

# Contents

## EDITORIAL

### LEARNING FROM FAILURE

- 8      Managing Failure And The Fear Of Failure  
by: Dr. Roshan Madhavjee
- 14      Locus Of Control-Are You In Charge Of  
Your Destiny?  
by: Luna Daniel & Kalyani Barma
- 18      Conquering The Fear Of Failure-Every Hero's Journey  
by: Ajoy Chawla
- 22      The Power Within You  
by: Anupam Kher
- 26      Been There, Managed That-Personal Learnings From Failures  
by: Shri Nagarajan Vittal
- 30      Are You Resilient?  
by: Amitabh Jha
- 34      Planning For Managing Failure  
by: Kumar Krishnaswamy

### THE LINE MANAGERS TOOL KIT

- 52      The Art Of Giving Negative Feedback  
by: Shraboni Mazumder



## FACE TO FACE

39 Are YOU Failing To Learn Or Learning To Fail?  
(Interview with Sandeep Gupta)

43 Do We Owe Our Failures A Big ‘Thank You’?  
(Interview with Dr. Shyam K Bhat)

## WELL BEING

49 Managing Failures Through Past Life Regression  
by : Shubha Yeri

## PEOPLE PRACTICES & TALENT MANAGEMENT

56 Snippets From The Diary Of Talent: Decoding  
Accountability & Ownership-The Basic Thread Of  
Successful Work Life. by: Madhulika

60 Competency Models-Misleading And Mischievous  
by: Prof. T.V. Rao & Nandini Chawla

64 Tune Into WII. FM (What’s In It For Me!):  
The New Frequency For Employee Engagement!  
by: Dr. Kalpana Mathur

67 Are You a Carrot, an Egg or a Coffee Bean?

