

The Role Reversal at the VITAE Annual Conference

This was first time in VITAE's life things turned head over heels during the 2018 November Conference Cultural Program. Yes, the host became the guest and the guest became the host. Apart from the usual performance by Vitaens to exhibit their Indian culture the VITAE clients took over the show by exhibiting details of their tradition, culture and habits. The VITAE staff, due to a happy twist of fate, became the audience rather than the performers. It is not possible, in one sitting, to visit different countries and get to know about them but on this day nothing was impossible as all 280 of VITAE staff and 60 clients visitors were taken to places around counties like the United Kingdom, Australia and New Zealand. The journey began, in some cases, right from history to the present times. It was great to get acquainted with the taste of the food, the historic places, the costumes, the songs and the dances of the different countries. Each country had its own specialty which we realized as they flashed before our eyes through song, dance, drama or narration. It was a real treat. Our clients provided a treat for our eyes and ears while VITAE provided a treat for our tongue. Words written on paper may disappear but memories hoarded in our heart will never fade.

TK Subashini
SPA



What Am I Going to Do With it ?

I am the type of person who is always "HUNGRY". Even after a great meal my hunger will never change, because the hunger is not for 'food' but for 'knowledge'. In my life I have always realized that I know very little and my bandwidth of knowledge is very limited. For that reason, I try to increase it every day with awareness that knowledge is boundary-less and there is no limit to learning. My habit of laziness additionally fuels me to work hard and gain knowledge to find new ways of shortcuts. This is one of the reasons that I started learning, am learning and am in the phase of exploring MS Excel.

One day a question popped up in my mind, "What I am going to do with it...?" Working so hard and gaining knowledge will not help anyone but me. It's like a greedy man who is working hard and making billions of money without a clue of why he is doing it. If we have a two thousand rupee note, what we actually have is the mere promissory note but the real value is what we get/buy from it. Money is just a mere tool for measurement. Similarly, the real meaning of life is sharing and helping each other with joy and happiness.

One of my greatest understandings is from the Chinese philosophy Yin – Yang. The understanding is:-

***"It does not matter what you know
It does not matter what you don't know
It always matters what you do with your known to face the unknown "***

So I decided to share my knowledge and VITAE provided me with the opportunity and platform for sharing my excel knowledge with my colleagues which made me more confident. I was able to feel the real joy of sharing and helping others from what I know and in the journey of knowledge sharing I was also able to explore certain unexplored areas and gain more knowledge. Knowledge is the only wealth that grows when you share and it never stops growing.

Thank you VITAE for providing this opportunity for sharing knowledge because I was able to find the answer to my question.

Now I can say that, "This is what I am going to do with it".

**GaneshanMaheshwaran
Kreston Reeves**



*"Knowledge, like air, is vital to life.
Like air, no one should be denied it."
- Alan Moore*

A Day of Letting Others Light Their Candle: the Leader's Retreat

"Share your knowledge. It is a way to achieve immortality". These profound words of the Dalai Lama powered nearly 50 leaders of VITAE who gathered on 6th October for the Leader's Retreat at the Lima Campus, Madampatti.

The cold rainy day of 'sharpening the axe' began with warm hands shaking with pleasantries and socialising. "Live as if you were to die tomorrow. Learn as if you were to live forever", were the words chosen for the thundering introduction given by Dr. Daniel Victor who is phenomenally capable of striking lightning in listening hearts.

The 'rain' of leadership learning, through the skits performed on morals, emotions, service and transformation was the beginning of the rainbow that formed through the day as the leaders assimilated the information, has left behind values that remain in our hearts and minds even after that day has faded away.



The meaning-filled fun games organised by leaders floor-wise, knit everyone, enjoying and laughing, just like how a campfire would.

With the shine of their smiles still lingering, leaders reflected on their revitalised minds in the feedback session just as the contentment of a growing tree which had conserved water for ages.

Though the day out was forecast to be 'as a candle in the wind' according to the Meteorological Department, the leaders of VITAE lit their candles with the knowledge and experience of others and turned this rainy day into a sunny event as they continued on the path of their leadership.

**Shajakhan Jamesha
Duncan & Toplis**



Learn, Train & Develop



Nishanth Narayanan
Maxwell Locke & Ritter

LEARN

I believe that knowledge gained from books is similar to the discovery of results gained through inventions."Education is what remains after one has forgotten what one has learned in school", said Albert Einstein. Therefore, learn not just the alphabet printed, but try to understand what the author has sculpted. I encourage people to learn what the author has experienced, while reading the alphabet, which leads to a realization of the truth. As I learnt at VITAE, "Blindness is simply not people without eyes but people with vision, but without a focus". Where there is realization, transformation happens. Where there is transformation, the purpose of learning gets fulfilled.

TRAIN

Fact says that an ant can carry more than 50 times the weight of its own body. So, what has made this possible for an ant, when we as humans with a sixth sense struggle so hard even to lift half of our weight? We have to train our mind towards seeing the invisible forces acting upon it which makes the ant to carry to its fullest capacity than being blinded by just concentrating on the weight.

DEVELOP

VITAE gave me a platform to transfer knowledge (MS-EXCEL) to several buddies thereby developing myself and also others. While a teacher transfers knowledge to its crowd, a leader covers knowledge with wisdom. Our minds are designed to invent by creating ideas in an innovating manner through discovery. Let's start exploring both explored and unexplored paths rather than burying them within ourselves and serving the purpose of a graveyard.

The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it. As we can't blame gravity for falling in love, we cannot blame the crowd for our own choices. Let's say no to excuses that hinder our development and be the change we wanted to be.

Change enforces development where development builds leadership. A true leader will never create a follower. So, how many leaders have you created?
Start thinking!

Let's progress in our journey to be a man of value.

15 Years of Change at VITAE, 7 years of mine

Harriot Jacqueline
Duncan & Toplis



“Mr Daniel, I think I am a misfit here”, was my whining a few weeks into working at VITAE in 2011. I joined VITAE after a 7 year long hiatus and prior to that my work experience was in a completely different setup altogether and in a different country. Since I'd spent a considerable portion of my work life out of India, I was a bit sceptical about working here – mind-set, people, the work, and even mundane things such as carrying a lunch box seemed odd to me. Hence, the whining. Nevertheless where I thought I was a misfit and won't last, I still am here 7 years on.

Did I change? Did VITAE change? Could the answer be that both have changed for the good and progressed over the years?

VITAE has prospered both in number and in the quality of that number since its beginning. The fact that VITAE does not spend much on advertising and promoting itself, shows that its core beliefs and convictions lived through its policies, structure and people are enough advertisement that speaks for the brand.

The high degree of earnestness with which VITAE approaches its various programmes from CSR to Prevention of Sexual Harassment in the Work Place is worthy of mention. Every initiative, programme or event is done not just for the sake of doing something, but a lot of careful thought goes into considering the implications of any programme and whether those implications will help or hinder our progress. An organisation with such a vision is certainly standing on solid ground.

“The greatest gift you can give someone is your TIME. Because when you give your time, you are giving a portion of your life”

that you will never get back.” True to this thought, I have observed Mr. Daniel, spend hours meeting staff on a personal level and I believe those precious hours of his life are an investment that will yield returns that transcends monetary-only benefits.

The Holy Bible says that, “the purpose in a man's heart is like deep water, but a man of understanding will draw it out.” Spending a major portion of a day in the cabin shared with colleagues from varied backgrounds, cultures, outlooks, preferences, biases, fears and strengths, this proverb has been a constant reminder to me of the depth of human personality – a fragile depth not to be underestimated or treated callously; a depth which requires wisdom to draw out its hard-to-reach content. Hence, each inevitable incident of a conflict is an opportunity to learn and work out a strategy to draw out. It takes time, patience and a degree of humbleness to let go of yourself so that your hands are to either reach out or receive from. This is a valuable lesson that I have learned and am still learning in this organisation.

VITAE offers immense opportunities for all of its staff to rise above the mundane and climb the ladder of higher self-consciousness.

We can be sure that such a choice of path will, once we reach the top, certainly reveal to us that after all our ladder has not been leaning against the wrong wall!

In an environment where change is the only constant, the challenge that lies before me and the organization and all of us is to embrace the change and meta-morph to something beautiful.

Work Life Balance

Shravana J
Buzzacott PC



I remember my childhood days when I used to hear the word 'balance' very often. It was during the days when my mother used to teach me to ride a bicycle. "You will get the balance soon, You will get the balance soon", were her consoling words to me after the tiring practice of learning to ride. But now, I question myself "I got the bicycle balance when I was a kid, but have I got my days and life balanced?"

If you ask me what life is, I would say, "Taking everything from the world and giving back to the world, because every take should have a give so that give and take would be balanced". Work gives life, more 'life' to our lives. But our life needs something more than just 'work', something more than just 'money'. This is where the concept of Work-Life Balance comes in.

Apart from work, we all have our own responsibilities to be fulfilled towards our families, our society, and to our nation. We have our own talents to be nurtured, our own relationships to be built, our own attention to be given to ourselves, our own health to be taken care of. A beautiful journey called life becomes more beautiful when we love and when we are loved back. Times should be spent with beautiful people to make long lasting memories. To open our eyes and see the world and to realize how small we are in front of the Almighty's creation, we need to travel. Most importantly, we need the time to pray for the well being of all. The goal of experiencing God inside every creature should never be forgotten by us, is what I say. These are all the things that come hand in hand with our lives even when we are left with no work.

Life is perfect when all these are done along with the work. If we give more importance to work, then our personal life gets imbalanced. When we stop working and always focus on our personal affairs, our entire life gets spoiled. Though we do not have a weighing scale in our lives, it's up to us to balance our days where we and the people around us are happy, both at work and at home.

A Balance sheet looks beautiful only when there is an asset-liability balance. Therein lies the secret of happiness in life.

Smart Work at VITAE

I have always wondered how people do their work efficiently and smartly. Inwardly, I called them "Bizarre-ies". I liaised with these people, as I got to know more about smart work. However, the platform for doing such smart work still escaped me. Days passed and then I started my career with VITAE.

The mission statement of this organization reads, "To help individuals and organizations realise their fullest potential". Without a second thought I realized, this will be the right place to prove myself. The challenge was to implement the basic principles of smart work that I had acquired from my interactions with the 'bizarre'. And the best part was that, VITAE encourages and provides support in our day to day activities to work hard and smart.

The early bird gets the first worm, but the wisest bird gets the fastest one. 'Smart work' is therefore a popular term which is more often used in relation to time management. If we can manage time, smart work is being done.

That is then the million dollar question, "How to manage time or how to do a smart work?" Our brain may not be supportive to do smart work at times. It can be done only if our thoughts are in control. We always think of doing work in an easier and better way. But, sometimes it doesn't happen. The moment we start thinking about it, we are distracted, ending up in something else and that results in procrastination.

Experts claim that we can overcome this if we practice a simple technique. Whenever you realize your brain is not under control and you are distracted, just tell yourself internally-"Pause". It will reduce all the unnecessary thoughts which are not at all relevant for that moment. It will help us to stay focussed on what needs immediate attention and moreover takes control of our brain instead of letting it go into the autopilot mode.

Willpower is the ability to control or reject the desire to indulge in harmful, unnecessary, and useless thoughts. This allows us to arrive at a decision and follow it through with perseverance, until success is eventually achieved. A stronger willpower can be attained by a healthy diet. Junk food, fast food and other foods that are unhealthy affect our digestion making us uncomfortable all day and preventing us from training our brain with what to do and what not to.

As Vitaens, let us commit ourselves to a target. Let's not allow unnecessary thoughts to influence us. Let's just say "Pause" when we realize our focus is being derailed and train our brain by saying "no" to the unwanted signals the brain is giving us.

"Never underestimate yourself. You are much more than you think".

**Akhilesh C
MDuncan**



An Unsound Body always Faces the Music

S Sairam
ShineWing Australia - IFRS



The legendary poet Kabirdas said “*Bhooke pet bhajan nahoyegopala*” (One cannot pray God when he/she is hungry). The latent interpretation of the above is that an unsound body is not at all conducive for spiritual development. How can one reach anywhere when his vehicle has a faulty engine? That brings to the fore the needful discussion on maintaining a reasonable health of the physical body throughout its life. Whatever we do to our four / two wheeler vehicles applies in the same manner to a human body. Just like we need to kick start the vehicle on a cold morning to preserve the battery and better performance, we also need to set up our body for further course of action during the day. That means we need to do the required stretches, squats, bends and other physical exercises required to get in to the groove for the day. “A sound mind in a sound body”, goes the popular saying.

There is however one beautiful distinction that sets apart a human body from our other kinetic vehicles. It is the ability to heal itself. Garbage in is garbage out. Being an organic creature the human body is furious enough to discard any thing that is inorganic. Hence, being most selective in choosing the inputs is the secret to sustenance. It is the author’s unconventional view that one should not even hurry to take pills when fever catches up. Fever in an otherwise sound body is an indication of a healing process inside. The increase in body temperature may just be because of a war like clash between the sentinels in the body and the foreign particle. As hinted above, this applies only as long as the intakes have been substantially (if not completely) organic throughout our past that fortify the body.

Abnormal weight has been playing spoilsport in most people’s lives. Being overweight is like sitting on a powder keg which is dangerous. Similarly being underweight is like being a paper ready to be blown away in time by the turbulence of life. Hence, a balanced weight is an utmost necessity. A weighing machine at home appears to be the best way. This is interestingly an opinion of one of the popular cardiologist in Coimbatore. After one reaches 40 years of age, it is essential to track the weight on a daily basis. Though not always applicable, a sudden increase of one kg in weight overnight could be signs of cardiac issue needing to be addressed immediately. Finding out the ideal body weight also involves ensuring that the blood sugar and the blood pressure levels are stable and optimal appropriate for that age and not always with reference to the Body Mass Index (BMI).

Unhealthy snacking is pardonable as long as the ill effects of the intake are wiped off using rigorous measures. For instance, snacks made of saturated fats (e.g. Palm oil) are not always scary as long as one does squats, bends or brisk walking etc. in the morning hours to not allow the bad fat settle in the liver or arteries and gradually develop

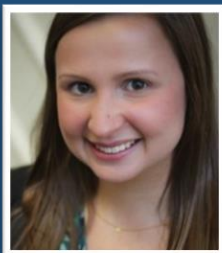
cardiac complications. But we do know that too much elixir is also a poison. We only use our vehicle to reach the destination and not to perform stunts. So, why not say no to trans-fat snacks and prefer vitamin-rich fruits over them?

Lack of Vitamin D is becoming quite common among men and women due to the 'desk work' culture at most modern offices. Researches reveal that a deficiency in this Vitamin is so dangerous that if unattended would lead to depressed and disoriented mind and other repercussions - something more serious than a non-budging engine in a cold winter morning. At least a 10-15 minute exposure to sunlight between 7:30-8:30am would be appropriate and during winters it would be necessary to take the required vitamin D pills with doctor's advice (as an exception to what is said above!).

The human body is a gift of the nature and we are its custodians. It is only fair and normal that the donor wants its gift to be of constructive use rather than being frittered. In order that we do not earn the disappointment or wrath of the nature it is imperative that we showcase our integrity and attitude of responsibility.

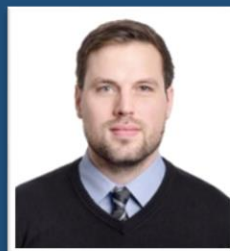
Client Visits

Richey May



Kathryn Martz

Manning Elliott



Raymond Helgason



Matthew Sousa

Pulakos



Shannon Kathleen Gilbert



Laura Ann Pineda



Gary Raymond Kissock

Daniel Victor writes...

There is a striving that we all need and that is the striving to fuller realization. I am glad that VITAE has set itself over the last 15 years, to strive for the fuller realization of each and every one that passes through its portals. According to Dr. David Hawkins, the world-renowned psychiatrist, physician and spiritual teacher, a large number of humanity drift without discovering their deeper self, and therefore mines of wealth that they have within remains untapped and they halt growing into great beings. Just imagine the horrendous loss humanity suffers as a result of our insensitivities to superior states of being. How portentous and ridiculous would it be if we who are capable of deeper understanding of ourselves, the range of possibilities to which we can rise or gravitate – to sublimity, creativity and grandeur, slavishly remain mutilated by uninspiring and staid states of mind, as wrecked beings, diminishing human experience – both personal and social. The human spirit when freed is unstoppable. But when layers of our wrong thoughts, attitudes and acts subdue us with guilt, when tomes of our reactive courses in anger, hate, prejudice, bias and spite, arrest our freedom to be sane and sensible, when humongous transactional (diminished) manners govern our vituperative selves, we remain at levels of lower realization, but also afflict our surrounds with a bleached lifelessness that renders us as dead. It is not only disappointing but a disgrace that in spite of all of our education and qualifications, we somehow bind ourselves in the shallowness of existence. This unfortunately results in the decay and disintegration of our individual selves as well as of the communities that we belong to. The lives we thus live becomes unworthy of emulation and inspiration. The fragrance and the fervor that we are otherwise able to spread never has strength to emanate leave alone spread. We dry up! We shrivel! We almost thereby allow ourselves to become caught in the vision of the 'birds of prey' among us, men and women filled with greed and self who race to us to eat up even the shriveled self that alone remains. Great destinies therefore remain unconquered and not realized. I am euphoric that VITAE strives to set you on high.

HIGHLIGHTS

4th Jethro Daniel Memorial Lecture

The 4th Jethro Daniel Memorial Lecture was held by VITAE in partnership with Vivanta by Taj-Surya, Coimbatore to challenge the audience of professionals, business people, students, bankers and the like to their role and responsibility in society. The lecture was delivered by VITAE's Managing Director, Daniel Victor, where he said, "If we are not transformed human beings, our lives will be a waste."

VITAE One among the Top 20 Most Promising Accounting & Bookkeeping Service Providers

VITAE was chosen to be one among the Top 20 Most Promising Accounting & Bookkeeping Service Providers-2018 in India by SiliconIndia Enterprise Services, a leading technology and business magazine.

"The price of greatness is responsibility."

-Winston Churchill