

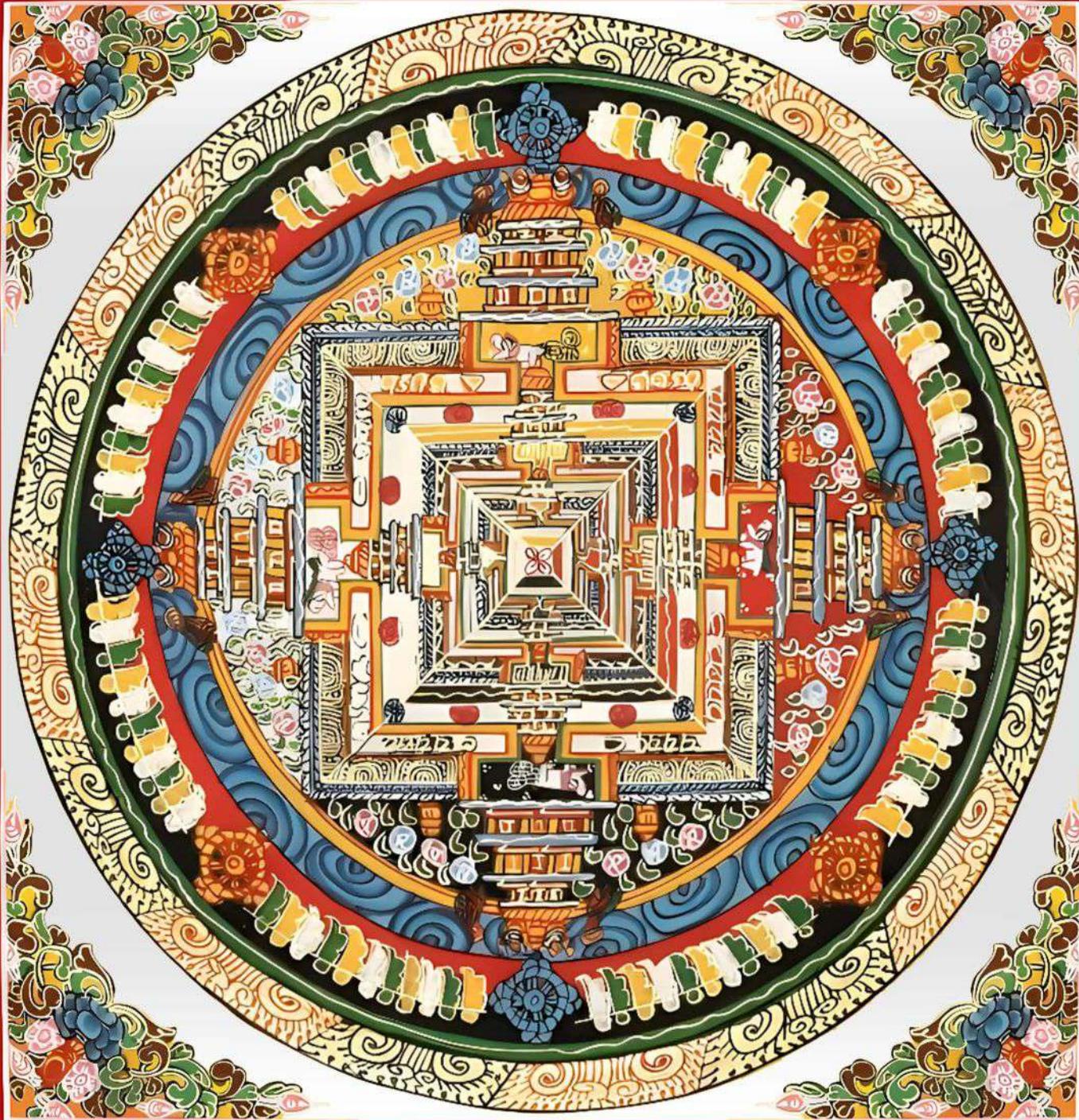


# LiPS संवाद

**WELLNESS WITHIN**

**VOL-3  
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NEWSLETTER OF INTERNATIONAL INSTITUTE OF PROFESSIONAL STUDIES  
DEVI AHILYA VISHWAVIDHYALAYA



## SYMMETRY THAT SOOTHES THE SOUL !

Mandala originates from Sanskrit word "मण्डल" meaning circle. Mandala art, rooted in Hindu and Buddhist traditions, symbolizes unity and balance. Its geometric patterns promote mindfulness and support mental well-being.

Creating or viewing mandalas stimulates inner peace, offering a meditative path to harmony between mind and spirit.

# DIRECTOR'S WORDS



## Nurturing the Mind, Nourishing the Self

Greetings !

I warmly welcome all newly admitted students to the **International Institute of Professional Studies** as well as all senior batch students to this new semester of 2025. You have joined IIPS with a purpose-to become **vocationally capable** and **socially useful** human beings. Your journey here will be filled with acquiring knowledge, building skills, forming lifelong friendships, and preparing for meaningful contributions to society.

Alongside academic learning, I urge you to invest in **Inner Wellness**-because youth is the time for promises and purposeful effort, and such effort is possible only when a healthy body and intelligent brain are supported by a balanced mind.

Ancient wisdom tells us that inner well-being is equally important as physical health is; it includes the mind, energy, intellect, and inner joy. A calm and balanced mind becomes the foundation for everything else.

### How can you cultivate this balance?

Engage in activities that recharge you-play a sport, paint, sing, dance, listen to music, spend time in nature, practice yoga, or sit in quiet meditation. These moments are not a break from learning-they are what make deep learning possible.

**I urge you to Stay away from any form of nasha**-it brutally harms your "Manomaya Kosha" (mind sheath) and weakens your mental well-being, thereby damaging your capability to think and act.

I also encourage you to practice a "**Digital Upwas**"-a day without unnecessary use of phones, social media, or screens-at least once every fortnight. Use that day to meet friends in person, go for a walk, read a book, or simply be present with yourself. You will be surprised at how refreshed your mind feels.

"Your degree will prepare you for a career, but your inner wellness will prepare you for life."

As you begin your journey at IIPS, remember the true measure of success is not just your material wealth but you can become successful only if you possess - Healthy Body, Calm Mind and a Joyful Heart.

Wishing you all the best !

**Prof. Yamini Karmarkar**  
**Director**

# EDITOR'S NOTE



Dear Readers,

It is often said that we are living in a chaotic world - a world shaped by complexities, fast-paced routines, information overload, and constant demands. Amidst this chaos, we frequently talk about the importance of mental health and well-being, yet practicing care for our minds remains a challenge. **"Stop and Think"**, it is indeed wise advice, but not so easy to follow when frustration and fatigue cloud our judgment. Our modern lives seldom allow us the space to pause and reflect. We keep moving forward, often ignoring the silent struggles that stress our mental state.

One of the most concerning realities today is the mental pressure faced by students. The competition is fierce, and the expectations - whether from within, from parents, or from peers - can become unbearably intense. The pressure to perform, to excel, and to not fall behind builds silently; many times this stress goes unnoticed. A student may be smiling outside but fighting a storm within, trying to live up to standards they believe are expected of them. What makes it worse is that much of this pressure is unspoken, invisible, and difficult to express.

It is time we recognize that performance should not come at the cost of peace of mind. Mental well-being is a necessity. It is not just the responsibility of the individual to protect it; educational institutions, families, and society at large must actively contribute to creating an environment where mental health is respected, prioritized, and nurtured. We must encourage open conversations about mental health. Let students know that *it's okay not to be okay, and that seeking help is a sign of strength, not weakness*. Let us create spaces where empathy, listening, and compassion are part of our daily interactions.

Here are few practices that can help -

- 1) **Focus on the process and the journey and don't be obsessed over what you get out of it, because the outcome is never fully in your hands.** To cite an example, in an interview, remember, you are not the only candidate, you can only focus on your performance, and the result is dependent on many other factors.
- 2) **Success and failure should be seen equally.** A very powerful lesson to learn for mental well-being. It is difficult as we are conditioned to chase success from childhood. But, it is crucial to remember that lessons from failures lead to success. Remain grounded at the time of success and graceful when failed.

**On this note** I wish to submit to esteemed readers that this volume of IIPS Samvaad is dedicated to exploring various dimensions of mental well-being. Bringing out the third volume of IIPS Samvaad is truly a matter of pride and happiness for the IIPS social media team. I congratulate my Samvaad team for their dedicated and articulated work on the minutest detail in this volume. I am sure this volume will benefit students, faculties and stakeholders at large.

*Let us begin by caring—not just for outcomes, but also for each other.*

Prof. Anshu Bhati

# WORDS OF WISDOM FROM HON'BLE KULGURU



**Beyond the Books: Nurturing Student Mental Well-being in a Complex World**

## Navigating the Student Journey – A Focus on Mental Well-being

The collegiate years represent a pivotal period of growth, learning, and self-discovery. However, beneath the surface of academic pursuits and social engagement, many students grapple with significant challenges to their mental well-being. Understanding and fostering mental health during this formative stage is not merely about addressing illness; it is about cultivating a state of flourishing that enables individuals to navigate life's complexities, realize their full potential, and contribute meaningfully to their communities.

Mental well-being transcends the mere absence of mental disorders. It is a dynamic state where individuals can effectively cope with life's stresses, harness their abilities, learn and work productively, and engage actively within their communities. For students, this involves a delicate balance of academic activities, personal responsibilities, and deliberate efforts to build psychological resilience. This state of well-being is fundamental to a student's capacity to make sound decisions, forge meaningful relationships, and ultimately shape their future and the world around them. It exists on a complex continuum, experienced uniquely by each individual, with varying degrees of ease and difficulty.

Students today face a multifaceted array of pressures that profoundly impact their psychological state. Academic demands stand out as a primary source of stress, with the relentless weight of homework, exams, and grades often triggering feelings of anxiety, depression, and burnout. This environment can foster perfectionism and a deep-seated fear of failure, leaving students feeling overwhelmed and exhausted in their pursuit of excellence. Beyond academics, social challenges are ever-present. Peer pressure, instances of bullying, and feelings of exclusion can inflict emotional pain, leading to profound loneliness and sadness, which may escalate into more severe mental health concerns.

Furthermore, many modern tools and platforms, while seemingly beneficial, possess a dual nature. Social media, for instance, is designed to facilitate connection and support, yet it can inadvertently foster feelings of isolation or unhealthy comparison. This paradox of the digital age for students necessitates a nuanced approach to digital well-being, one that emphasizes mindful use rather than outright avoidance. This understanding is critical for helping students navigate their online lives constructively.

## The Double-Edged Sword: Mental Well-being and the Role of Narcotics

Commonly misused narcotics among students fall into distinct classifications, each with specific mechanisms and associated risks. A particularly concerning factor is the perceived academic enhancement offered by prescription stimulants. Students often misuse these drugs believing they will improve concentration, aid studying, or increase alertness. However, research consistently demonstrates that such non-medical use does not confer an academic advantage and is, in fact, associated with lower grades. Other motivations include simple curiosity and experimentation, common during adolescence, and thrill-seeking behaviors. The negative impacts of substance misuse on mental health and academic performance are extensive and severe. Alcohol, a depressant, disrupts the delicate balance of neurotransmitters in the brain, leading to increased feelings of anger, depression, and anxiety, often making hangovers worse. Regular heavy drinking is directly linked to symptoms of depression. Cannabis use is similarly associated with increased anxiety, depression, decreased motivation, a lack of interest in daily activities, and even suicidal thoughts. Both cannabis and alcohol can heighten the likelihood of experiencing psychotic symptoms, including hallucinations and delusions. Academically, substance use is consistently linked to a decline in performance, including lower GPAs, increased absenteeism, delayed

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# WORDS OF WISDOM FROM HON'BLE KULGURU

graduation, and a significant decrease in motivation. Students who engage in substance use often re-prioritize their activities, committing less time to studying and professional pursuits. Physically, the risks are substantial, encompassing a weakened immune system, various heart conditions, liver damage, seizures, stroke, lung disease, and a heightened risk of accidents and injuries.

## **Seeking Support: The Indispensable Need for Counseling**

In the face of pervasive mental health challenges and the risks associated with substance misuse, counseling emerges as an indispensable cornerstone of student well-being. Mental health care professionals play a critical role in equipping students to manage a spectrum of conditions, including depression, anxiety, bipolar disorder, and addiction. Counseling provides essential support for navigating the intense academic pressures, complex social dynamics, and significant transition periods that frequently trigger anxiety and depression among students.

Fundamentally, counseling offers a confidential and safe space for students to process difficult emotions, confront past traumas, and address self-esteem issues that often underlie and drive substance use. On a national scale, resources like the The Ministry of Social Justice and Empowerment, Government of India, launched the Nasha Mukt Bharat Abhiyaan (NMBA) offer helplines 14446 for drug addicted people which coordinates, implements and monitors several interventions like prevention, assessment of extent of the problem, treatment and rehabilitation of users, after care and follow up, dissemination of information among the public and generation of awareness in the community. Additionally, many university counseling centers provide anonymous online evaluations for alcohol and drug concerns, making initial assessment more accessible.

## **Pathways to Recovery: Understanding Detox and Beyond**

For individuals struggling with substance use disorders, detoxification (detox) often represents the critical initial phase of treatment. Detoxification is a medically supervised process designed to safely manage the acute physical symptoms of withdrawal that occur when a person stops using a substance. The nature and severity of these withdrawal symptoms vary significantly depending on the substance, underscoring the critical need for professional medical supervision to ensure both safety and comfort during this challenging period.

Addiction, now formally recognized as a chronic, medical disease (Substance Use Disorder), carries profound potential consequences, including disability, persistent relapse, and even death. It is important to understand that detoxification, while crucial for managing acute physical withdrawal symptoms and ensuring immediate safety, is merely the initial phase of a much longer, multi-faceted recovery journey. It does not, by itself, address the underlying psychological, emotional, and behavioral aspects of addiction. Emphasizing detox without the broader continuum of care can mislead individuals about the true path to sustained recovery, which requires ongoing support and therapeutic interventions.

Initiatives including social activities foster a sense of belonging and support a recovery-oriented lifestyle, helping students integrate into a healthy, supportive community. Resources like "Start Your Recovery" offer objective information on signs, symptoms, treatment options, and various support resources, empowering individuals to take steps towards recovery. The institutional commitment to fostering a recovery-oriented environment on campus is a powerful protective factor, moving beyond individual treatment to cultivate a supportive community that normalizes recovery and provides positive alternatives to substance-centric social norms.

## **Cultivating Resilience: The Strength of Positive Emotions and Healthy Coping**

Beyond addressing immediate challenges and providing pathways to recovery, a fundamental aspect of nurturing student mental well-being lies in cultivating resilience through positive emotions and healthy coping strategies. Mental health is significantly strengthened by a combination of individual social and emotional skills, positive social interactions, access to quality education, opportunities for decent work, safe neighbourhoods, and strong community cohesion.

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# WORDS OF WISDOM FROM HON'BLE KULGURU

These factors collectively serve to build and strengthen resilience throughout an individual's life. Furthermore, specific lifestyle choices such as sufficient sleep and consistent sports participation have been identified as protective factors against serious mental illness.

Students can proactively build their resilience and manage stress by adopting a diverse range of healthy coping mechanisms:

■ **Mindfulness and Relaxation:** Practices such as deep breathing exercises, meditation, and mindfulness are highly effective in managing stress and anxiety. Numerous apps are available to provide guided relaxation exercises and mindfulness tips.

■ **Physical Activity:** Engaging in sports or regular exercise, even for short durations (10-20 minutes), is known to release endorphins, which can alleviate symptoms of depression and provide a valuable sense of accomplishment and confidence.

■ **Healthy Lifestyle Choices:** Fundamental to overall well-being are eating a balanced, nutritious diet, ensuring adequate sleep (at least 6 hours per night), and minimizing substance use, including excessive caffeine intake, which can negatively impact stress levels.

■ **Social Connection:** Actively building meaningful offline relationships, reaching out to friends and family, and joining new groups can significantly reduce feelings of loneliness and isolation, fostering a strong sense of belonging.

■ **Creative Pursuits:** Channelling energy and emotions into creative activities such as music, art, or theatre provides a powerful and constructive outlet for self-expression and stress reduction.

■ **Journaling:** Regularly writing down thoughts and feelings can help clarify emotions, alleviate worries, and provide a private, reflective outlet for processing experiences.

■ **Effective Time Management:** Planning time, breaking down large tasks into manageable chunks, and establishing consistent daily routines can significantly reduce academic stress and prevent burnout.

■ **Emotional Regulation Techniques:** Specific techniques can be employed for intense emotions. For anger, this might involve physical exertion like hitting a punching bag or safely tearing cardboard. For sadness, slow and soothing activities such as taking a warm bath or curling up with a good book can be beneficial.

■ **Acknowledging Control:** Focusing on what is within one's control—such as one's response to a situation, prioritization of self-care, or amount of social media consumed—can help manage overwhelming feelings and foster a sense of agency.

By consistently engaging in these practices, students can strengthen their inherent capacity to withstand future stressors, thereby reducing their vulnerability to mental health issues. This positions healthy coping as a critical prevention tool, empowering students to build a robust foundation for their well-being.

While social media offers valuable avenues for connection and support, mitigating its potential negative effects is crucial for holistic well-being. Effective strategies include taking regular breaks from digital devices, turning off non-essential notifications, establishing phone-free hours and spaces, and engaging in open discussions about appropriate online boundaries and behaviours. Cultivating meaningful offline connections and actively limiting excessive screen time are key to achieving a healthy balance between online and offline lives. Given the pervasive nature of social media, a more effective approach is mindful digital engagement. This involves setting deliberate boundaries, prioritizing offline connections, and critically evaluating online content.

Empowering students to recognize their struggles, understand that they are not alone, and actively seek help without shame is paramount. This involves fostering a campus and community culture where prioritizing mental health is normalized and celebrated. Students should be encouraged to proactively engage with the wide array of healthy coping strategies available to them and to readily utilize the comprehensive mental health and recovery resources offered by their universities and national organizations.

**Prof. Rakesh Singhai**

# FROM THE REGISTRAR'S DESK



## Strengthening Minds: Our Commitment to Mental Well-being at DAVV

In the dynamic and often demanding landscape of higher education, mental well-being is no longer a peripheral concern—it is central to the holistic growth of students. At Devi Ahilya Vishwavidyalaya (DAVV), we firmly believe that nurturing the emotional and psychological health of our students is just as important as academic achievement. Accordingly, we have undertaken a series of sustained and thoughtful initiatives to promote mental wellness across the university.

The Department of Students' Welfare (DSW) at DAVV is one of the pillar stone of these efforts. DSW aims to foster creativity, emotional expression, and self-confidence amongst students by organizing youth festival, cultural programs, skill-building workshops, and personality development sessions. It also serves as a vital platform for grievance redressal and individual support, ensuring that students feel seen, heard, and supported during their academic journey at university.

**Uncertainty** about future careers is a major source of stress among students. The Career Progression Cell (CPC) addresses this stress by offering career counseling, employability training, and internship guidance in coordination with **Model Career Centre (MCC)**. Through resume-building sessions, mock interviews, and job fairs, the CPC boosts students' confidence and clarity, easing career-related anxiety.

Mental well-being is also closely linked to values such as discipline, service, and community engagement. The **National Cadet Corps (NCC)** promotes discipline, leadership, and physical fitness through military-style training, camps, and drills. These experiences help students develop emotional resilience and self-confidence. Meanwhile, the National Service Scheme (NSS) encourages students to connect with social causes and contribute to the community through activities such as awareness campaigns, village outreach, and blood donation drives. These experiences not only build character but also give students a deeper sense of purpose and belonging.

Our inter-departmental sports festival, SFOORTI, is another powerful initiative promoting emotional well-being. Beyond sportsmanship, it fosters unity, joy, and healthy competition, providing students with a much-needed break from academic pressure and an opportunity to build lasting peer relationships.

At the International Institute of Professional Studies (IIPS), weekly meditation and mindfulness sessions have been institutionalized. These sessions help improve focus, reduce stress, and strengthen emotional regulation—proving that even small, regular practices can have a profound impact on mental clarity.

Recognizing the importance of digital outreach, DAVV has also established online counseling platforms, mental health webinars, and helplines to ensure accessible support—especially during crises like the COVID-19 pandemic.

At DAVV, we view mental well-being not as a one-time intervention but as an ongoing commitment. As we move forward, DAVV remains steadfast in enhancing these efforts and nurturing an inclusive, compassionate academic environment. Because when our students thrive mentally, they succeed in every sphere of life.

Mr. Prajwal Khare

# EXPERT INSIGHT



## Breaking the Chains: CBN's Mission to End Drug Abuse and Promote Mental Health

My journey with the **Central Bureau of Narcotics (CBN)** began in 1997, and over the years, I have witnessed how drug abuse doesn't just destroy lives-it slowly chips away at the mental, emotional, and social fabric of our society. Our primary duty may be regulatory and enforcement-based, but at its heart, our work is about **protecting minds, futures, and families.**

Our concern extends into the educational institutions of country. Recently at one of the premier institutes of technology, an internal probe found that **hundreds of bright students had consumed drugs**, with some even acting as peddlers; many hostel surprise checks and counseling drives ensued. Similarly, one of the B-Schools rusticated and expelled students caught using or sourcing narcotics on campus as per recent reporting. These cases matter to me because cutting off supply is only half the battle. We must also amplify **awareness**, foster **empathy**, support **rehabilitation**, and ensure campuses feel like safe, uplifted spaces for students-not shadows of despair. How such brilliant students get indulged in drug addiction is indeed a question to be thought upon.

Drug abuse is not merely a criminal issue-it's deeply tied to mental health. Signs such as **mood swings, isolation, red eyes, weight changes, or secretive behavior** are early warning flags. Over time such use can lead to memory loss, anxiety, depression, hallucinations, and severe physical harm like liver failure or organ damage. This link between drug abuse and mental illness is no longer just anecdotal, even suicide are often tightly intertwined with substance use. The society, family, educational institutes are first better to judge the symptoms and should be well aware of the symptoms, signs and treatment of drug addiction that eventually worsen mental health.

By disrupting supply chains and curbing availability, we **reduce one major trigger** for mental health breakdowns, especially among vulnerable youth. The CBN, functioning under the Department of Revenue, monitors legal opium cultivation and prevents its diversion into the illicit market. But we also play a crucial role in dismantling trafficking networks and supporting national anti-drug strategies. Every illegal consignment we intercept is not just a logistical success-it's a life potentially saved from falling into addiction and its devastating impact on **mental health**.

As per **Ministry of Home Affairs NCB 2024 Report on State wise Seizures**, total 89913 cases have been booked and 116098 smugglers arrested. This progress is the result of **tireless collaboration**, intelligence sharing, and awareness campaigns - many of which we at CBN are proud to support. Beyond enforcement, we actively engage in **community outreach**, from de-addiction drives to educational sessions in schools and colleges. We believe in sensitizing the public and promoting empathy over punishment. Campaigns like Nasha Mukt Bharat Abhiyan and Drug-Free India reflect our goal: a nation where people choose life, health, and dignity over despair.

To me, being part of the CBN is not just about law enforcement-it is about healing, restoring hope, and ensuring that our next generation grows up free from the shadow of addiction. The fight against drugs is, at its core, a fight for mental well-being. And it is a fight we are committed to winning.

**Deepak Dubey**  
Superintendent, Central Bureau of Narcotics (CBN)

# EXPERT INSIGHT



## Beyond the Hype: The Real Talk on Mental Health

Is mental health a gimmick of today's generation? If you think mental health is just a buzzword or an excuse used by today's generation, it's time for a reality check.

**According** to the World Health Organization (2023), 1 in every 8 people globally lives with a mental disorder. In India, the National Mental Health Survey found that nearly 14% of the population needs active mental health interventions-depression and anxiety being most common.

**Long** before terms like anxiety or depression entered modern psychology, the Vedic literature explored the human mind in depth. A compelling example lies in the Mahabharata, where Arjuna-an unmatched warrior-breaks down on the battlefield. This wasn't cowardice but emotional conflict, grief, and psychological paralysis. Without Lord Krishna's guidance, Arjuna would have failed. Krishna, in essence, played the role of a counselor-offering clarity, emotional support, and purpose.

**WHO** defines mental health as a state of well-being enabling individuals to handle stress, realize their abilities, work productively, and contribute to society. Just like physical health, mental health requires care and attention. With long work hours, digital fatigue, and rising isolation, mental distress is only increasing. Mental health issues affect everyone-regardless of age, gender, status, or profession. Be it a student under exam stress, a farmer facing despair, a corporate employee battling burnout, or a homemaker feeling invisible-mental health concerns are universal.

**Sadly**, stigma still surrounds this topic. Many see counseling as a sign of weakness or assume it's only for those in crisis. But counseling is not just for mental illness-it's a safe, judgment-free space to explore emotions, manage stress, navigate grief, parenting challenges, or self-doubt. Just as we consult a doctor for physical issues, seeing a psychologist is preventive care for the mind.

A mental health professional doesn't just focus on giving advice, they help an individual identify their thought patterns, dysfunctional beliefs, negative emotions, and what is holding them back from achieving their best potential. Counseling aims to create a safe space where one can rediscover their clarity, strength, and a sense of direction and purpose of life. It builds resilience, enhances emotional regulation, and offers tools to cope better with life's challenges. It is an effective path to nurturing our mental, emotional and psychological well-being.

**Mental** health is not a luxury-it is a necessity. Instead of suffering in silence and shame, let's normalize seeking help. Remember mental health is health and you are not alone. Seeking help for your mental health is not a sign of weakness but a sign of strength.

**Dr. Nivriti Mishra**  
**Psychologist, Psychotherapist & Trainer**

# EXPERT INSIGHT

Mental Well-being and Digital Detox



**According** to World Health Organisation, health is not just mere absence of disease. Similarly, mental well-being isn't simply an absence of mental illness - it's the emotional balance, resilience and the ability to handle daily stress. All of these factors have been affected by digitalisation, across all age groups. Excessive use of screens and social media has been linked to anxiety, reduced attention span and sleep disturbances. Notifications distract us from the work in hand, and endless scrolling leads to mental fatigue and declining attention spans.

**"Digital dementia"**, a term coined by German neuroscientist Dr. Manfred Spitzer, refers to the deterioration of brain functions such as memory, attention span, and critical thinking caused by overuse of digital devices. Just as physical inactivity weakens the muscles, mental inactivity caused by over-dependence on screens can weaken neuronal connections in the brain.

To deal with such problems of excessive digitalisation, we don't have to abandon technology altogether, but rather use it mindfully.

**Digital detox** refers to a period during which a person refrains from using digital devices to reduce stress. Even short breaks from digital media can have positive impact on mental health. Disconnecting from social media can help ease feelings of inadequacy often caused by constant comparison to others.

Digital detox can be implemented by:

- Turning off notifications to avoid distractions
- Setting "screen-free hours"
- Having meals without screens
- Avoiding screens for at least one hour before bedtime
- Engaging in hobbies like reading or gardening.

**Practicing** meditation and prayer before going to sleep in place of using screens can improve the quality of sleep, help in regaining focus, and develop emotional balance. American Academy of Paediatrics and WHO have issued guidelines for paediatric screen-time which are as follows :

- 0-24 months - avoid screen time entirely
- 2-5 years - no more than 1 hour per day
- 6 years and above - screen time should be such as not to interfere with sleep, physical activity, school work, and social interaction.

**In conclusion**, while digital devices are an essential part of modern life, it is crucial to strike a healthy balance. A regular digital detox can refresh the mind, improve relationships, and restore our connection with the world and ourselves.

**Dr. Nitin Sharma**  
Consultant Cardiac Anesthetist  
Choithram Hospital  
Heartfulness Trainer



# FACULTY CORNER



**You are worthy of a life filled with joy and happiness**

**Mental** well-being is a positive state of well-being that allows individuals to thrive. It covers all emotional, psychological, and social aspects of our lives. Positive mental being arises from positive emotions. Positive emotions arise from the ability to perceive surroundings peacefully and in consonance with an individual's inner system. Positive emotions lead to positive thinking that stimulate the inner peace and mental health of an individual. The positive aura resonates with the inner system, and radiates happiness & joy. It affects one's day-to-day activities, spreading joy around. It automatically boosts the inner hormones, to perform well.

**Mental** wellness positively impacts our overall quality of life, leading to greater happiness, satisfaction, and fulfilment. It contributes to increased productivity and a greater sense of purpose in both personal and professional life. It improves social skills, emotionally balanced life and overall good mental well-being of an individual. Mental well-being increases the positive hormones, and helps to rebound back. A stressed person can achieve mental happiness through pursuing his or her hobby, that keeps one engaged in a constructive way. People resort to different art forms, gardening, walks, playing with pets. The practise of any art form, be it music, painting or dance, releases good stimulating hormones into your body. It engages both your mind and soul, when you are practising the art form. A few others also spend time with friends, listening to music and even meditation can ease a stressed mind, which results in positive emotions. Positivity emerges from being with a close circle of friends who value you, cherish you, accept you the way you are, guide you, share your value systems and most important with whom one can express freely. Sharing quality time eases the stressed nerves, and is a relief to one self.

**Many** people also shift to spirituality, to gain inner peace and mental happiness. One can listen to holy verses and readings from the holy scriptures to calm a stressed mind. It affects the ability to deal with stress and bounce back from any adversity. It gives one a holistic view of the situation that one is facing, and how to emerge unscathed from it. It brings peace to a disturbed mind.

**Begin** your day with some exercise , stand out for a few minutes in the early morning sun. And then start your daily activities for the day. Pat yourself for all your small accomplishments , share your achievements with your parents and friends, for your own mental well-being.

**Today** we are a digital generation, and we are bombarded daily with news, entertainment, information from various forms of digital media. Too much of exposure to the social media groups, Instagram reels, facebook etc. are cutting us from the human connect. They are disconnecting and isolating us from the real life social interactions, that causes in-built stress and tensed feelings. It is a disturbance to one's inner system, that will ultimately have a bad effect on the inner peace and mental well-being.

**So nourish and enrich your inner soul for your own mental well-being!!**

**Dr. Prerna Kumar**

# FACULTY CORNER



## Rising from the Shadows: The Power of Family and Friends

In today's fast-paced world, many individuals silently battle anxiety and depression. While professional help is crucial, emotional support from friends and family serves as a powerful lifeline during these challenging times.

**Tanya's Journey Through Darkness** - Tanya, once a determined and enthusiastic young woman, faced a series of personal setbacks following a sudden bereavement. She found herself grappling with clinical anxiety and depression-conditions that disrupted her sleep, eroded her energy, and induced feelings of hopelessness. Breaking the silence and seeking support became the first step toward her healing. Scientific evidence consistently shows that social support is a powerful buffer against depression and anxiety. Friendships and family ties offer emotional grounding and lessen the psychological toll of stressful events. Perceived support from loved ones correlates with lower cortisol levels, reduced hopelessness, and greater emotional resilience.

In Tanya's case, her family and friends played a pivotal role, her family and close friends sat with her during her lowest moments, offering silent companionship and understanding without judgment. Loved ones helped her maintain daily routines, prepared meals, and set small achievable goals to reintroduce structure into her life. Recognizing that recovery is nonlinear, they remained patient and compassionate, providing a safe space for her to heal at her own pace. They organized social interactions, such as coffee breaks, shopping and movie nights, to gently reintegrate her into the community and combat feelings of isolation.

As Tanya rebuilt trust in her relationships, she joined a support group for people managing anxiety and depression. In a safe, moderated space where members share lived experiences and coping strategies. Through shared stories and workshops, she adopted practices like gratitude journaling and daily affirmations, practices shown to elevate mood, curb stress, and foster resilience by rewiring attention toward positive aspects of life and dampening cortisol activity.

### Lessons from Tanya's Journey

You're never alone; family and friends can illuminate the path forward.

Hope is rooted in caring actions.

Peer support groups reduce stigma and foster empathy.

Helping others heals you; mentorship transforms pain into purpose.

**A Renewed Life Begins** - Today, Tanya works full-time at a reputable institute, teaching students with a renewed sense of meaning. She continues her daily gratitude journal and defines herself not by past struggles but by the relationships she nurtures, the creativity she expresses, and the inner courage she's rebuilt.

Recovery from anxiety and depression is rarely a solo endeavor. It blossoms in the company of caring others-family, friends, or community groups-combined with consistent practices and professional help. A supportive gesture can be the bridge from silent suffering to renewed life. Remember, you're not a burden; you're deeply valued. Healing happens in connection; you deserve to let others in as you walk toward hope.

Prof. Sujata Parwani

# ZEN Z

-MINDFULNESS IDEAS BY GEN Z



Aditya Sharma

## Almost Enough

*I get things done, I stay on track,  
but peace is something I still lack.  
Notes are neat, my grades hold tight,  
still something feels a little...not quite right.*

*I draw, I write, I dream real loud,  
but quiet thoughts still form a cloud.  
Like, "You're doing good...but look around.  
They're moving faster, you're stuck on the ground."*

*I hate comparing, I really do.  
I clap for others, I cheer them through.  
But late at night, when no one sees,  
I wonder if I'm falling behind with ease.*

*Peace of mind? It's not a straight line.  
Not a finish line glow or a perfect design.  
It's giving myself a little more grace,  
when my head says, "run", but I need space.*

*I'm not less, just wired this way.  
Some doubts visit, but they don't stay.  
And maybe that's the truest kind,  
not perfect peace, but a gentler mind.*

Mahak Vishwakarma

## The Peace Within

I searched for peace  
in golden lights,  
in crowded rooms,  
in staying up through sleepless nights.

I wore smiles stitched with grace,  
played roles in silence,  
ran every race.

I thought it lived  
in loud applause,  
in being right,  
in breaking laws  
of who I was,  
and what I knew,  
to fit inside  
what wasn't true.

But peace was never on the run.  
It waited where I'd come undone

in quiet breath,  
in tear-stained skin,  
in choosing rest  
instead of win.

It came when I no longer chased  
a polished life,  
a flawless face.

It came when I could just exist  
without the need  
to be dismissed.

Now peace is not a distant shore.  
It's in my laugh,  
my feet,  
my core.

It hums beneath each morning sigh.  
It stays when no one asks me why.  
And I have learned through all I've been,  
the loudest peace begins within.

Aditi Pandey

# ZEN Z

## - MINDFULLNESS IDEAS BY GEN Z



**Mahak Vishwakarma**



**Siddhika Pandey**

### ॐ मन की शांति ॐ

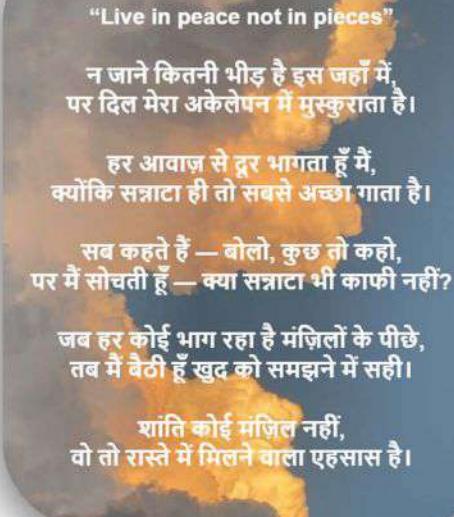
शब्दों का शोर, भीड़ की चाल,  
मन था उलझा, बेहद बेहाल।  
हर ओर दौड़, हर पल तनाव,  
सुकून का सपना, बन गया धाव।

पर एक सुवह, जब थमी हवा,  
साँसों में घुला कोई मधुर सदा।  
न कोई आवाज़, न कोई भीड़,  
बस मन की धड़कनें, बिलकुल सीधी।

पेड़ों की सरसराहट ने कहा,  
"तू क्यों भागे? बस थम जरा।"  
नीले गगन में पंछी गाए,  
"शांति वहीं है जहाँ तू पाए।"

अब न चाह है, न कोई जंग,  
मन है शांत, आत्मा संग।  
भीतर की लौ जब जगमगाए,  
सच्चा सुकून वहीं दिखाई दे जाए।

**Pratyush Bhardwaj**



**Rashmi Rathor**

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# TRAININGS AT IIPS

## From Savings to Strategy: A Practical Session on Portfolio Creation



To introduce students to the fundamentals of financial planning and investment the Training and Placement Cell of MBA (MS) program, organised a session on "Portfolio Creation for Beginners" on 26<sup>th</sup> March 2025. The organizer of session, training & placement incharge, Prof. Surendra Malviya said that the session focused on defining financial goals, developing saving habits and understanding risk tolerance. Expert Mr. Anirudh Sharma from Arihant Capital, covered beginner-friendly investment strategies, including diversification, long-term investing and market cycles. Students gained insights into stock and mutual fund selection, portfolio tracking and rebalancing, laying the foundation for informed financial decisions and preparing them for opportunities in the finance sector.

## Resume and LinkedIn Strategies for Career Advancement



On March 24 2025, IIPS hosted an engaging seminar on "Resume and LinkedIn Optimisation" for MBA (MS) students, focused on boosting off-campus placement readiness. Mr. Kapil Phulwani from Oracle guided students through building ATS-friendly resumes and emphasised showcasing achievements using clear, targeted language. The session also explored how to optimise LinkedIn profiles, crafting strong headlines, gathering recommendations and sharing relevant content. The speaker emphasised the importance of personal branding, storytelling, and maintaining a consistent professional online presence. The session offered students practical, real-world tools to stand out in today's competitive job market through interactive and enthusiastic participation.

# TRAININGS AT IIPS

## A Step Towards Digital Excellence



Talent Forge Academy organised a two-day Digital Marketing Workshop on 28<sup>th</sup> and 29<sup>th</sup> March 2025 at IIPS, aimed at enhancing students' understanding of the digital marketing domain. Day 1, led by Mr. Kaustubh Joshi, focused on "Foundations of Digital Marketing & SEO Mastery", covering digital channels, audience targeting and campaign strategies. Day 2 explored "Advanced Digital Marketing Strategies & AI Integration" providing insights into viral content, ad optimisation, and growth hacking. The workshop provided practical, industry-relevant skills, contributing to students' academic and professional growth and encouraging future collaboration with Talent Forge Academy.



## From Ideas to Impact – Innovation, Incubation and Entrepreneurial Growth



On April 9, 2025, IIPS organised a thought-provoking seminar aimed at inspiring students to transform innovative ideas into meaningful ventures. The seminar featured two insightful sessions. The first session, "Innovation and Incubation", focused on the process of ideation and execution, highlighting the role of incubation centres and the support provided through various government initiatives, including MSME schemes, to help aspiring entrepreneurs bring their ideas to fruition. The second session, "Momentum, Growth and Entrepreneurship", explored strategies for sustaining business growth through innovation, adaptability, and strong leadership, offering practical insights into overcoming challenges and scaling ventures effectively. The event fostered creative thinking, peer engagement, and a deeper understanding of the entrepreneurial and innovation ecosystem, equipping students with both the motivation and knowledge to embark on their own entrepreneurial journeys.

# SAMPOORNA CLUB

## Timeless Wisdom, Timeless Brands



The Training & Placement Cell of IIPS, in collaboration with the Advertising & PR Club, hosted an engaging two-part seminar series by two prodigious alumni of the institute. The first session, "Are You Employable?", was led by Mr. Mihir Phanse, entrepreneur, life coach, and founder of United Spaces. He shared wisdom drawn from ancient folklore and Hindu mythology. From the wit of Krishna to the timeless wisdom of the Bhagavad Gita, he reminded the audience to stay unfazed by life's challenges, to rise above problems, and to face what must be faced with courage.

The second session, conducted by Ms. Akanksha Puri, brand strategist and founder of Thinking Beans, traced advertising's journey from the 1960s to the present day. Drawing from her diverse experience in the advertising industry, she showed how storytelling in various segments like FMCG, adhesives, watches, and wall paints remains at the heart of great advertising, whether on paper or on pixels. The interactive format, with live decoding of creatives and an engaging Q&A, kept the room buzzing.

## Power of Words - A Celebration of Thought and Expression

The Literary Club of IIPS, in collaboration with Free Press Journal organised Power of Words. The first round was held at IIPS on 27<sup>th</sup> March and the finale at Free Press Indore on 7<sup>th</sup> April 2025. From IIPS 35 talented students shared their views on current topics, with 12 leading to the finale at Free Press Indore. Overall, the event saw over 2000 participants from across Indore with 118 students, shortlisted as finalists.

IIPS delivered an exceptional performance, securing three awards for each position as champion titles, first runners-up, and second runners-up respectively. Winners were Ayush Nath Tiwari (MTech (IT)), Krishna Shukla (MBA (TM)), and Vihan Singh Rathore (MCA). Under the mentorship of Dr. Yasmin Shaikh and in the presence of Hon'ble DAVV Vice Chancellor Dr. Rakesh Singhai, the event highlighted the IIPS commitment to nurturing talent and celebrating literary excellence.



# BODY & THE SOUL



## SYNERGY 2025: THREE DAYS OF THRILL, TEAMWORK & TRIUMPH!

IIPS, DAVV successfully organized its annual sports festival Synergy 2025 from March 6 to 8. The event was inaugurated by Director Prof. Yamini Karmarkar and held under the esteemed guidance of Hon'ble Vice Chancellor Prof. Rakesh Singhai. Featuring seven exciting sports including cricket, volleyball, badminton, and the newly introduced E-sports (a computer-based gaming competition), the sports event witnessed enthusiastic participation from students of all management and computer courses. Over 15 cricket and 8 volleyball teams competed fiercely, demonstrating their skill and determination.

The event was meticulously managed by Convenor Dr. Jugendra Dongre and his team and the closing ceremony celebrated both winners and participants, promoting teamwork, spirit, and a standard of excellence at IIPS.

**Key Takeaway:** Sports are a way towards promoting mental well-being by fostering teamwork, reducing stress and instilling a sense of achievement.



## 'BE A KARMA YOGI' WORKSHOP: CULTIVATING ACADEMIC PURPOSE

A thought-provoking workshop titled 'Be a Karma Yogi' was organised at IIPS to promote a dedicated and purposeful academic culture. Through interactive ice-breakers, brainstorming sessions and open discussions, participants explored core academic challenges such as lack of integrity, unclear mission, and mental health concerns. Practical solution-oriented ideas like teamwork, feedback-based communication and academic-industry linkages were proposed. The workshop commenced with an insightful address by Director Prof. Yamini Karmarkar on the essence of Karma Yoga. The whole event was meticulously organized by Prof. Pooja Jain

**Key Takeaway:** Mental well-being is achieved through purposeful academic discussions that help build clarity, trust, and calm.

# BODY & THE SOUL

## HEALTH TALKS @IIPS: A STEP TOWARDS PREVENTIVE WELLNESS

IIPS in association with CARE CHL Apollo hospital hosted an informative "Health Talks" session on 11<sup>th</sup> March 2025 to promote preventive healthcare. Successfully coordinated by Prof. Geeta Nema, the session brought together top medical experts who shared valuable insights from oral cancer risks and aesthetic wellness to bone health, bladder care, and kidney function.

Speakers included Dr. Apurva Garg, Dr. Prachir Mukati, Dr. Pukit Bandi, Dr. Vipin Sharma, and Dr. Isha Arora. With active student participation and expert insights, the session reflected IIPS's ongoing efforts to nurture not just academic excellence but holistic development as well.

**Key Takeaway:** Expert advice eases health anxiety and encourages self-care. Good mental health results from proper physical health.



## THE MMS ALUMNI MEET



IIPS was vibrant with memories on 11<sup>th</sup> April 2025 as it welcomed back the MMS (now MBA MS) batch of 1997–2002 for a heartfelt Alumni Meet. The event offered a platform for alumni to reconnect with their alma mater and engage with faculty and students. Prof. Geeta Nema inaugurated the session, highlighting IIPS's academic advancements and notable placement records with leading companies such as Arcesium, Deloitte and others. Alumni inspired students with stories of resilience and the message: "Start messy but start now". Director, Prof. Dr. Yamini Karmarkar discussed future collaboration opportunities and inspired alumni to communicate more often with their alma mater. Former Director Prof. B. K. Tripathi shared insightful reflections, expressing pride in the achievements of his former students. The event ended on a positive note, strengthening the cherished bond between IIPS and its alumni.

**Key Takeaway:** Reconnecting with the Alumni boosts morale and confidence.

# BODY & THE SOUL



## FOSTERING MENTAL WELL-BEING SESSIONS AT IIPS

IIPS, DAVV initiated a strong step towards student wellness through dedicated mental health sessions for newly admitted UG and PG students. Conducted by Prof. Jyoti Sharma and Prof. Vivek Sharma, the sessions focused on stress management, emotional resilience, and mental well-being. Techniques such as mindfulness, meditation, emotional intelligence, and NLP were introduced. With 313 students from nine programs participating, the sessions received highly positive feedback. Encouraging help-seeking behaviour and peer support, IIPS plans to continue this thoughtful initiative for its new batch of students in 2025.

**Key Takeaway:** IIPS reiterated its focus on student wellness through mental health techniques.

## FROM CHAOS TO CALM: IIPS HOSTS THREE DAYS OF HEARTFULNESS MEDITATION UNDER PM USHA YOJANA

IIPS, DAVV, hosted a three-day workshop titled "Meditation: An Art and Science" from 26th to 28th June 2025 under the PM Usha Yojana. Led by Dr. Yamini Karmarkar (IIPS Director), supported by senior faculty and the Heartfulness Center, the workshop engaged over 60 faculty and staff. Sessions featured guided meditation, relaxation techniques, and practical insights from experts like Dr. Nitin Sharma, Mr. Anurag Mundra, Dr. Pravar Pasi and hockey legend Shri Mir Ranjan Negi. The event concluded with a soulful message through song by Shri Rajesh Agarwal, a special address by Hon'ble Vice Chancellor Dr. Rakesh Singhai, followed by tree plantation, certificate distribution, and a vote of thanks, reflecting IIPS's commitment to holistic development and inner well-being.

**Key Takeaway:** Meditation workshop emphasised on holistic development and inner well-being.



# NEW & UPCOMING

## Shaping the Future with M. Tech. (Computer Science)

IIPS is known for its integrated programs in management and technology and now it is introducing its M. Tech. (Computer Science) 5-Year Integrated Dual Degree Programme, designed to create future-ready tech leaders. This seamless academic journey blends M. Tech. and B. Tech. degree, covering core computer science and advanced fields like AI, Machine Learning, and Quantum Computing. With hands-on project-based learning, a year-long industry apprenticeship, and a focus on skills like leadership and ethics, students will graduate job-ready.



## Guided Meditation Sessions



All are welcome to join

Every Wednesday  
4.00 to 4.30 PM at  
LT1, IIPS

**"In the midst of movement and chaos, keep stillness inside of you."**

IIPS, in collaboration with Heartfulness, is organizing Guided Meditation Sessions every wednesday from 4:00 PM to 4:30 PM at LT-1. These sessions offer a simple way to relax, improve focus and nurture emotional well-being. All students and faculty members are warmly invited to join and experience the benefits of meditation.

**heartfulness**  
advancing in love

# PASSING OUT CEREMONY



# OUR ACHIEVEMENTS

Prof. Yamini Karmarkar, Director, IIPS, was recognized with the TAAI Women of Worth Awards 2025, presented by the Travel Agents Association of India, and the Ahilya Award 2025 by Free Press in recognition of her remarkable contributions to society. Her leadership and innovation in education and sustainable practices have elevated industry standards.



Prof. Manminder Singh Saluja represented IIPS on the national platform by being invited as a distinguished panellist on IBC 24 News Channel. He participated in both pre-budget and post-budget panel discussions on the Union Budget 2025-26 and the Madhya Pradesh State Budget 2025-26, offering his expert insights and analysis on key economic policies and reforms.

Dr. Nirmala Sawan secured 1<sup>st</sup> position in Table Tennis and 2<sup>nd</sup> position in Badminton at the divisional-level Teacher's & Employee's Sports Tournament organized by MP higher education department, and her team secured 1<sup>st</sup> position in Badminton at the state level.



Dr. Prerna Kumar was awarded for her Classical Dance Performance in NAZAQAT 2.0, organized on the occasion of Women's Day by MASHWARA, a women's group devoted to promoting cultural talents.

Dr. Pradeep Jatav secured 1<sup>st</sup> position in Chess and 2<sup>nd</sup> position in Table Tennis at the divisional-level Teacher's & Employee's Sports Tournament organized by MP higher education department.



# OUR ACHIEVEMENTS

Aditya Agrawal, from M. Tech. (IT) 9<sup>th</sup> Semester, received the Best Intern Award from ISRO during his internship at the Vikram Sarabhai Space Centre for developing an AI Helpdesk system using RAG and LLMs.



SUO Parth Sharma, from M. Tech. (IT) 5<sup>th</sup> Semester, was selected among the top 13 NCC cadets nationwide to represent India as a Youth Ambassador at the Youth Exchange Programme Vietnam 2025, becoming the first NCC cadet from 2 MP ARMD to achieve this distinction.

Rashi Dashore, from MCA 10<sup>th</sup> Semester, became the first Indian student to receive two fully sponsored international conference grants from AWS in less than six months. She attended AWS re:Invent in Las Vegas, USA (2024) and AWS re:Inforce in Philadelphia, USA (2025).



Krishna Shukla, from MBA (Tourism) 5<sup>th</sup> Semester, secured 1<sup>st</sup> position in Power of Words (a PPT Presentation Competition) organized by Free Press Indore.



Vicky Wankhede, from MBA (MS) 5<sup>th</sup> Semester, secured 1st position in On The Beat (Beat Boxing Competition) held during Fluxus 2025 at IIT Indore.

# OUR ACHIEVEMENTS

Ashish Verma, from M. Tech. (IT) 5<sup>th</sup> Semester, secured 1<sup>st</sup> Runner-Up position in Power of Words (PPT Presentation Competition) organised by Free Press Indore.



Krishnamohan Pateriya, from M. Tech. (IT) 5<sup>th</sup> Semester, secured 1<sup>st</sup> Runner-Up position in Power of Words (PPT Presentation Competition) organised by Free Press Indore.



Bhumi Kushwah, from MBA (MS) 5<sup>th</sup> Semester, secured 2<sup>nd</sup> Runner-Up position in Power of Words (PPT Presentation Competition) organised by Free Press Indore.



NeuraDx, led by Angad Singh Saluja (MCA 9<sup>th</sup> Sem.), with Aniket Jain (MCA 9<sup>th</sup> Sem.), Samarth Chhetri (M. Tech. (IT) 5<sup>th</sup> Sem.), Kanak Gupta (MBA (MS) 5<sup>th</sup> Sem.), Purvi Choure (M. Tech. (IT) 9<sup>th</sup> Sem.), and Pawan Bhadouriya (MCA 9<sup>th</sup> Sem.), ranked in the Top 100 nationally at IIT Delhi's College Youth Ideathon, presenting an AI-driven model for oral cancer diagnosis.



Kislay Pandey, from M. Tech. (IT) 9<sup>th</sup> Semester, published a chapter titled "Pahalgam wasn't a 'Security Incident.' It was a Mirror" in the book "SAHYADRI DIALOGUE - OPEN LETTERS TO PAKISTAN", published by Redshine Publication, Sweden.



# DAVV NEWS AT A GLANCE

## Cycle Rally to Maheshwar

On April 6, 2025, DAVV organized a rally from Indore to Maheshwar covering this 90-km distance through cycles, honoring Devi Ahilya Bai Holkar's 300th birth anniversary. Hon'ble Vice-Chancellor Prof. Dr. Rakesh Singhai led the dynamic cyclists group. 25 participants including students and faculty rode towards Maheshwar with a motto to promote the girls' education under the theme "Educated Girls, Developed India." The rally concluded at Ahilya Bai's statue at Maheshwar fort.



## 300th Birth Anniversary celebration of Lokmata Devi Ahilyabai Holkar

DAVV hosted "Yuva Samagam and Gaurav Padyatra" on the occasion of Lokmata Ahilyabai Holkar's 300th birth anniversary celebrated from May 27 to 30. This program featured cultural tributes, youth gatherings, pride processions and engaging literary discussions on the legacy of Lokmata Ahilyabai Holkar focusing on her heritage of 'Just Governance', social reforms, and temple restorations across India. The event culminated with the address by Cabinet Minister and MLA Shri Kailash Vijayvargiya, Mayor Shri Pushyamitra Bhargav, Hon'ble Vice Chancellor Prof. Rakesh Singhai and State NSS Officer Shri Manoj Agnihotri.

## Sfoorti 2025: A Celebration of Spirit at DAVV

DAVV's vibrant annual sports and cultural fest, Sfoorti 2025, electrified the campus from March 10-12. Sfoorti is an annual cultural event organized by university cultural center (UCC) every year for university teaching departments. Students demonstrated their talent and enthusiasm in a range of games including cricket, basketball, volleyball, football, badminton, kabaddi, kho-kho, and athletics. Along with sports, students showcased their excellence in cultural activities like folk dance, orchestra, fancy dress and skit competitions etc. Graced by the presence of Hon'ble Vice Chancellor Prof. Rakesh Singhai, the fest fostered unity, creativity, and unforgettable memories.



# GUEST EDITOR'S PEN

## From Burnout to Balance: Gen Z in Workplace



There is a generation gap at work between Gen Z (born 1997–2012) and Gen Y (born 1981–1996). Gen Z's arrival is testing companies led by Gen Y, who were raised believing long hours and hustle lead to promotions meanwhile Gen Z is here prioritizing mental health and takes days off to avoid burnout.

### Let's briefly look at both styles and why they clash.

Gen Y often accepted hustle culture as the price of progress; Gen Z sees that model as an unhealthy imbalance. They value clear boundaries, psychological safety, and manageable workloads, and are less willing to tolerate toxic expectations. Gen Y veterans, having paid that price, may view those boundaries as a lack of resilience. This tension can feel like older generations saying, "We suffered through it, so you should too." That framing risks glorifying suffering and dismissing legitimate concerns about mental health.

Some Gen Y leaders worry Gen Z lacks grit or long-term purpose because they are less willing to endure exhaustion. Others feel the younger cohort is too relaxed or not thick-skinned. I've heard seniors warn new hires not to try to change 50+ year old's views. The lack of trust frustrates Gen Z; they want immediate relevance, mental-health-friendly cultures, and tech-native ways of working, while Gen Y seeks structured growth and clear career paths.

### How workplaces can bridge the gap:

- 1. Acceptance** - Respect different working styles. Stop assuming one approach is superior and start asking how both can contribute.
- 2. Regular check-ins** - Short, frequent conversations between manager and employee build trust and prevent small issues from becoming big ones.
- 3. Reverse mentoring** - Pair Gen Z and Gen Y peers (not just boss-report) so both sides learn new skills and perspectives.
- 4. Hybrid hours** - Define three to four core overlap hours for collaboration and keep the rest output-based to protect boundaries.
- 5. Cross-functional rotations** - Three to six weeks responsibility rotations with clear goals build empathy and broader skills.

### Small experiments work better than grand proclamations.

The goal isn't to declare winners. The key to balance is empathy by both the parties in order to sustain, lead and progress. Gen Y can share context and institutional knowledge; Gen Z can push healthier norms and smarter use of technology. Together, they can shape workplaces that reward growth without burning people out. Both generations bring valuable strengths; when combined, organisations become more resilient, kinder, more efficient, and future-ready and sustainable, and better for everyone involved.

**Akshita Pidiha**  
Brand Strategist  
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