



HR NEWS Letter

Panacea people has entered its teenage by completing 13 years of successful operations.

A Unique method for Effective Corporate Meetings: 6 thinking Hats by Edward De Bono

Using a variety of approaches within thinking and problem solving allows the issue to be addressed from a variety of angles, thus servicing the needs of all individuals concerned. The thinking hats are useful for learners as they illustrate the need for individuals to address problems from a variety of different angles. They also aid learners as they allow the individual to recognize any deficiencies in the way that they approach problem solving, thus allowing them to rectify such issues.

De Bono believed that the key to a successful use of the Six Thinking Hats methodology was the deliberate focusing of the discussion on a particular approach as needed during the meeting or collaboration session. For instance, a meeting may be called to review a particular problem and to develop a solution for the problem. The Six Thinking Hats method could then be used in a sequence to first of all explore the problem, then develop a set of solutions, and to finally choose a solution through critical examination of the solution set.

So the meeting may start with everyone assuming the Blue hat to discuss how the meeting will be conducted and to develop the goals and objectives. The discussion may then move to Red hat thinking in order to collect opinions and reactions to the problem. This phase may also be used to develop constraints for the actual solution such as who will be affected by the problem and/or solutions. Next the discussion may move to the (Yellow then) Green hat in order to generate ideas and possible solutions. Next the discussion may move between White hat thinking as part of developing information and Black hat thinking to develop criticisms of the solution set.

Because everyone is focused on a particular approach at any one time, the group tends to be more collaborative than if one person is reacting emotionally (Red hat) while another person is trying to be objective (White hat) and still another person is being critical of the points which emerge from the discussion (Black hat).

CSAT aspirants geared up for "Mission 160"

National level, trainer Mr. Abhishek Srivastava anchored "Mission 160" a workshop for the CSAT aspirants of University of Allahabad on 24th April at Vigyaan Parishad Hall of the Varsity. More than 200 aspirants attended the workshop which covered the essential aspects viz. preparation strategy, time management, score enhancement, solution techniques and speed enhancement for India's most coveted test CSAT. Mr. Srivastava who is known for his effective test taking and communication skills charged up the aspirants and ensures that adhering to the basic techniques with consistent practice and perseverance would undoubtedly lead to scoring nothing less than 160 marks in the CSAT which has maximum marks as 200. Mr. Srivastava told that the structure of CSAT demands smart preparation and any one with average aptitude skills and a habit of reading newspaper and watching news can crack it in the very first attempt.

In Allahabad "Mission 160" workshop was organized by leading test preparatory institute Career Launcher. Career Launcher- Allahabad is a leading training institute and the institute has trained more than 50000 students till date for various exams like CAT, CSAT, GATE, SSC, Bank-PO and CLAT. Career Launcher - Allahabad also trains the final year engineering and management students for appearing in campus interviews. Mr. Gaurav Agrawal, CEO, Career launcher- Allahabad said, "Our institute has always delivered the best educational services in addition to motivation and competitive environment to the aspirants, this workshop is a milestone for the institute as it has energized the aspirants to head confidently for a dream score of 160 out of 200", Mr. Agrawal further added "In coming future we have plans to conduct more such events".

The attendants of the workshop were the aspirants of Civil Services exams on discussing about the workshop they told that the experience was enlightening as we had a full swing interactive session to get out doubts cleared about the exam. The workshop was a myth buster and added to the motivation of the aspirants.



What Net Neutrality is about: A Simple Explanation

Net Neutrality is a terrible, technical sounding phrase, and suffers for the lack of an easy definition. Here's how we look at it:

Telecom operators/ISPs are access services providers, and can control either how much you access, what you access, how fast you access and how much you pay to access content and services on the Internet.

It's important for access to knowledge, services and free speech, as well as freedom and ease of doing business online, for this access to be neutral:

All sites must be equally accessible

- The same access speed at the telco/ISP level for each (independent of telco selection)
- The same data cost for access to each site (per KB/MB).

This means, Net Neutrality is about:

- No telecom-style licensing of Internet companies
- No gateways (Internet.org, Airtel OneTouch Internet, Data VAS), censorship or selection;
- No speeding up of specific websites (that may or may not pay telcos)
- No "zero rating" or making some sites free over others (and that goes for you too, Wikipedia and twitter).

US President Barack Obama came in support of Net Neutrality, urging the Federal Communications Commission (FCC) to implement the strongest possible rules to protect net neutrality and ensure that "neither the cable company nor the phone company will be able to act as a gatekeeper, restricting what you can do or see online". He added - "We cannot allow Internet service providers (ISPs) to restrict the best access or to pick winners and losers in the online marketplace for services and ideas". Some of the rules suggested by Obama include:

- No blocking: If a consumer requests access to a website or a service, ISPs should not be permitted to block it, enabling every player "gets a fair shot at your business."
- No throttling: ISPs should not intentionally slow down some content or speed up others based on the type of service or their preferences.
- Increased transparency: The connection between consumers and ISPs is not the only place some sites might get special treatment. Hence, if necessary, FCC should apply net neutrality rules to points of interconnection between the ISP and the rest of the Internet.
- No paid prioritization: No service should be stuck in a "slow lane" because it does not pay a fee. Obama asked for an explicit ban on paid prioritization and any other restriction that has a similar effect.

Obama mentioned that FCC should make these rules fully applicable to mobile broadband as well, due to the increasing adoption of mobile devices to access the Internet. He also asked FCC to reclassify consumer broadband service as a public utility -

"The time has come for the FCC to recognize that broadband service is of the same importance and must carry the same obligations as so many of the other vital services do. To do that, I believe the FCC should reclassify consumer broadband service under Title II of the Telecommunications Act - while at the same time forbearing from rate regulation and other provisions less relevant to broadband services. This is a basic acknowledgment of the services ISPs provide to American homes and businesses, and the straightforward obligations necessary to ensure the network works for everyone - not just one or two companies."

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GO GREEN BEFORE THE GREEN GOES

Panacea People celebrated Earth day on 22nd April by planting more trees, plants in their surroundings. They organize a Community clean up to clean up the roads, parks, etc.



For any feedback & Suggestion E-mail us at ruchika.puri@panaceapeople.com