

# GLOBAL SENIOR CONSULTING

UNYOUNG MASTERMINDS!

- battered on experienced wisdom / reality...

Dr. George Neelankavil  
Founder/ Chair

## STRATEGY FOR GROWTH

'RISK FREE' Preliminary CONSULT ( 90mts)

(Including PERSONAL / PROFESSIONAL Profiling)

### CORPORATE GOVERNANCE

REIMAGINING  
ORGANISATIONS *& beyond*

RE-DEFINING CEO / LEADER AGENDA

UNIQUELY PROVEN PRAGMATIC STRATEGY  
FOR  
HUMAN & ORGANISATION DEVELOPMENT

PERSPECTIVE PLANS AND  
ACTION INITIATIVES

*for*  
FUTURE READY COMPANY

### PERSONAL GROWTH

PERSONAL / PROFESSIONAL  
PROFILING

Proactive  
PARENTING  
UNCOMMON THE COMMON

Lifestyle  
Management

THE ULTIMATE!  
*In/Exclusive*  
Y O K E • MEDITATION

Groom MASTER DEVELOPMENT MINDS (MDMs)  
To join GSC worldnet...

## Dr. George Neelankavil

**Founder/ Chair :**

Global Senior Consulting ([www.gsc.org.in](http://www.gsc.org.in))

**Doctoral Specializations: Management /  
Organizational Leadership /HRD.**



For over five decades, Human and Organization Development with Business/Healthcare/ Educational sectors as **DIRECTOR / CEO / MANAGEMENT ADVISOR.**

**Proven forte;** facilitating organizations ascend leadership positions... over 30 organizations in India / USA viz., EICHER, MRF, APOLLO HOSPITALS GROUP, MADRAS MEDICAL MISSION, REGENT UNIVERSITY, just to mention a few.

For the last more than 25 years, shuttling between India/USA, gifting talents and time, substantially consulting 'not-for-profit' educational/ healthcare sectors. Having spent considerable years in the USA (Studying/ Working/Teaching), even Ph.D programs in Organizational Leadership, he is fairly well aware of India/ US scenario of Business/ Healthcare/ Education and now, a US RESIDENT.

### Some Significant Leadership Roles:

#### Business Corporations

Chief of Personnel & Administration: **EICHER**  
Director-HR & Management Services: **MRF**  
Group Management Advisor: **KCP**  
Group Management Advisor: **SITA World Travel**  
Group Management Advisor: **Aruna Group**  
Group Management Advisor: **CPC**  
Group Management Advisor: **Dyna Lamps & Glass Works**  
CEO: **Techno-Management Research & Development**

#### Healthcare / Service Organizations

Group Management Advisor: **Apollo Hospitals Group**  
Management Advisor: **Sankara Netralaya**  
Group Management Advisor : **Madras Medical Mission & Chairman Projects & Consulting**  
**Pondicherry Institute of Medical Sciences**  
Executive Chairman / Director: **Clara Swain Hospital**  
India Representative: **Methodist International of the Methodist Hospital (USA)**  
Management & development Advisor: **FMM Hospital / EHA**

#### Consulting Firms

Chairman & CEO: **CICA (USA)**  
Chairman : **Center for Individual & Corporate Action**  
Director-International Board: **Regent Consulting WorldNet (USA)**

#### HRD / Academic / Institutions / Universities

Visiting Faculty / Advisor: **Regent University (USA)**  
Visiting Faculty: **Maharishi University of Management (USA)**  
Director on Board : **Xavier Institute of Management**  
National award and: **Indian Society of Training & FELLOW in HRD Development (ISTD)**  
Founder Member : **Swamy Chinmayanandji's 'VEDIC MANAGEMENT SCHOOL'**

#### Spiritual Societies

Advisor: **Vedic India Society**  
Chairman Special Projects: **HBI & C**  
Advisor: **CBN**  
Chairman Advisory Panel: **Emmanuel Ministries International**  
Chairman: **ABC WorldNet (USA)**

# *Towards* **Excellence** ... A Proven Pragmatic Strategy

WALK THROUGH LIGHTLY,  
READY TO **REIMAGINING** DISTINCT WORLD...

**G**LOBAL  
**S**ENIOR  
**C**ONSULTING

**UNYOUNG MASTERMINDS!**

*- battened on experienced wisdom / reality...*

# Govt's Focus on 'SILVER ECONOMY' as Number of Seniors Rises...

**This calls for  
CARING/CAPITALIZING  
seniors also as a  
VALUABLE RESOURCE  
for  
SOCIO-ECONOMIC DEVELOPMENT...**

**GLOBAL  
SENIOR  
CONSULTING**

**UNYOUNG MASTERMINDS!**

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*The most 'crazy / creative' age  
is in order of 60-70, 70-80, 80..., 50-60.  
Global seniors from  
all walks / skills / specializations\_***CHEERS!!!**

**...It's time for a PROLIFIC PULLBACK....**

*- in star healthcare/living comfort,  
and leisurely professional pursuits;  
with business centre, conference,  
event management ... infrastructure.*

**GROOM ALL POTENTIAL  
as  
MASTER DEVELOPMENT MINDS (MDM)  
in collaboration with the  
GLOBAL SENIOR CONSULTING FRATERNITY**



# GLOBAL SENIOR CONSULTING

**UNYOUNG MASTERMINDS!**  
*- battened on experienced wisdom / reality...*

*"...A versatile paradigm that goes way beyond conventional wisdom... And it's*  
**MASTERMINDING** *within the framework of*  
*an emerging global perspective for* **SOCIO-**  
**ECONOMIC DEVELOPMENT...**

*The universal significance of this approach to our current context and its promise for the future is resplendent..."*



# Proactive PARENTING

UNCOMMON THE COMMON

“...we could and should enjoy parenting our children, just as or even more than we enjoyed being a part in creating them. ‘Proactive Parenting - the happiest hardest journey’, perhaps becomes the hardest, only when we unnecessarily cross the boundary beyond being the happiest - happily interested in their growth and well-being, enjoy being responsible for providing all the needed support-system and environment and ultimately feel happy to see them grow.

On the contrary, major problems crop up, only when;

- Parents assume unnecessary responsibility/authority to unduly discipline/control and in that process make a ‘bonsai’ of their child rather than help in tending and blossoming it to be a full grown tree out in the world.

- Parents expect their children to dream and realise their parent’s dreams rather than their own REAL - and let Him work in and through them to accomplish His great purposes, as per His unique personalized divine designs and plans.

- Ultimately, when their children grow even beyond their parents’ imagination, parents do not have the courage of conviction and magnanimity with a special sense of humor to admit and tell them and the whole world, that their children are what they are, ‘not because of us, but in spite of us!...”

# Lifestyle Management

**Physical, Psychological, Social and Spiritual** dimensions are the pivotal areas of interest; facilitating individuals focus on their ontogenetic ennoblement - incredibly simple and practically relevant.

AN INVESTMENT IN LIFE FOR A LIFETIME!

for

ALL who (want to) WILL something beyond themselves

With

MORAL PROFESSIONALISM and UNIVERSAL SPIRITUALISM

# The ULTIMATE, 'In/Exclusive' YOKE-MEDITATION

Covering ALL physical, mental / emotional and  
spiritual domain.

A first of its kind,  
**COMPREHENSIVE!**

A 55 minutes intensely internalized 'work-in',  
conserving energy/calorie; in contrast to the  
conventional 'work-out', expending energy/calorie.

## THE ULTIMATE! *'In/Exclusive'* YOKE • MEDITATION

(Asana • Auratic • Ayur • Bhakti • Calisthenics • Cardio • Dermato • Dhyana(TM) • Endocrino  
• Gastroentero • Hattha • Immuno • Image • Karma • Mantra • Nephro • Neuro • Ophthalmo  
• Otolaryngo • Ortho • Pranayama • Pranic • Pulmano • Rajyog • Resistance  
• Rheumato • Stretch • Tibetanrites • Uro... )

(<http://www.growthfactors.in/growth>)

# COACHING ++

GEARING/GROOMING THE WHOLE PERSON  
(The Most Essentials...YET, NEGLECTED UNIVERSALLY!)

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## COMMUNICATION SKILLS LAB

It is an experiential process lab that provides theatrical improvisational techniques designed to sharpen / develop communication / life skills and attributes to be an impactful Manager / Leader. In a relaxed atmosphere, participants will go through a series of 'on stage' exercises and games designed to improve self-awareness, listening skills, responsiveness, presentation, non-verbal / verbal communications, responding to impromptu situations, etc.

# UNIQUELY PROVEN PRAGMATIC STRATEGY

*FOR*

## **HUMAN & ORGANISATION DEVELOPMENT**

*WITH*

**MORAL PROFESSIONALISM & UNIVERSAL SPIRITUALISM**

### **(ISSUES / CONCERNS / VISION/ ACTION IMPERATIVES)**

- HUMAN AND ORGANIZATION DEVELOPMENT suffers from the conventional disadvantage that its practice is focused mainly on methods and techniques, to the neglect of an action perspective for growth.
- The evolution of a global perspective, relevant to our emerging context, is fast taking shape. The time is ripe to revitalize and consolidate the ideas developed and the experiences gained.
- However, there is ample evidence from many sources that practically no organization, even among the very best managed, capitalizes fully on its tremendous investment in Human Resources and Management experiences.
- In the long run, however, we believe this movement is the best hope for achieving a better integration and a meshing of the needs of the organization with the needs of the individual and the wider society, to make for human and organizational growth.

***The time for resolution and action is now!***

## CORE CONCERNS

- **WHO WE ARE?**  
(Personal / Professional / Profiling / Styling)

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- **HOW WE OPERATE?**  
(Performance / Financial analytics)
- **HOW WE GROW?**  
(Corporate Vitality Index)

Re-invent fresh

## GROWTH FACTORS

(DEFYING / DENYING DYSFUNCTIONAL CONCEPTS / CONSTRUCTS)

AND

RE-DEFINING CEO / LEADER AGENDA

# KEYS TO A FUTURE READY COMPANY

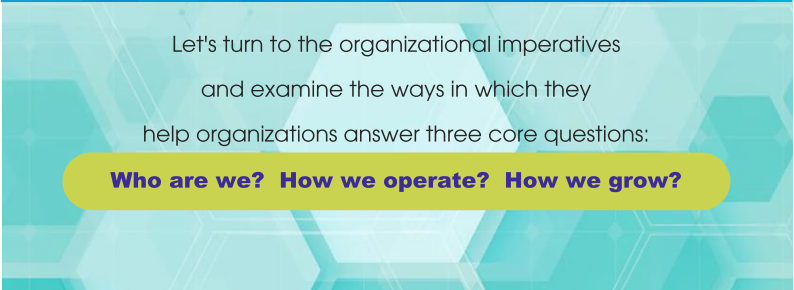
Discover Organizational “unlocks” And Create  
New systems that are antifragile

*- flexible, organic, interconnected, purposeful;  
and simply more human.*





NOT TO JUST 'TWEAK' THE OLD MODELS,  
BUT TO **REPLACE** THEM WITH  
SOMETHING REVOLUTIONARY...



Let's turn to the organizational imperatives  
and examine the ways in which they  
help organizations answer three core questions:

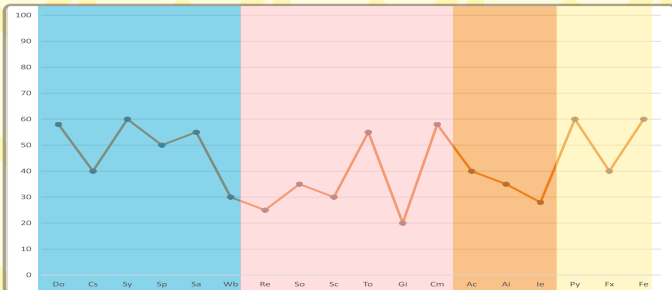
**Who are we? How we operate? How we grow?**

# POSITIVE / POSSIBLE ALTERNATIVES TO ‘LAYOFFS’

Re-create New HR 'Passwords', and  
Re-invent New Strategies that are Robust / Resilient  
- flexible, organic, inter-dependent,  
purposeful, and simply more human...

## WHO WE ARE?

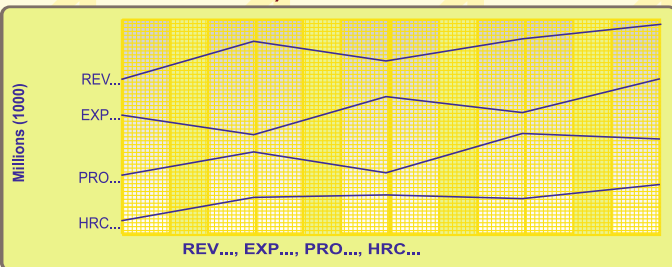
### PERSONAL / PROFESSIONAL PROFILING



## HOW WE OPERATE?

### FIVE YEARS

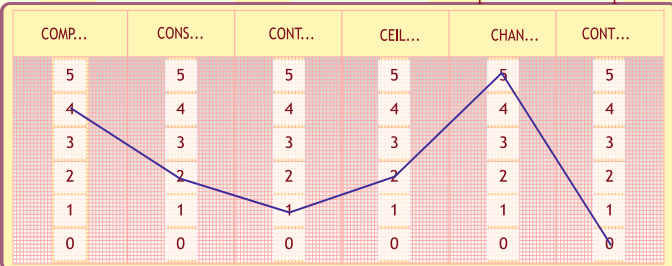
### PERFORMANCE / FINANCIAL ANALYTICS



## HOW WE GROW?

### 6C-COMBO : CORPORATE VITALITY INDEX

MID-CAREER EMPOWERMENT : A Participative HRD option



# H O L I S T I C

**Preventive / Primary / Emergency**

# H E A L T H C A R E

Provide a 'Cost-effective', well concerted and a networked elaborate management system solution

## **Background**

The present health seeking behavior of individuals and society as a whole is observed to be reactive in nature.

Medical intervention is sought after the onset of an ill-health condition. At which point intervention becomes costly to the healthcare provider and the consumer. However, there could be factors that promulgate this behavior such as accessibility, affordability and availability of healthcare providers.

Opportunities for improvement in Health Care Delivery

1. Expand coverage.

2. Change the fundamental way that healthcare is structured and perceived.

If we need to bring about the differentiation in the health care delivery and consumption behaviors, so as to enhance the Quality of Life of each and every individual in our communities, we may need to revisit the delivery model.

Conduct primary and secondary research to understand health seeking behaviors and implement delivery models that align within the health seeking context.

Deliver services that encourage consumers to adopt preventive health seeking behaviors.

# Assisted Living

Assisted Living, especially which, some of us have experienced is pathetically exploiting helpless elderly, and innocently ignorant children, in a worst criminally commercial and cruel manner...

...AND WE ARE ASPIRING TO BE POSITIVELY DIFFERENT, WITH 'CLIENT-CENTERED' SERVICES EXCELLENCE!

We are designing our services package, to provide all the needed assistance, at their bedside, in their home/apartment...where ever they are...

# GERIATRIC NURSING

Geriatric nursing concerned with the care of seniors,, including promotion of healthy aging as well as prevention, assessment, and management of physiological, pathological, psychological, economic, and sociological problems.

Geriatric nurses are specially trained and equipped to understand and treat the often complex physical and mental health needs of older people. They try to help their patients protect their health and cope with changes in their mental and physical abilities, so older people can stay independent and active as long as possible.

Taking special Geriatric Care:

- Biopsychosocial approach: the integration of consideration of physical, psychological, and social factors in providing health care.
- Use of multidisciplinary teams.
- Importance of chronic illnesses and geriatric syndromes.
- Importance of showing respect to older patients.

## CARING / CAPITALISING SENIORS

**INTERNATIONAL CHAIN  
OF  
'HealthVarCities'**

**DiamondDays Inn®**  
for / by  
*Accomplished Seniors*

We are not talking about the conventional senior citizens' homes / assisted living etc. we are contemplating on a novel concept of a chain of Corporate 'HealthVarCities', with a multi-specialty hospital, university, school, various enterprising ventures; built around and managed by senior citizens. They will be accommodated on the campus in various categories of apartments of their choice and style, every detail taken care.

People from all walks / skills / levels of specializations can be absorbed as per their interest, capacity and potential, either on voluntary/compensation basis. Eventually, we hope to have these 'HealthVarCities' in every district of various degrees and dimensions.

This will be a great relief and encouragement, particularly for all the parents/children. The potential, opportunity and possibility are simply mind boggling.



Those with interest, potential and commitment to become professional CONSULTANTS / TRAINERS / COUNSELORS, will be identified for...

Groom all potential MASTER DEVELOPMENT MINDS (MDM) in collaboration with GLOBAL SENIOR CONSULTING fraternity.



# RESOURCES

## VIDEOS

**The Uncommon People Sense** : The street smart psychology of winning lifestyles

*[60 minutes management film enacted by professional artistes - sparks off some thoughts on personal/ professional lifestyles. Conceptualized and coordinated by Dr. George Neelankavil]*

**Human Resources Management**: A Corporate Action Perspective

*[Brilliant presentations by some best HRM minds*

*in the country - including prominent IIM / XLRI*

*/IIT Directors, conceptually coordinated by Dr. George Neelankavil]*

**The Possible Manager**: Help mobilize one's latent resources.

*[Four films, coordinated by Dr. George Neelankavil]*

**"Riston ke ehsas"**: A popular TV serial in Hindi (with English sub-titles)*[Based on real life cases of the growth dilemma of children/youth, treated to perfection by Dr. Lily Neelankavil]*

**"YOKE-MEDITATION"** by Dr. George Neelankavil

**'VIZHUPPU'** a Tamil film with English subtitles, on 'Re-active Senior living'

## BOOKS

- **Happy Year Ever...** A universal life management strategy that would unlock the springs of happiness.
- **Human Resources Management**: A corporate Action Perspective.
- **Proactive Parenting**: The happiest hardest Journey of all.
- **Towards Excellence**: An action program for empowerment.
- **Social Stimulus Scheme** (Upcoming)
- **Inclusive HRD & Innovative CSR** (Upcoming)
- **Management & Leadership Development** - A Global Perspective (Upcoming)
- **EMERGING GLOBAL IMPERATIVES** (Post-pandemic perspective)
- **SURVIVING/THRIVING towards EXCELLENCE!**
- **Versatile Socio-Economic Masterminding.**
- **Star of Bethlehem and Beyond...**

## TOOLS

- A UNIQUELY PROGRAMMED PSYCHOLOGICAL INVENTORY. (Profiling comprehensive personal/professional traits)
- Performance/Financial Analytics
- 6C COMBO: Corporate Vitality Index
- HOW FIT ARE YOU? ( Quiz yourself to determine current level of fitness.)
- Stress level assessment.

# INVESTMENT

The price tag is marked specially to attract only those with real concern for development and also willing to commit valuable time and resources on this proven pragmatic process, as a serious seeker.

We will never prevent anyone from participating, for genuine financial affordability constraints.

For CEOs/Leaders/Celebrities, the participation fee is left to their own discretion.

For obvious professional reasons, we would prefer participants pay on their own resources, rather than being freely sponsored by their organizations / employers.

**Fee refund, if the service not found beneficial!**

*An Investment in Life for a Lifetime!*  
*for*  
*ALL who (want to) WILL*  
*something beyond themselves*

# THE PROCESS

## UNDERSTANDING

- Participants are joining this process on their own accord, and in no way compelled/coerced by anyone.
- They will be abiding by all the prescribed rules and regulations of the process, for deriving the desired benefit.
- There will be some strenuous physical/mental workouts. Seek family/physician's advice, where ever necessary; and the Process facilitators will not, in any way, be held responsible for any unintended consequences.

# **GROOMING PROCESS:**

## **PRELIMINARY / PRIMARY ORIENTATION**

- 'Preliminary / Primary Orientation' will be for three weeks
- Aspirants will be joining this process, on their own accord, and in no way compelled / coerced by anyone.
- They will be abiding by all the prescribed rules and regulations of the process, for deriving the desired benefits.
- There will be some strenuous physical / mental workouts. Seek family / physician's advice, where ever necessary; and the process facilitators will not, in anyway , be held responsible for any unintended consequences.
- The price tag is marked, specially to attract only those with real concern for growth, and also willing to commit valuable time and resources, on this proven pragmatic process, as a serious seeker.
- We will never prevent anyone from participating, for genuine financial affordability constraints.
- For obvious professional reasons, we would prefer participants pay on their own resources, rather than being freely sponsored by their organisations / employers.
- Fee refund, should the processes not found beneficial.
- For further details / enrolments : [www.gsc.org.in](http://www.gsc.org.in)

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**for**

**ALL who ( want to ) WILL**  
**something beyond themselves**

