



FEI DUNIYA

IT'S YOUR WORLD



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DON'T EVER GIVE UP

*Failure and Success are in everyone's cup
Rain becomes more enjoyable, if it follows a sunny day
Food becomes more relishing, if for days hungry you stay
So, don't ever give up
Failure and Success are in everyone's cup*

*Gold becomes beautiful ornaments, by moulding and heating
Marble becomes beautiful statue, by carving and beating
So, don't ever give up
Failure and Success are in everyone's cup*

*Pebbles become smooth, by constant rolling
Pencils become usable by sharpening
So, don't ever give up
Failure and Success are in everyone's cup*

Keep smiling & have a great month ahead!!



BIRTHDAYS IN NOVEMBER

NAME	BRANCH	DATE
HIREN DESAI	AHMEDABAD	1-Nov
SHASHIKALA A. KOTIAN	MUMBAI	5-Nov
SISIRA	COLOMBO	5-Nov
DILAWAR INAMDAR	MUMBAI	11-Nov
SATISH W RANE	MUMBAI	19-Nov
BALAJI MUDALIAR	AHMEDABAD	29-Nov
JAYPAL SADHWANI	AHMEDABAD	29-Nov
SMITHA CASTELLINO	MUMBAI	30-Nov



They say, all things are possible for those who believe. Yes, we have a gentleman in our Mumbai office, **Satish Rane**, a living example for this statement. Though he did not study much, he kept his dreams alive. He believed in himself and FEI believed in his talents. He became a part of the FEI Family in the year 2007. Satish joined as an Operations Assistant, and today, we can proudly say that he has made a qualitative difference in the organization's working style.

We are proud of you Satish! Keep up the good work!! FEI Duniya wishes you a very Happy Birthday. May God shower his choicest blessings on you. We request each one of you to be a part of his happiness and would like you to make time and wish him. Cell No : 9821260020

MARRIAGE ANNIVERSARIES IN NOVEMBER

NAME	BRANCH	DATE
ROMA & HARISH GIANANI	AHMEDABAD	10-Nov
SANTOSH TAYDE	AHMEDABAD	11-Nov
MANSI JANI	AHMEDABAD	23-Nov

FEI FAMILY IS GROWING...



PRINCE
little one of Subhash Chander, Delhi



PRADYUM
little one of Smita Pillai, International Desk

NEW MEMBERS

NAME	BRANCH
SATISH MORE	CORPORATE
SWATI MAHLOT	MUMBAI



A HEART TOUCHING LETTER FROM A FATHER TO HIS LITTLE SON



In our hectic days of struggling between work and non-work and our rat race between earning and living, we often forget the essence of life, the very basic living of the being. This letter from a Dad to his son presents simple aspects of life, which can bring in a sense of contentment and peace in our minds.

Dear Pranav,

It's been 20 months since you set foot in the world. When I held you for the first time in my arms at the hospital, your tiny hands were twitching and your eyes were shut tight. Your clenched fist reminded me of a science lesson that said to get an idea about the size of your heart; you should clench your fist. I could imagine the little heart throbbing inside you. The eternal miracle of birth. When it was my turn to witness it, I cried.

Before I married your mother, I used to debate one question endlessly with my friend, which is, "Is it really worth bringing another life into this world?" Especially when terror has become an ugly leitmotif in the canvas of our lives? When I switched on the TV that Wednesday night, the question of whether I was right in bringing you into this world haunted me again. This is my attempt at an answer. Call it catharsis.

I feel there are two ways to raise you. One is to wean you on cynicism... where you'll erect a sky-high wall in your mind and live your life pouring scorn on everything you see. This is one way of insulating yourself from fear... A kind of indifferent machismo.

The other way is to prepare you to live in the world. I can't imagine the world for you, son. But I can certainly show you the way to live in an uncertain world. Make a pact with yourself. Understand the following early on.

Life is precious and equally fragile. So every day is a gift. Get up early once in a while just to watch the sunrise. Stare at it intently and burn it in your memory. Be aware of every passing second. Look around you. There's a thin stalk of plant finding its place under the sun in a crevice on the wall of our apartment.

Appreciate mother's cooking. Praise it to heavens... Make it a habit to eat together as a family. No, make it a rule. Fall in love with nooks. Words will transport you to worlds far away. It will also keep you informed and prepared.

Follow your heart. The mind can waver but the heart seldom does. Respect your conscience. It's like a post-it note from God. When you grow up, seek a job you love. As you enter the world of careers and cocktails, you'll get sucked into a vortex called rat race. Don't be overwhelmed. We're all human. But have the courage to step out of it. Nothing will be lost. Some illusions will shatter. Good riddance.

Money. It's important. But it has its place. Don't make mistake of putting it right on top.

Find your love. Hold it dearly. Be a good husband. A patient father. Give your children space to make their mistakes. But hold them when they fall.

Speak up when you have to. Like this occasion. Whether we like it or not, we're living in a democracy. Sure it has its pitfalls. But don't forget the positives too. The real fight in a democracy is between remembering and forgetting. Go and vote. It's your chance to give shape to the kind of society you want to live in. Be alert. But try not to live in a state of fear.

If you were to get caught in a situation similar to what happened and should we lose you, then you will have left us with enough lovely memories for the remaining years. That will only happen if you start living every day like it is the last day of your life. Though it can never compensate your loss, at least we'll find strength in your love for life. Don't have regrets. They defeat the very purpose of life.

Immersed as I am in work most of the time, this letter is also a wake-up call for me.

Love, Dad

Reproduced from The Times of India

BABY STEPS TO A BETTER TOMORROW

- Save water in simple ways: do not leave the tap running while shaving, washing your face, or brushing your teeth
- Use towels for drying your face and hands instead of tissues that are used and thrown away
- Unplug chargers as they continue to consume even if they are not charging; saving energy helps reduce air pollution
- When you need a pad for lists and messages, turn over an old document and write on the back of it instead
- When you must have a paper copy, make sure you use both sides. This is an easy tree-saver
- Most computer accessories like ink cartridges, CDs and DVDs are made of materials that could be reused. Computer cords and speakers are fairly standardized, meaning they can be used for a variety of computer models and makes

Nipa Vaidya, Education Times

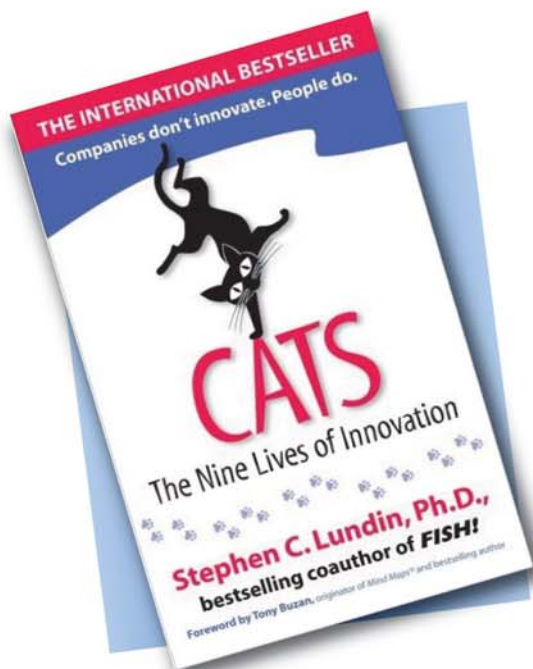


CATS: THE NINE LIVES OF INNOVATION

There are several books on bringing about innovation in an organization that have been published till now, but the question that we need to ask here is - who innovates? Is it the organization or the people who administer them?

Find out the answer in this path breaking new book called "CATS" written by the co-author of the world famous book titled " FISH " - Stephen Lundin and published by McGraw Hill.

The book elaborates "**The Nine Lives of Innovation**" which clearly says that it's the people who innovate and not the corporation.



CATS, is full of simple yet profound information and anecdotes that can be used to spark curiosity and creativity within every employee and thus, inspire innovative approaches in case of ordinary situations/instances. In this book reader will unleash the obstacles faced to innovate thought and live the nine lives of innovation which are Focus, Preparedness, Perspective & Intellectual Provocation.

The above phrases are described to unveil the knowledge potential in each of them. The book is an essential read & each corporate manager should encourage that their teams do understand this critical path. This will help the organization to cultivate more innovation within people.

Before you start reading the book, do make sure that you understand the terminology "CATS". Nonetheless, the book has a foreword written by the world renowned author, Tony Bunzan .

I recommend this as a compulsory read to all those who think out of the box irrespective of the field they are in. I can definitely say that this will, unquestionably help the organization grow.

Happy Reading!!

Vishwanath Ghanekar, McGrawHill Education

IF THEY CAN, SO CAN YOU

Name	Before	After
Albert Einstein	Ordinary Patent Clerk	World Famous Scientist
Abraham Lincoln	Poor Farmer's Son	President of America
Golda Meir	Average School Teacher	Prime Minister of Israel
Franklin D Roosevelt	Both Legs were Paralyzed	President of America
Homer	Blind	Greatest Greek Writer
Helen Keller	Blind, Deaf and Dumb	Renowned Writer
Demosthenes	Nervous Stammerer	Well known Greek Orator
Beethoven	Deaf	Famous Music Composer
Thomas Edison	Matriculate	Greatest Inventor
M.S. Oberoi	Simple Clerk	One of the biggest chain hotel owners in the world
K.K. Patel	Son of an ordinary Farmer	Manufacturer of Nirma Washing Powder

As the saying goes, "Where there's a will, there's a way". Nothing can stop you from achieving what you want. All you need is to walk that extra mile!!



FAILURE MEANS... MEANS...

Does not mean	It means
You are a failure	You have not yet succeeded
You have accomplished nothing	You have learned something
You will never be able to do it	You have to do it in a different way
You are inferior	You are not perfect
You have wasted your life	You have to start afresh
You should give up	You should try very hard
You will never achieve	It takes a little longer
God has abandoned you	God has a better idea! You will get the idea if you have faith in Him

You have to know the rules of the game. And then you have to play better than anyone else. - Albert Einstein

MANAGE YOUR TIME!!



“

The clock represents our commitments, appointments, schedules, goals and activities – what we do with and how we manage our time. The compass represents our vision, values, principles, mission, conscience, direction – what we feel is important and how we lead our lives. ”

There are three types of demand on your time

PLANNING	IS ORGANIZING
DOING	IS CARRYING OUT THE PLAN AS DECIDED
INTERACTING	IS WORKING WITH OTHER PEOPLE

WHAT IS YOUR STYLE ?

PLUS : YOU ARE STRONG

MINUS : YOU NEED IMPROVEMENT

PLANNING	PLUS	MINUS
DOING	PLUS	MINUS
INTERACTING	PLUS	MINUS

(Tick your style)

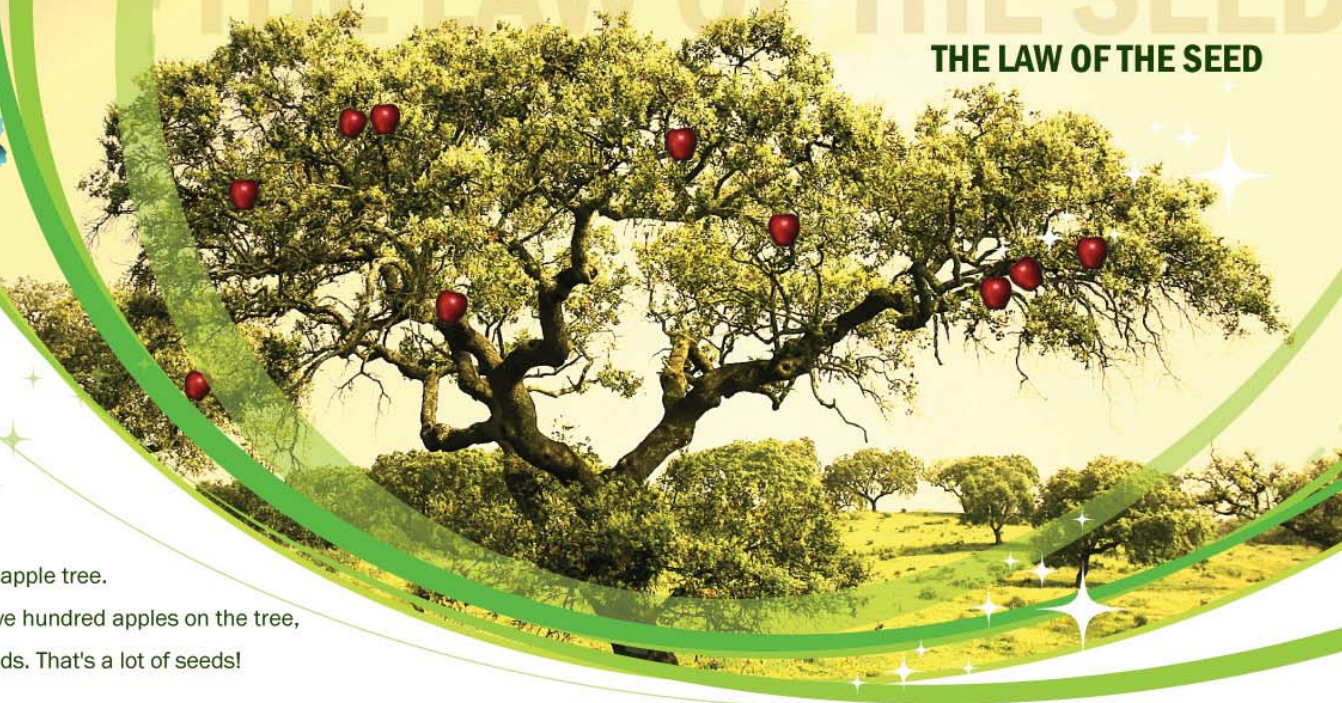
YOU ARE A PLUS TIME MANAGER IF YOU HAD TWO OR MORE PLUSES

PLANNING	DOING	INTERACTING	STYLE
+	+	+	You are a balanced person
+	+	-	You do your own thing well
-	+	+	You do others priorities well
+	-	+	You have good intentions but no work done

YOU ARE A MINUS TIME MANAGER IF YOU HAD TWO OR MORE MINUSES

PLANNING	DOING	INTERACTING	STYLE
+	-	-	Unrealistic dreamer
-	+	-	You are on a treadmill
-	-	+	Delightful, incompetent
-	-	-	Neither delightful nor competent

ARE YOU A PLUS OR A MINUS TIME MANAGER? DOES IT TALLY WITH WHAT OTHERS THINK OF YOU???



Take a look at an apple tree.
There might be five hundred apples on the tree,
each with ten seeds. That's a lot of seeds!

We might ask, "Why would you need so many seeds to grow just a few more trees?"
Nature has something to teach us here. It is telling us: "Most seeds never grow. So if you really want to make something happen,
you better try more than once."

This might mean:

- You'll attend twenty interviews to get one job.
- You'll interview forty people to find one good employee.
- You'll talk to fifty people to sell one house, car, vacuum cleaner, insurance policy, idea etc.
- And you might meet a hundred acquaintances to find one special friend.

When we understand the "Law of the Seed", we don't get so disappointed. We stop feeling like victims. Laws of nature are not things
to be taken personally. We just need to understand them - and work with them.



CONFIDENCE + TRUST + HOPE = U

CONFIDENCE

Once, all village people decided to pray for rain. On the day of prayer, all people gathered and only one boy came with an umbrella.
That's Confidence

TRUST

Trust should be like the feeling of a one year old baby, when you throw him in the air, he laughs because he knows you will catch him.
That's Trust

HOPE

Every night we go to bed but we have no assurance that we would get up next morning . Still we have plans for the coming day ;
That's Hope

AN INTERVIEW WITH BRAHMAKUMARI DEEPA

This interview was taken on June 24, 2009 on our Founder's Day Celebrations, by Ms. Divya.

Your association with SNF began last year. What is your experience like so far?

Last year I had come to attend a prayer meeting dedicated to Ms. Shailaja Nair. Condolences were being exchanged. Though I have been a part of many such functions before, I found something unusual here. I had the opportunity to listen to so many people talk about their experiences with Mrs. Shailaja Nair. As each one poured his heart out, I could gather so many episodes about her. Though I had never met her or known her before, it was remarkable to realize that she had touched so many lives, so deeply. Very few people are actually able to touch the heart and soul of others during their association. Like a true leader brings about changes by inspiring people and influencing their lives, she was known to bring around a beautiful change in people close to her – without their knowledge. She was in every way a true leader.

I was also touched by the feelings that the FEI family shared when they were around Mr. Nair. They stood by him in all respects during his trying period of grief and despair. Had I not been introduced to his family, I would have very easily concluded that the staff was actually his close family.

I am sure sister Shailaja will always be at peace during her spiritual journey ahead.

Today you are going to speak about Yaadein. How close is this subject to your heart? What is the importance of Yaadein in your life?

Yes indeed, it is one of my favorite topics. Yaadein, or remembrances always constitute a major share of our thoughts and mind. It can be the reason to bring in joy, fondness, love, inspiration and dreams. For me, remembrance is of the Supreme. And I remember the supreme all the time and it is very easy for me to do so, because there is a connection, a relationship. Once you form a relationship with someone, remembrance is an inevitable part of the relationship. It is very easy to remember people once we have shared a special bond and they are in your thoughts and your natural, normal state of mind. The stronger the bond and the connection, longer are the Yaadein cherished.

What is it like to be a Brahmakumari? When did you feel the divine intervention or the inclination for spirituality?

I was born with it. All of us are born with some kind of inclination or a drift towards something special. We should be able to recognize, develop and utilize it for self betterment as well as for the benefit of people around us.

I feel privileged that I recognized it and after that I got an opportunity to be able to connect with the spiritual mother and father, as well as invoke the pure and innate form of the soul. I am also happy to interact with various people and try to bring about some positive changes in them. I get to share their various experiences, their insights and their feelings.

Do you ever face challenges?

Yes, I do face challenges within and with people. Sometimes I feel the inability to sustain a peaceful mind and clarity of thought in a situation where someone does not respond effectively. But our regular spiritual study and morning meditation rejuvenates me and I come back to my natural state of peace & joy. Whenever I am able to be an instrument for spiritual service and give happiness to other, I experience the good wishes from them & blessings from the supreme god.



NINE TIMES TABLE? IT'S SIMPLE!

Do you find nine times table difficult to remember? Here's an unforgettable and fun way to remember it. Open out your hands - ten fingers open, palm facing outwards.

Now how many times nine do you want to know? One? Just close the little finger of your left hand, and count your fingers.

You've got nine, right?

Open the first finger and close the second. To the left of the closed finger is one, and to the right eight. That gives you the digits of two times nine 1 and 8, that's 18.

For three times nine, open the second and close the third finger. Now to the left are two fingers, and seven to the right. That's 2 and 7, twenty seven.

Do you get the hang of it now? For four times nine, close the fourth finger. Three fingers now to the left, and six to the right, that's 3 and 6, thirty six. Just go about closing your fingers one at a time, the fifth for five times nine, the sixth for six times nine, right until you come to ten. And see if you ever go wrong in the 9 times table again! Isn't the nine times table fun now?

And now for another secret:

$9 \times 1 = 09$	$9 \times 10 = 90$ (reverse of 09)
$9 \times 2 = 18$	$9 \times 9 = 81$ (reverse of 18)
$9 \times 3 = 27$	$9 \times 8 = 72$
$9 \times 4 = 36$	$9 \times 7 = 63$
$9 \times 5 = 45$	$9 \times 6 = 54$



THE ESSENCE OF TRUST

A little girl and her father were crossing a bridge. The father was scared so he asked his little daughter, 'Sweetheart, please hold my hand so that you don't fall into the river.'

The little girl said, 'No, Dad. You hold my hand.'

'What's the difference?' Asked the puzzled father.

'There's a big difference,' replied the little girl.

'If I hold your hand and something happens to me, chances are that I may let your hand go, but if you hold my hand, I know for sure that no matter what happens, you will never let my hand go.'

In any relationship, the essence of trust is not in its bind, but in its bond.

So hold the hand of the person who loves you rather than expecting them to hold yours.





DOG LOGIC

Every dog lover would know this is absolutely true and nothing replaces this.

The reason a dog has so many friends is that he wags his tail instead of his tongue. -Anonymous

There is no psychiatrist in the world like a puppy licking your face. -Ben Williams

A dog is the only animal on earth that loves you more than he loves himself. -Josh Billings

The average dog is a nicer person than the average person. -Andy Rooney

Dogs love their friends and bite their enemies, quite unlike people, who are incapable of pure love and always have to mix love and hate. -Anonymous

Anybody who doesn't know what soap tastes like never washed a dog -Franklin P Jones

If your dog is fat, you aren't getting enough exercise -Anonymous

If you think dogs cant count, try putting three dog biscuits in your pocket and then give him only two of them. -Phil Pastoret

Dogs are not our whole life, but they make our lives whole. -Roger Caras

If you pick up a starving dog and make him prosperous, he will not bite you; that is the principal difference between a dog and a man. -Mark Twain

STANDARD HEIGHT AND WEIGHT FOR INDIAN MEN AND WOMEN

In today's world where work is given priority over health, let's take out some precious time to analyze our fitness. Here is a list that could help you know whether you need to lose a few pounds or gain some. All the best!!

HEIGHT	WEIGHT (MEN)	WEIGHT (WOMEN)
5'-0" (152.3 CM)	50.8 - 54.4	50.8 - 54.4
5'-1" (154.8 CM)	51.7 - 55.3	51.7 - 55.3
5'-2" (157.4 CM)	56.3 - 60.3	53.1 - 56.7
5'-3" (159.9 CM)	57.6 - 61.7	54.4 - 58.1
5'-4" (162.4 CM)	58.9 - 63.5	56.3 - 59.9
5'-5" (165.0 CM)	60.8 - 65.3	57.6 - 61.2
5'-6" (167.5 CM)	62.2 - 66.7	58.9 - 63.5
5'-7" (170.0 CM)	64.0 - 68.5	60.8 - 65.3
5'-8" (172.6 CM)	65.8 - 70.8	62.2 - 66.7
5'-9" (175.1 CM)	67.6 - 72.6	64.0 - 68.5
5'-10" (177.7 CM)	69.4 - 74.4	65.8 - 70.3
5'-11" (180.2 CM)	71.2 - 76.2	67.1 - 71.7
6'-0" (182.7 CM)	73.0 - 78.5	68.5 - 73.9
6'-1" (185.3 CM)	73.3 - 80.7	73.3 - 80.7
6'-2" (187.8 CM)	77.6 - 83.5	77.6 - 83.5
6'-3" (190.4 CM)	79.8 - 85.9	79.8 - 85.9



BODY MASS INDEX GUIDELINE

Body Mass Index is a height to weight ratio and is calculated by the given formula : $\text{Weight (kg)} / \text{Height (m}^2\text{)}$

BMI	ENGLISH
BMI < 18.5	UNDERWEIGHT
$18.5 \leq \text{BMI} < 25$	NORMAL RANGE
$25 \leq \text{BMI} < 30$	PRE OBESE
$30 \leq \text{BMI} < 35$	OBESE CLASS 1
$35 \leq \text{BMI} < 40$	OBESE CLASS 2
BMI ≥ 40	OBESE CLASS 3

THINK DIFFERENT. IT MAKES A DIFFERENCE!!!



A blind boy sat on the steps of a building with a hat by his feet. He held up a sign which said: "I am blind, please help." There were only a few coins in the hat.

A man, who was walking by, took a few coins from his pocket and dropped them into the hat. He then took the sign, turned it around, and wrote some words. He put the sign back so that everyone who walked by would see the new words.

Soon the hat began to fill up. A lot more people were giving money to the blind boy. That afternoon the man who had changed the sign came to see how things were. The boy recognized his footsteps and asked, "Were you the one who changed my sign this morning? What did you write?"

The man said, "I only wrote the truth. I said what you said but in a different way." What he had written was: "Today is a beautiful day and I cannot see it."

Do you think the first sign and the second sign were saying the same thing?

Of course both signs told people the boy was blind. But the first sign simply said the boy was blind. The second sign told people how lucky they were that they were not blind. Should we be surprised that the second sign was more effective?

Moral of the Story: Be thankful for what you have. Be creative. Be innovative. Think differently and positively.

Invite others towards good with wisdom. Live life with no excuse and love with no regrets. When life gives you a 100 reasons to cry, show life that you have 1000 reasons to smile. Face your past without regret. Handle your present with confidence. Prepare for the future without fear. Keep the faith and drop the fear.

Great men say, "Life has to be an incessant process of repair and reconstruction, of discarding evil and developing goodness. In the journey of life, if you want to travel without fear, you must have the ticket of a good conscience."

The most beautiful thing is to see a person smiling... And even more beautiful is, knowing that you are the reason behind it!!!

-Rajesh Megharajani

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Editor-K. S. Prathapchandran Nair (Responsible for selection of news under PRB Act)

FROM THE CEO'S DESK

From the CEO's Desk

India's current education system: after-effects of the British Raj

-Pratap Nair



"I have travelled across the length and breadth of India and I have not seen one person who is a beggar, who is a thief. Such wealth I have seen in this country, such high moral values, people of such caliber, that I do not think we would ever conquer this country, unless we break the very backbone of this nation, which is her spiritual and cultural heritage, and, therefore, I propose that we replace her old and ancient education system, her culture, for if the Indians think that all that is foreign and English is good and greater than their own, they will lose their self esteem, their native culture and they will become what we want them, a truly dominated nation."

- Lord Macaulay

India, a country with abundant human capital - one may easily think that identifying the right talent would be a cakewalk. But, when you question the HR, you get to know the stark truth: in order to get quality people for specialized positions is an onerous task. When we talk about recruitment, it is not just filling up a vacancy.

Very often, when you hire freshers, their employability in the industry is a big question mark. Their incapability to face the corporate world on their own and their inefficiency to understand the industry make the picture, dark.

But where did we go wrong? Is India's education system at fault? Swami Vivekananda had once said, "Education is the manifestation of perfection already present in man". Well, in today's scenario, we see education as a test of memory which decides the destiny of students. Very few students have the vision to think beyond, to understand what they want from life and to choose a profession they would want to excel in. Right from the kindergarten, the child is taught to believe that whatever written in the books are ultimate. Their logical and reasoning skills are squashed at the elementary level itself. Students face unprecedented challenges in the corporate world due to this lack of realistic knowledge.

Teachers should be aware of the fact that they are morally entrusted with the responsibility of molding a child's future. Like our ancient Gurus, do they have the feeling that they are not working for money but to help children make a successful career? Unfortunately, very few would admit that they are honest to their profession and committed to make the future of India bright.

It would not be right on my part if I blame teachers alone. The students are equally responsible for this deficiency in knowledge. "Where there is money, there is education", seems to be the new motto of every student. They think that money can buy everything. Yes, even education. The devotion, the commitment and the guru-shishya tradition is all gone. Arrogance has crept in.

If we go back to history, we find the great Guru, Dronacharya, asking for the thumb of his student Eklavya, as Gurudakshina. Eklavya could have said "NO". Instead, he respected his Guru's wishes and fulfilled the desire. We have so much to learn from this story, but our students have blindfolded themselves.

We are losing the essence of education. It is now more of a business. We end up paying more donations without getting any real education. The unjustifiable curriculum, the poor valuation methods, the innumerable examination boards, the lack of commitment from the teachers, the failure of students to understand their talents is leading us to NO WHERE.

We need more people like Dhirubhai Ambani who proved that a common man can make a positive difference to the nation, Dr. APJ Abdul Kalam who dared to build missiles for India, Pandit Ravishankar who is the ambassador of Indian music to the world, and many more. They succeeded because they had vision to grow beyond excellence, to make a difference in the world, to see India rise to the top.

We need to recreate the ancient India which was once backed by a strong education system. Let's rejuvenate ourselves. Let's stop dreaming of a better nation. Let's action our plans. We do have the potential to create the same strong India. It is just that we, Indians, need to change our attitude towards education, towards a better life.

Thanks to Lord Macaulay, the British were successful in destroying our roots by changing our mind set, by killing our self esteem. This is the time to introspect, to reverse the pain, and get back what rightfully belongs to us: our core values. Only then can we put our education system on the right track and help our generations look ahead with pride.