THE CRUCIBLE WORKSHOP

A 3 Day Workshop to the Future

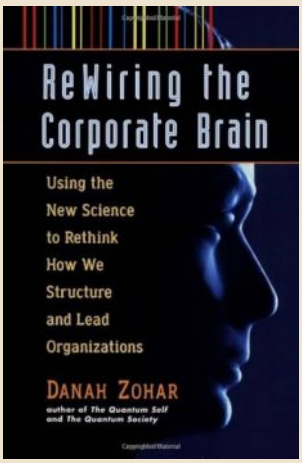


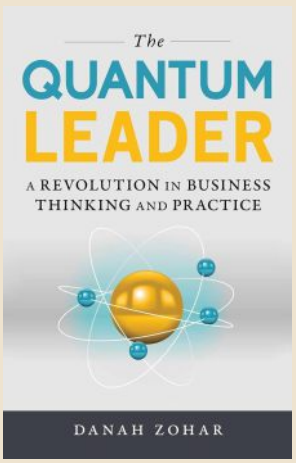
ANANDINI FOUNDATION

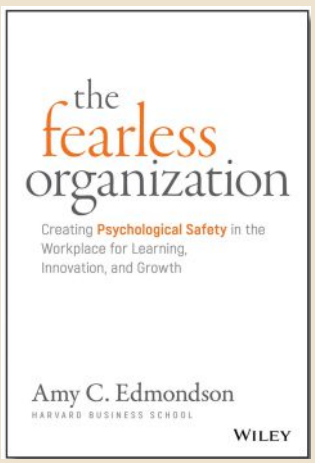
L&D for the New World

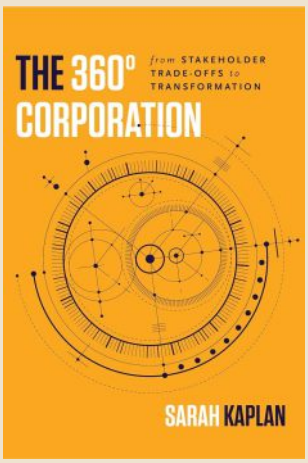
84 S/E "E" Block, Shibnath Shastri Sarani, New Alipore, Kolkata 700053
www.anandinifoundation.com | info@anandinifoundation.com | 9431112636 / 9431702975

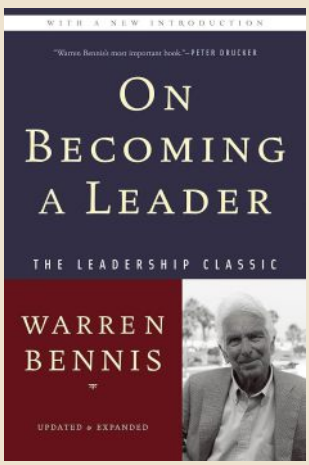

You can't use an old map to see a new land.
— Gary Hamel —
AZ QUOTES

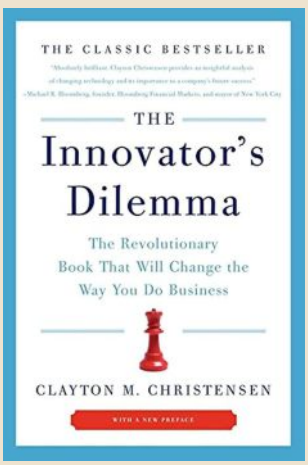

ReWiring the Corporate Brain
Using the New Science to Rethink How We Structure and Lead Organizations
DANAH ZOHAR
author of The Quantum Self and The Quantum Society

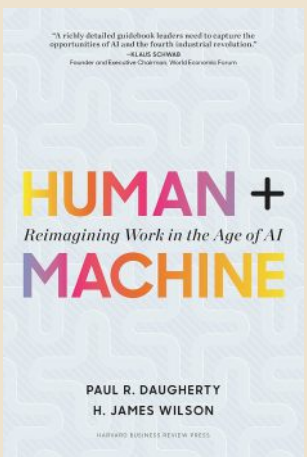

The QUANTUM LEADER
A REVOLUTION IN BUSINESS THINKING AND PRACTICE
DANAH ZOHAR

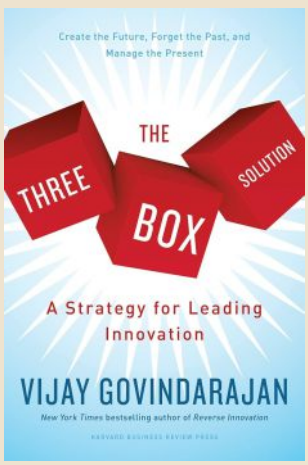

the fearless organization
Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth
Amy C. Edmondson
HARVARD BUSINESS SCHOOL
WILEY


THE 360° from STAKEHOLDER TRADE-OFFS to TRANSFORMATION
CORPORATION
SARAH KAPLAN


WITH A NEW INTRODUCTION
"Warren Bennis's most important book."—PETER DRUCKER
ON BECOMING A LEADER
THE LEADERSHIP CLASSIC
WARREN BENNIS
UPDATED & EXPANDED


THE CLASSIC BESTSELLER
THE Innovator's Dilemma
The Revolutionary Book That Will Change the Way You Do Business
CLAYTON M. CHRISTENSEN
WITH A NEW PREFACE


HUMAN + MACHINE
Reimagining Work in the Age of AI
PAUL R. DAUGHERTY
H. JAMES WILSON


Create the Future, Forget the Past, and Manage the Present
THE THREE BOX SOLUTION
A Strategy for Leading Innovation
VIJAY GOVINDARAJAN

DEFINING THE 4TH INDUSTRIAL REVOLUTION (4IR)





The World Economic Forum has described 21st century's new developments as the **4th Industrial Revolution (4IR)** for Humanity.

"**4th Industrial Revolution** represents a ***fundamental change in the way we live, work and relate to one another.*** It is a new chapter in human development, enabled by extraordinary technology advances commensurate with those of the first, second and third industrial revolutions. **These advances are merging the physical, digital and biological worlds in ways that create both huge promise and potential peril.** The speed, breadth and depth of this revolution is forcing us to rethink how countries develop, how organisations create value and even what it means to be human."

4IR creates new Opportunities and Threats to Organizations

- New challenges are creating enormous **Opportunities** for 4IR organizations who have onboarded the Future. Their new systems will help them accept, absorb and implement every new technological change within 6 to 7 months.
- New challenges also pose **Life-Threatening** situations for the laggards slow to respond to onboarding. Their old systems will take 6 to 7 years to handle new technology changes.

21st Century's business world order and heirarchy depends on who will move quickly NOW to transform and onboard **4IR**

ARE YOU AWARE?

A New Era is unfolding at a fast & furious pace.

- Companies facing new ***Challenges***.
- Only few have new ***Solutions*** to gain headwind and success.
- New solutions require new ***Organization Culture & Structure.***
- New ***Leadership Traits*** needed to make the transformation.
- ***Elements of the Past*** imprisoning companies and preventing transformations.
- ***Scientific Breakthroughs in medical science, neurology, consciousness altering the way markets are measured, humans are developed to attain unlimited potential.***
- New elements creating a New World with ***Ancient Traditions*** returning.
- Higher Education Sector is the ***Incubation Area*** for 4IR.



CRUCIBLE WORKSHOP TAKEAWAYS

The 3-Day Introduction to 4IR and the New World creates an awareness of:

- How our world is changing
- How the best companies are solving the new challenges
- How our current thinking needs radical change to be in sync with the New World.

Reality of the 21st century is different from the last 100 years.

Several factors are changing in Humankind's world.

The changes are creating new challenges for societies, nations and organizations.

Outcomes of these new challenges will define new hierarchies of the Future.

A Future not far away.

The Crucible Workshop brings these challenges and the **'Best-in-field'** research for each.

It is your **Compass** for traveling to the new era and rising to the heights your potential holds.



The Crucible Workshop Journey is to understand how corporate priority has changed from 'Efficiency' of the 20th century to 'Innovation' in the 21st.



The path to 'Innovation' requires behavioural changes, many of which go against past norms.

What factors create 'Innovation'?

What elements from the 20th century block 'Innovation'?

Why are Gender and Sustainability important?

How do we manage Data and Uncertainty?

Why is the Community a Stakeholder today?

What is the real worth of organizational Values?

Can an organization travel to the heights of Human Consciousness, where every individual is of 'Unlimited Potential'?

The Crucible Workshop defines these aspects for the 21st Century Organization.

It takes you to Humankind's Future.

It is a **Business Compass** for organizations to embrace that Future.



CRUCIBLE WORKSHOP CURRICULUM

3 Day Crucible Workshop on Innovation & Creativity

Day 1 Pre-Lunch

Theme: Defining 4 Major New Challenges of 21st Century

- **Rise of Data**
  How much Data?
  What AI, IoT and Data offers?
  Why only 15% Fortune 100 Companies AI successful?
  Important factors that help / block success
- **Sustainability**
  Defining the problem
  Regulatory measures impacting future business
  Data + Sustainability = LCA
  Opportunities with Innovation, Winning Cases
- **Rise of Social Media**
  How powerful will Social-Media be?
  Neuroeconomics defining future market segmentation
  Community Audit as a future infallible Regulatory Measure
  Why "*Values*" essential for future corporate survival and success?
- **The Black Swan**
  What is the Black Swan?
  Survival Prescription

Theme: WEF 4IR "Lighthouse"

- Why is it vital for embracing the Future?
- Who has it?
- 20 Areas for Change – which are the 2 most important from Micro & Macro?
- Gains for onboarding and Losses for missing out

Theme: Defining the 21st Century Leadership Traits that Winners share

- Digital Savvy, Authenticity, Vulnerability, Empathy, Purpose
- Values, Self-Awareness, Mindfulness, SQ
- Managers to Leaders

Day 1 Post-Lunch

AI Case Study

Group Discussions, Analysis, Presentations

Workbook Exercise

Theme: 21st Century Organizational Structure

- New Models of Gary Hamel, Danah Zohar, Frederic Laloux
- Understanding *Rendanheyi* and Quantum Entanglement
- Haier case study
- Winning formula for the IoT Era

End of Day 1

Day 2 Pre-Lunch

Theme: 21st Century Organizational Culture

- Change of Mantra - "***Efficiency***" of yesterday to "***Innovation***" today
- Paradigm that prevents Transformation – Thomas Kuhn
- Creating a "***Fearless***" Organization – Amy Edmondson
- Creating "***Inner Work Life Balance***" – Teresa Amabile
- Why no Transformation possible without Respect for existing Culture
- ***Understanding Culture*** – Edgar Schein, Geert Hofstede, Erin Meyer
- Reducing Power Distance – Why?
- Self-Audit Your Organizational Culture
- Identify the Triggers for Positive Change
- Creating "***Purpose***"

Rendanheyi Case Study - Innovation

Group Discussions, Analysis, Presentations

Day 2 Post Lunch

Theme: Strategy Laboratory – Theory + Group Exercise

- Vijay Govindarajan's 3 Box Theory – IBM, TCS, Mahindra
- Why do we Exist? What Value do we bring? How do we define our Future?
- What do we retain? What do we release? What do we develop for the Future?
- Creating the Future - Presentations

Workbook Exercise

Experiential Journey – Power of Thought

End of Day 2

Day 3 Pre-Lunch

Theme: Changing the Change Agents

What is Creativity

- Experiencing "***Out of the Box***" thinking – playing out situations in Lateral Thinking
- System 1 and System 2
- What is "***Noise***"?
- How does Creativity differ from Analysis?
- How are they connected?
- Who is Analytical? Who is Insightful? Assigning work with respect to Abilities.
- When does Analysis move forward to Insightfulness?

Exploring the "***Aha***" Moment

Theme: Journeying Beyond the Self

New Scientific Discoveries of the Mind and Ancient Traditions

- Power of "***Flow***" as Performance Enhancer – Ancient, Modern Science
- Understanding the Power of "***Thought***" as Performance Enhancer – Ancient, Modern
- Power of the "***Positive***" as Performance Enhancer – Aura, Immune System, EQ, SQ
- Recent Breakthroughs in Western Science & NIMHANS – Who, Where, What?
- Measured Deliverables – Improvements in Cognition, Memory, Immunity, Aging
- Ancient Traditions
- Bringing it home to **Creativity** and **Innovation** in Work Life, Family & Community

Day 3 Post Lunch

Workbook Exercise

Experiential Journey

Valedictory Session

End of Day 3

MATERIAL

i) Readings for workshop – Harvard, MIT, McKinsey, Haier, WEF

ii) Curriculum content sources

The Crucible Workshop uses the latest cutting-edge field research from Harvard, MIT, McKinsey Global, World Economic Forum, INSEAD and others of similar status.

Prominent Researchers used:-

A) For building the 21st Century Context, Innovation Process & Culture

- Clayton Christensen, Rita Gunther McGrath, Amy Webb, Amy Edmondson, Teresa Amabile, Geert Hofstede, Erin Meyer, Nassim Nicholas Taleb, Sarah Kaplan, Naomi Klein, Vijay Govindarajan, Richard Hackman, Niccolaj Siggelkow & Christian Terwiesch, Michael Schrage, Nancy Duarte, Stephen Denning, James O'Toole, Edgar Schein, H James Wilson & Paul R Daugherty.

B) For Understanding the Transformation from the Old to New Business Systems

- Thomas Kuhn, Gary Hamel, Danah Zohar, Zhang Ruimin, Frederik Laloux, James Moore, Deloitte Consulting,

C) For building awareness of the Creativity Process

- Edward de Bono, Robert Sternberg, Daniel Kahneman, Dana Zohar & Ian Marshall
  John Kounios & Mark Beeman, Mihaly Csikzentmihalyi, Howard Gardner, Daniel Goleman, Anders Ericsson & Robert Pool, Frans Johansson, Teresa Amabile, Amy Edmondson, Deepak Chopra & Rudolph Tanzi, Richard Davidson, Jon Kabat Zinn, Patanjali Yoga Sutra

METHODOLOGY

Learning will happen through:

a) Lectures using PPTs and Case Studies

b) Readings with note taking, group discussions, presentations, analysis with the Facilitator filling in the gaps where necessary.

c) Lab exercises in groups, presentations and analysis

d) The Readings require serious attention and shared learning. This can only happen "**Off-Site**" where daily work pressures are nil. Participants work till very late at night making notes, discussing with colleagues and formulating their ideas for group presentations. All this happens outside the classroom and workshop hours.

e) The Workshop creates many "**Hands-On**" experiences for Bloom's Taxonomy with Workbook Exercises and Experiential Journeys

PARTICIPANTS

The Crucible Workshop is for potential Leaders, Opinionmakers and Talented individuals who can help shape the organization to the 21st Century model.

They will be **Mentors** and **Change-Agents** for the firm's "**Future-Friendly**" persona.

The Curriculum is rigorous and requires a high level of competence which only the Talented can provide.

This is a high-end premium training programme for future Leaders.



PARTICPANTS ROLE AFTER CRUCIBLE WORKSHOP

After participating in **The Crucible Workshop** Leaders will be able to:

* Act as **Crusaders** for implementing the Philosophy of **Innovation** because of the deep understanding of the importance as a winning strategy in the 21st century.
* **Mentor** colleagues in building awareness of what has changed from the past and what is now critical for the future in the business environment.
* Long term transformation cannot happen from Outside. Change must happen from Inside by Leaders at every level who Respect the built-in Culture and work with it, not against it.



FACULTY OF CRUCIBLE WORKSHOP



Gautam Mukerjee

Faculty for **Crucible Workshop** requires in-depth learning of 4IR, fluency in management science, organizational behaviour & culture, leadership development and market economics.

Core Belief

Gautam believes every individual has an unlimited potential for growth.

Training is the key to unlocking that hidden potential. Training opens the mind and heart to opportunities that otherwise seem impossible and beyond reach. In the 21st Century's fast changing world, Training will make the difference between winners and losers.

Experience

Gautam has multiple exposures -

i) Corporate

- Being an IIMC alumnus and entrepreneur in the past, with exports to 7 countries (through Tata Steel) and foreign technical collaborations with Belgium, Denmark, Italy, UK.
- Accompanying CII delegations to USA, UK, EU, Far East for bringing FDI to India and dealing with international regulatory bodies, industrialists, bankers, media.
- Served as Jamshedpur Management Association President, CII Bihar Chairman, CII Eastern Region HR & TQM Chairman, prepared GoI Planning Commission's 1st State Plan for Jharkhand as XLRI Coordinator, CII representative for drawing up the training needs of SAARC – Colombo Document.
- From 2017 he is only Teaching and Writing.

ii) Teaching

- Visiting faculty / MDP since 1989 at IIMC, XLRI, TMDC, SBI, Hero, MTI (SAIL), Tata Steel, Coal India, Tata Projects, Tata Power, Taj, Pennsylvania Centre for International Exchange & Partnerships.

- Served as Board Member of XLRI for 5 years under Dr JJ Irani's Chairmanship.
- Selected as India's Co-Facilitator for Aspen Institute's "**Leadership by Values**" 6-Day Workshops with training under Professor James O'Toole at Aspen, Los Angeles and San Francisco. Professor O'Toole is considered the world's no 1 in Business Ethics.
- Some of Gautam's public teachings are "The Bhagavad Gita's Modernity", "3 dimensions of the Mahabharata", "The Story of Jazz", "The Story of Rock," "Science and Consciousness", "The Story of the Indian Constitution", "4IR and the New 21st Century Leadership Traits".
- Exposure to Zoroastrianism and handling Tata Steel Archives as scholar.
- Created **The Tata Story** curriculum and has conducted it since November, 2013 covering over 5000 executives at Tata Steel, Tata Power, Tata Projects, Taj etc. and always getting the highest rating from participants.
- Created **Crucible Workshop** at Tata Steel and conducted it with great success since 2018.

iii) Writing

- Written a book on transformation of organizations from 20th to 21st Century. Gautam's 439page *magnum opus* "***The Ananda Crucible: A Business Compass for the 21st Century***" was published and launched from New York, USA, late 2023 by Striking Ideas, https://striking-ideas.com/the-ananda-crucible

  The book is a wake-up call for organizations around the world to transform and embrace the 21st Century and on-board 4IR. Gautam brings together cutting-edge and very best field research on the new 21st century challenges from Harvard, MIT, McKinsey Global, INSEAD, IMD, Wharton, Tuft, Stanford and others with supportive cases from India and the world. The writing was a massive task involving research of over 60 books and 650 journal articles giving Gautam a clear idea of the 21st century 4IR challenges and the importance of embracing them for survival and success.
- Gautam's seminal paper "***Is the Bhagavad Gita Modern?***" was published in Springer's "*Global Perspectives on Indian Spirituality and Management*" (The Legacy of S K Chakraborty, the Founder of **IIMC's Management Centre of Human Values**).

  The paper revisits the 2500year-old dialogue of the Bhagavad Gita in the light of discoveries of contemporary science. The paper relies on the metaphysical understanding of the Bhagavad

Gita by Sri Aurobindo. The practical analysis is from V S Sukthankar, who brought together many versions of the Mahabharata to create a modern singularity of the epic (BORI).

The important messages from the past are contextualized with current neurophysiologic, psychoanalytical and scientific ideas from Abraham Maslow, Rudolph Tanzi, David Bohm, Deepak Chopra, Danah Zohar and Mihaly Csikszentmihalyi.

The paper concludes that Aldous Huxley's categorization of the Bhagavad Gita as "*Perennial Philosophy*" is standing firm even today.

(Quote from Springer's Editorial chapter "*Ancient Indian Wisdom for Modern Business*" by Sanjoy Mukherjee and Laszlo Zsolnai).

These diverse experiences make him the ideal Faculty for delivering **Crucible Workshop** as a major 4IR onboarding exercise for every Participant.

Interests

Gautam's interests are many and he loves Reading, Sports, Music, Cinema, Wildlife, Indology and the study of Consciousness. Having played cricket, hockey, tennis, squash, badminton and table tennis with passion, he has taken up golf recently and plays alone thrice a week. He says it is teaching him Mindfulness and Zen.



Sushweta Chakroborty

Embracing 4IR is all about Innovation and Creativity.

Organizational Innovation happens when individual Creativity flourishes.

Sushweta teaches how to release Creativity forces within us.

Core Belief

The study of Consciousness in a Universe filled with and governed by Energy, keeps Sushweta riveted. She has closely followed the 21st century scientific breakthroughs in measuring Thought, Consciousness, Emotions and Well Being, with the creation of new subjects such as Mindfulness, Neuroplasticity and Epigenetics.

Sushweta follows and practices methods that are now endorsed by the breakdown of the 20th century mechanistic world by Quantum Physics and recent discoveries, which also have roots in ancient traditions. These she believes are changing the way we shape our destinies.

Experience

Sushweta was earlier a school Principal managing 127 teachers and 3500 students.

She was the first to introduce ISO 9001 with Bureau Veritas in a school in Eastern India.

She served as a member of the ICSE Examination Committee.

Teaching, Healing, Counselling

Currently, she is Partner at Anandini Foundation (a training firm), an Energy Coach and Spiritual Mentor, reaching out to numerous people through the holistic Energy Healing techniques of Reiki, of which she is a certified Grandmaster.

She guides and coaches the miraculously transformational Emotional Freedom Technique (EFT) for healing purposes. Through her modules based on Conscious Creation, one can awaken into realizing one's own capabilities of Personal Empowerment. Her source of inspiration and motivation are the numerous people whose lives have transformed in wonderful ways through her sessions.

With the help of her compassionate patience and multiple disciplines in Healing, Sushweta continuously stands by and supports her students and clients – many of whom are based in various cities in India and abroad – through their evolutionary transformations.

Deliverables

Sushweta's Practicals in the **Crucible Workshop** provide valuable tools to

- Overcome Self-Doubt
- Shift focus from external forces creating workplace challenges to the Inner Being
- Value and Build Self-Worth
- Evolve to a higher Positive Energy State that releases Creativity, bringing abundance and well-being
- Change the world by changing yourself and moving to a higher State – the rest will follow
- Sushweta's Experiential sessions in **Crucible Workshop** at Dimna (Tata Steel) have always received the request *"Should be longer"*. The 2025 version of the Curriculum has longer sessions from her focused on raising Creativity within oneself and making it blossom.

Interests

She is passionate about Rabindra Sangeet, Gourmet Cooking and Ornithology.



Dipankar Das

Co-Faculty for Crucible Workshop, focuses on individual introspection and organizational change.

Core Belief:

What lies before us and after us is nothing compared with what lies within us. The human agency is immeasurably powerful and organizational and societal progress through individual and collective action can achieve paradigm shifts and exponential change.

Academic

- He has an MPhil from JNU and a PGCHRM from XLRI Jamshedpur.
- He was conferred the Junior Research Fellowship by the University Grants Commission.
- He is certified on various psychometric instruments, including MBTI, Whole Brain Thinking, DiSC, Hogan Assessments, Neuro Linguistic Programming.
- He is an International Coaching Federation (ICF) certified Coach and also a Project Management Professional (PMP) and a Six Sigma Green Belt.

Experience:

- Dipankar has worked and variously headed the Learning department of many organizations, including GE, IBM, Tata Projects and Hero Corporate Services.
- As L&D Head (India) of two MNCs (GE and IBM), Dipankar was exposed to, learnt and implemented the very best upskilling programs for making an organization "Future-Ready".

Deliverables

Dipankar will conduct the Workbook Exercises where participants undergo "**Experiential Learning**" that meets Bloom's Taxonomy and ensures takeaways from academic inputs.

Interests:

He reads managerial and social science literature. He has published articles in various publications, including The Telegraph, The Statesman, Human Capital and Scroll.in. He is also an author of a book on ways to improve Customer Experience (Cracking the CSAT Code @ Call Center, published by Narosa Publications). He has successfully coached many senior professionals based on the belief, that seeing people as the best that they are capable of becoming, helps them become that.

ALUMNI OF
CRUCIBLE WORKSHOP

Tata Steel, Mahindras, Aditya Birla Group – Hindalco, Ultra Tech Cement, SAIL – Rourkela, Salem, Central Logistics, Lloyds Steel, APLApollo, Dana Anand

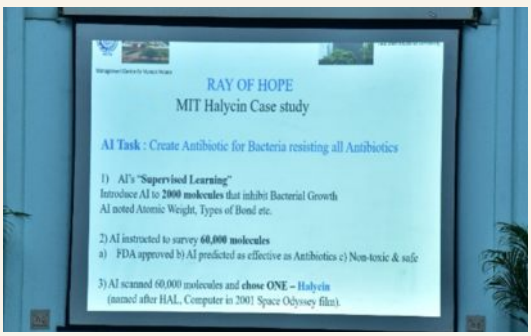
Participants' Feedback at Valedictory Session - April 2026

https://drive.google.com/file/d/1QUgTJrS2oddrHd5gO5JRqKQgdKEs0eQ/view?usp=sharing



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FACULTY FOR 3DAY CRUCIBLE WORKSHOP



GAUTAM

DIPANKAR



SUSHWETA

Crucible Workshop is your 4IR Learning Portal to the New World

MOVEMENT	VS	STAYING STILL
Understand the New		No Curiosity
Accept the New		Business as Before
New Leadership Traits		Leader Knows Best
Begin Transformation to the New		Status Quo
Reskill / Upskill for the New		We are fine as we are
Transform Culture & Structure		Pyramidical Bureaucracy
Unleash Innovation & Creativity		Follow Established Pattern
Step into 21st century		Stay Stuck in the 20th century
New Way of Business		**We've always done it this way**

RESULT

Higher Market Share / Higher Profits	**Falling Market Share / Losses**
21st century Winner	**21st century Loser**

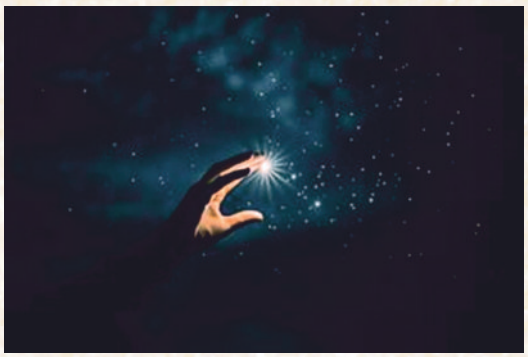
CRUCIBLE WORKSHOP

YOUR ORGANIZATIONAL METAMORPHOSIS PORTAL



The Metamorphosis of the Mind – Jamin Bradley

Join **Anandini Foundation** for a Life Changing Journey to the Future!



"Reach high, for stars lie hidden in you.
Dream deep, for every dream precedes the goal."
Rabindranath Tagore

"We are responsible for what we are, and whatever we wish ourselves to be, we have the power to make ourselves. If what we are now has been the result of our own past actions, it certainly follows that whatever we wish to be in the future can be produced by our present actions; so we have to know how to act."
Swami Vivekananda

"But we are convinced that if we are to play a meaningful role nationally, and in the community of nations, we must be second to none in the application of advanced technologies to the real problems of man and society."
Vikram Sarabhai

"When learning is purposeful, creativity blossoms. When creativity blossoms, thinking emanates. When thinking emanates, knowledge is fully lit. When knowledge is lit, economy flourishes."
A.P.J. Abdul Kalam

"Do not belong to the Past Dawns, but to the Noons of Future".
Sri Aurobindo

"Life is like riding a bicycle. To keep your balance, you must keep moving".
Albert Einstein

"The creative mind is an open mind, constantly questioning and exploring new possibilities. We must be willing to let go of our preconceived notions and be open to new possibilities. Wisdom is not something to be acquired, but
rather a constant process of learning and growth".
David Bohm

"The Future depends on what we do in the Present."
Mahatma Gandhi

ANANDINI FOUNDATION
L&D for the New World

84 S/E "E" Block, Shibnath Shastri Sarani, New Alipore, Kolkata 700053
www.anandinifoundation.com | info@anandinifoundation.com | 9431112636 / 9431702975