the first place and not to indulge in heinous crimes such as female foeticide. Many people in the villages still don't know that it is a legal crime and get fooled by quacks in their ignorant desire for a male heir. I think there is no greater crime than killing your own daughter in the womb."

Maushi also has a lighter side to her personality. She is passionate about acting and directing small street plays. Though she is illiterate, her plays are intelligent, witty and laden with humour. She says "I really love acting and conceiving plays. I get ideas from the different



Pre-marital counselling program for girls

experiences that I get each day. When I started with acting and directing plays, many people laughed at me and warned me that my husband might disapprove of his wife's 'nautanki' (acting). To their surprise he did not object to my hobby. During Ganesh Festival and Gauri Pujan we have different plays in the village. In days gone by, I used to dress up in different 'avatars' and act. Now with my friends I inact plays on varied social issues and present them in 'mahila melawas' (Women's Conventions)".

What does Maushi think of young modern girls? She chuckles and says enthusiastically, that she really enjoys watching the young girls going to school, getting an education and progressing in their lives. She says, "Today, the situation is changing and it is no longer the same for women as it used to be in our times. I like the fact that today girls and boys mingle amongst each other and talk to each other. I feel that all the girls in our villages must get an opportunity to get good education. I would like to see more girls standing on their feet and becoming independent."

NEWS FLASH

On 17th January 2010, the Lila Poonawalla Foundation welcomed the New Year in a very unique way- by celebrating 'Parent's Day' at the Symbiosis Vishwabhan. The function started with the release of the 29th issue of Inspira at the hands of the Chief Guest, Dr. Mrs. Vidya Yeravadekar, Principal Director, Symbiosis Society. On this occasion, the Foundation presented to the parents and the society at large, thirteen Lila Fellows (i.e. the 2nd batch of Peace Ambassadors (PAs-2009)) who were transformed into highly responsible citizens. These PAs captivated the gathering for three full hours by displaying their new found talents and skills which they had imbibed during their 3-week training at ASHA Centre, Gloucester, UK. The PAs made power point presentations about their entire stay, their visits, their training sessions and the lessons they learned therein. They also showcased Indian classical song and dance performances they had prepared for their hosts in UK and ended by presenting Eurhythmy, the unique dance form the girls learned in UK. No doubt we had read about all this in the past issue of Inspira. But the actual staging of their learning was visual proof of the effectiveness of the exchange program the Foundation supports. The exposure to a new country, culture and lifestyle was reflected in a really different confidence in the PAs. As the girls presented themselves on stage, the change in their diction, language, posture, poise and knowledge was evident to the audience, especially their family and friends, who were witnessing the 'before' and 'after' image of their loved ones. A few parents and spouses of LFs expressed their views about the positive transformation the PAs had undergone by virtue of the training at UK and their mentoring by the LPF. They all emphasized upon the role played by the Foundation in the development of their daughter/wife in making them more confident, independent and multi-dimensionally developed women. The 2009 batch of PAs felicitated the 1st batch of PAs for paving the way of Peace and Leadership for them and for also raising funds to make it possible for them to undergo the training program in UK. On this occasion, the new PAs also announced the varied welfare and development projects they have undertaken, for society on their return from UK.

The Chief Guest, Dr. Mrs. Vidya Yeravadekar expressed her appreciation of the initiative taken by LPF not only for awarding scholarships to the girls for gaining academic qualifications, but also for undertaking their wholesome development through various interesting programs. She offered to look at the possibility of the Symbiosis Foundation working together with LPF in order to contribute towards responsible society building and empowerment of women through education. The other distinguished guests also present on the occasion were Prof. S.B. Muzumdar Founder Director of Symbiosis, Mr. Michael Flucht, Director, Goethe-Institut (Max Mueller Bhavan) and his wife Barbara, well wishers Mrs. Chandra Grubb and Mr. and Mrs. Nari Bhavnani, Mr. Franck Euvrard from TACO FAURECIA

with his wife, Mr. Joy Basu CEO Amplify Mindware, Mr. Naresh Sareen MD Dass Electric Trading Co., Mrs. Vinita Deshmukh Editor of Intelligent Pune and many others.

Following this event, LPF was given widespread publicity by the press media, courtesy Indian Express, Times of India, Intelligent Pune and Sakal for which LPF is very grateful. A special mention of our publicity agents, 'Reachout PR Agency' who do a fantastic job every time for the Foundation! Thank you!

■ **-Dr. Harshada Babrekar**
harshada98@gmail.com

Golden Moments

*The days at Asha center are bright and sunny
With Arpita's sense of humour and Sujata's
peaceful silence make me feel funny*

*The morning starts with enthusiastic preparations
at the breakfast table
With Harshada's swiftness and Sarika's perfection
makes the task very noble*

*The poetry sessions and the tongue twisters
prepare us to soak in and dive
With Nisha's observation and Prachi's curiosity
the classes become more alive*

*With eurythmy sessions the schedule
goes for a twist
The long day ending with Devika's laughter and
Gauri's choreography tips*

*The movie sessions and the pizza and lasagne
supper seems to be quite relaxing
With Nikhat's soft chatter and Rupali's help
make it more interesting*

*The historical sightseeing and the distant outings
may make us feel drowned
But Jo's enthusiasm and Manjusha's time
management makes the journey safe and sound.*

*With days hustle and bustle,
the night is quite and calm
I slowly creep in to the soft bed recalling
Madhavi's singing charm.*

■ **- Manjusha Dole**
(LF 1999 and PA 2009)

Down Memory Lane... GLIMPSES



2nd batch of Peace Ambassadors present their learning to the parents on Parents Day



Introductory session of Warli, Madhubani & Egyptian Painting Workshop by Mrs. Maya Dongare



LFs listen with rapt attention during the Warli painting session



Gratitude, Appreciation & Positive Expression workshop by Pradnya Wakhalu & Sucheta Ukidave

Erratum: Above picture by mistake was included in the newflash column on the visit to Jan Vikas Pratishthan in the last issue. This error is regretted.



LFs get a different experience of learning pottery from Ruby Jhunjhunwala



Mr. & Mrs. Poonawalla with the overseas Lila Fellows at the get together in New York on March 21st, 2010



Workshop on Transact To Win by Ms. Cora Menezes



Spoken English Batch farewell celebration



Naval Band Concert by Indian Maritime Foundation

CLIP BOARD

On 25th February 2010, the long proposed Women's Reservation Bill was approved by the Central Government. According to the Bill, it reserves 33% women's participation in the Indian Parliament and the state legislatures. Currently while there looms an uncertainty over the passing of the Bill in the Rajya Sabha and Lok Sabha, Inspira raked out a few opinions from some LFs, who as women of the 21st Century belong to the community directly being influenced by the fate of the Bill.

Do you think the proposed women's bill is necessary and why?

I think the proposed women's reservation bill is necessary, because it will promote more and more women to enter politics. It is worth mentioning that the current positions of the ruling party leader, opposition party leader, Lok Sabha speaker and also that of the President of India are all held and successfully managed by women; one should not assume that the women now entering the politics will be governed by their husbands. This bill will change the scenario of the Indian industry as well, in the years to come because it has been proposed in the most powerful profession in India i.e. in politics (it had to start somewhere!).

-Pooja Phalke (LF-2005)

Is the assembly really scared that women will eventually overpower the men and claim 100% of the seats, and so wish to tie them down at a mere 33% before it is too late? Of course, I am against this bill! My sincere question is why should there be a debate over the gender ratio in the assembly? Why can't it be on the efficiency basis? In routine life, be it of the home front or the work front, socially, morally, technically and mentally, on every factor we are as competitive as any men. Instead of a women's reservation bill being passed I suggest a 40% reservation bill be passed for men because we as women have proven it time and again, it's not long before women surpass men in conquering every arena!

-Deepashree Kulkarni (Ambekar) (LF-2004)

Yes. This bill is necessary to empower women. Only if they reach a higher level will they be able to solve the problems of the downtrodden. Woman can empathize and are understanding. Thus they will make better administrators and builders of society.

-Supriya Ram Iyer (LF-2007)

I personally support the women's reservation bill wholeheartedly and I think it will have positive repercussions on the participation of women in politics...also the day is not far when women will surpass the reservation window and leap ahead without it...so this is a first step!

-Amruta Prakash (LF-2005)

Yes, this bill is necessary because it empowers all sections of the society, which is important. Also this empowerment comes through political powers. So it is necessary to pass this bill.

-Dr. Sarika Deore (LF-2001)

Be ready girls! Any one of you could be contacted to get your viewpoint on yet another topic to be published in the next issue.

■ - Sanchita Thanedar-Sataalkar
meetsancho@gmail.com

EDITOR'S DESK

Our Dear Readers,

First things first- the past issue of Inspira.... We received several appreciations for the interview with Ms. Vinita Deshmukh and the awareness she created about the Cama Hospital Episode through her book 'To The Last Bullet'. Overwhelming words of praise came for the Special Feature on the Peace Ambassadors and thus the novel work of grooming done by the Foundation in terms of the Peace Leadership Program. It was outright pride that I felt when Ms. Vinita Deshmukh, the Editor of Intelligent Pune told me in her office (when I went to interview her) that she awaits every issue of Inspira. I was doubly delighted when Dr. Mrs. Vidya Yeravadekar, Principal Director Symbiosis Society, expressed the same as soon as she stepped on the stage to release the last issue of Inspira! And why not be proud! My team really slogs its out every issue and nothing can be more rewarding than the satisfaction and admiration of our readers. Feedbacks from our dedicated readers are highly valued and we eagerly wait to hear from more and more of them.



Release of the 29th Issue of Inspira issue of Inspira at Symbiosis Vishwa Bhavan

And yes of course!

There is good news within the Inspira family to share... Crusader Yogini was blessed with a baby girl on the auspicious occasion of Gudi Padwa! Congratulations to her and a very warm welcome to the little one to our family and this very beautiful world!

In our celebrations, let's not forget serious business. As Lila Ma'am has already shared with you all that this time LPF has initiated scholarships for the graduate courses in Engineering. Receipt of completed applications for the same ended on 5th of April. Initially though Vidya was worried, I must say that at the end she was a satisfied soul after getting close to 200 applications! Not a bad response to begin with, right? Application forms for the post-

graduate scholarships are available between 20th April and 31st May, this year. Detailed information is available @ www.lilapoonawallaafoundation.com or at the Foundation's contact details given below. It is not very unusual for me to come across at least one candidate a year at some gathering or the other, who says "I wanted to apply last year but was late" or "I did not know how to" or "I want to apply next year". It is actually strange how people in need miss such an opportunity which comes knocking at every door! I request all our readers to spread this information amongst your acquaintances.

And yes another reminder... The Peace Ambassadors in association with a few more LFs bring us the cultural evening '**Samagam**' (Season 2 as I call it!) on the 29th of May at the Yashwantrao Chavan Auditorium. It is a fund raising program that the organizers promise is going to be phenomenal. Tickets will be available with LF Nisha (Cell : 9960684832) and LF Rupali (Cell : 9822210530) starting 1st May 2010. I appeal to you all to support this cause by attending this event in large numbers along with family and friends.

As I part, a gentle reminder of the ghastly incident at the German Bakery in Pune on the eve of Valentine's Day. That same moment, I had just joined my hubby in the northeastern frontiers of India where the armed forces are fiercely guarding our motherland. It is unbelievable terror can reach a city as friendly and accepting like Pune. Let's join forces to remain alert and responsible and avert any more impairment (of every kind) of 'aamchi Pune'. Till we meet next time, Good Bye and God Bless!

■ - **Dr. Rajani Panchang-Dhumal**
rajanipanchang@gmail.com

Editor : Dr. Rajani Panchang - Dhumal

Crusaders : Harshada, Prachi, Sanchita, Nisha, Yogini, Priyanka, Amruta

All archives and current issues of Inspira is also available online at :

<http://http://www.lilapoonawallaafoundation.com/html/inspira.html>

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XL Images
Ph. : 020-27145325