

ISHKAMA GLOBAL CHANGE



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Prof. Dr. Amb. Abhnash K Bains
CEO and Founder -
IGC/ Ishkama Ltd

From the Founder's Desk

When we choose to lead with compassion, every step becomes a bridge—connecting hearts, communities, and possibilities- Anonymous

I write this month's message with immense gratitude and reflection. October has been a whirlwind of purpose, connection, and celebration—a reminder of how far we've come and how much more we can achieve together.

I'm deeply humbled to receive the **AYN Award of Excellence in Humanitarian Services for 2025**. This recognition is not just a personal honour—it's a tribute to every voice, every hand, and every heart that has joined us in the mission to uplift others. Through IGC CIC, we've built platforms that empower youth, amplify equity, and foster global dialogue. The award is a reflection of our shared journey, and I thank each of you for walking it with me.

This month, I had the privilege of attending and speaking at several inspiring events. The **UN UK Women Awards and Gala** was a powerful celebration of resilience and leadership, where stories of courage lit up the room. At *USA Meets the UK - "Power Up" 2025* in London, I was honoured to speak alongside other inspiring speakers, exploring ways to bridge continents through inclusive innovation.

I was honoured to receive a living legend Top 10 award from Dr Kern the founder of international Power up Awards.

I also joined the TechForward Africa 2025 Conference virtually,

where the energy and ideas from young African leaders reaffirmed the importance of digital equity and collaboration.

It was a joy to attend the **Bollywood Odyssey Press Conference** as a guest of Dr. Gaurav Hans, and reconnect with Mrs. Rashmi Sharma and her husband. Each event this month carried its own significance, but together they painted a picture of global unity, shared purpose, and the power of community.

We're especially proud to support the launch of **Arete Planet**, a visionary platform founded by **Ugboh Joshua Ujah**, our IGC Youth Chair for the Continent of Africa. **Kristine N. Ugboh**, Co-Founder and fellow advocate for inclusive innovation and youth empowerment.

And most notably, we are thrilled to announce the official presentation of **The Book of Prosperity** at the **UK House of Lords, London** on **31st October 2025**, in collaboration with Lord Rami Ranger FRSA and Ishkama Global Change CIC.

As always, at IGC we remain committed to mentoring young leaders, supporting grassroots projects, and offering platforms that turn vision into impact.

If you'd like to write an article for the magazine, be interviewed on Ishkama Radio, or simply share your feedback—we'd love to hear from you. Your voice matters, and your story could be the spark that inspires someone else.

Thank you for being part of this journey. Let's continue to lead with heart, build with purpose, and celebrate every step forward.



Letter from the Chief Editor

This month has been incredibly difficult for millions, as extreme rainfall and flooding continue to wreak havoc across several regions. In India, the monsoon season has triggered widespread flooding and deadly landslides, while neighboring countries like Pakistan, South Sudan, and Indonesia have suffered similarly tragic fates due to water-related hazards.

The global water cycle is behaving more erratically than ever—seen most recently in the unusually heavy rains that lashed Himachal Pradesh and Jammu & Kashmir. In Pakistan, the **September 2025 floods** devastated numerous provinces, displacing thousands and destroying homes, livelihoods, and access to basic healthcare.



Amid the crisis, **IGC Chair Shoaib Habib Memon** and his team stood strong, providing free general medical camps, cooked meals, ration packs, and clothing to flood-affected families. "Our only aim," he says, "has been to bring a little comfort and hope to those who lost everything. This mission of compassion and relief still continues, because thousands of our brothers and sisters are still waiting on embankments."

We are immensely proud of his unwavering commitment to humanity.

I would like to make an **Urgent Appeal to Help Tahreem Access Life-Changing Autism Therapy**

- Donate Now - GoFundMe Link
<https://gofund.me/082690280>



Dr. Amb Minakshi Koch
Vice CEO, IGC



We urgently need your help to raise £1,000 for the treatment of **Tahreem Fatima**, a bright and brave 8-year-old girl diagnosed with **autism**. Tahreem's development and well-being depend on consistent **behavior change therapy** and **weekly sessions** — care her family can no longer afford.

In addition to therapy, **Tahreem requires immediate medical**

attention at **Aga Khan Hospital**, but financial hardship has made access impossible.

Why Your Help Matters:

- Your contribution will go **directly** toward Tahreem's medical and therapy expenses.
- Every donation helps cover **essential care** that could significantly improve her quality of life.
- You're giving Tahreem a **real chance at a brighter, more independent future**.

Tahreem's family has done everything they can, but the rising costs of specialized autism care have made it unmanageable. As a compassionate community, we believe that **every child deserves the chance to thrive**, regardless of financial status.

How You Can Help:

- Donate whatever you can - every pound makes a difference
- Share this message with friends, family, and your network
- Keep Tahreem in your prayers and thoughts
- Let's come together and show that kindness still exists.
- Thank you for your time, support, and generosity. Together, we can change Tahreem's life.
- Donate Here- <https://gofund.me/082690280>

Thank you all our readers and authors for your continued support. Please find the list of IGC Advisory Board members and their roles in the next Page.

Ishkama Global Change- Advisory Board Members



PROF. AMB. DR. ABHNASH K. BAINS
CEO & Founder, Ishkama Ltd and Ishkama Global Change (IGC)

Prof. Amb. Dr. Abhnash K. Bains is a globally respected leader, visionary, and humanitarian who works tirelessly to uplift communities and create lasting social impact. As the CEO and Founder of **Ishkama Ltd** and **Ishkama Global Change (IGC)**, she has dedicated her life to promoting justice, unity, and equality for all.

Her relentless contributions to society and unwavering support for numerous charitable causes have earned her multiple prestigious awards. Dr. Bains is known for championing equality, diversity, and inclusion, and for being a powerful voice for the voiceless.

In her mission to spotlight unsung heroes and promote community engagement, she launched the **IGC Magazine and Radio**—platforms designed to celebrate entrepreneurs, philanthropists, and role models making a positive difference in the world. These initiatives highlight inspirational individuals and organisations whose selfless service and commitment to change often go unrecognised.

IGC continues to receive widespread endorsement from high-profile figures and global organisations, reflecting the credibility and impact of Dr. Bains' vision. Her work serves as a beacon of hope, recognising and empowering those who demonstrate resilience, fearlessness, and a deep commitment to humanitarian values.

Dr. Bains lives by the motto: **"To fight for justice and promote unity and equality for all."** Her leadership continues to inspire a global movement toward compassion, inclusion, and transformative change.



DR LADY WAYNETT PETERS
IGC Head of Advisory Board & Chair

Lady Waynett is a globally recognised humanitarian, honoured with over 50 international awards for her dedication to social impact, empowerment, and community development.

Renowned for her philanthropic leadership, she champions human rights through her work with The Extraordinary Achievers, inspiring change and global betterment.



DR. AMB. MINAKSHI KOCH
Advisor for Ishkama Global Change Grants and Events

Dr. Minakshi serves as the Vice President of IGC and the Chief Editor of the IGC Magazine. Known for her excellent management skills and strategic mindset, she plays a key role in navigating complex situations with clarity and efficiency.

She oversees the planning and execution of all major events at IGC, ensuring each initiative aligns with the organization's mission and values. While she holds a leadership position, Dr. Minakshi thrives as a team player, valuing collaboration and shared growth.

One of her primary goals is to establish Ishkama as a widely recognized brand that resonates across all segments of the community. She is actively engaged in securing grants and organizing impactful events that advance this vision and support the organization's ongoing development.



DR NICOLA GARRINGTON

Global Advocate for the Eradication of Modern Slavery and Human Trafficking
UN Peace Ambassador
Education director Stop human trafficking Member of the Ugandan Coalition against trafficking in persons
Worldwide | Social Activist | Architect of Peace

unwaveringly committed to the comprehensive global abolition of modern slavery and human trafficking, achieved through the deployment of innovative educational frameworks, community-driven empowerment, and survivor-centred leadership. My praxis spans diverse cultural



DR. ANGELA SOONG
IGC Advisory Board Chair & Regional Director - Asia

HRH Queen Mother Chieftess Dr. Angela Soong is a global thought leader, peace ambassador, visionary entrepreneur, property developer, and wealth coach. Founder of the Quantum Tech Healing Centre and practitioner in RASHA Quantum Healing, she merges science & spirituality to reduce suffering, heal physical, mental & emotional disease ailments. She inspires holistic, spiritual transformation as a forgiveness practitioner.

• Role in the Advisory Board of IGC:

Advisory Board Chair & Regional Director - Asia — providing visionary leadership to foster diversity, inclusion & fruitful collaboration among global communities. Dr. Soong guides IGC in growing existing organisations through deeper cultural understanding, social & economic empowerment, and impactful partnerships for peace, innovation, and sustainable progress.



VANESSA HARIPERSAD
Advisory Head for Brand Marketing and Communication

She is a transformational leadership coach and the Founder & CEO of Shankara People Solutions, a space I created to help leaders reconnect with themselves so they can lead with authenticity, clarity, and courage.

Ten years ago, she was diagnosed with Lupus (SLE), an autoimmune disease. That moment shook the very foundation of her life. At first, it felt like everything was falling apart. But in that stillness, she heard a quiet truth: this isn't the end, it's the beginning. That diagnosis became the catalyst for her profound inner journey, a transformation that redefined not just how she lives, but how she leads.

She founded Shankara People Solutions. She chose the name Shankara as it is one of the names of Lord Shiva, the Indian deity known as the destroyer of illusion. In her coaching, that symbolism lives at the core, she helps leaders dissolve the false identities and stories that keep them stuck, so they can return to their most authentic, powerful selves.

Much like the Japanese art of Kintsugi, she believes that our cracks aren't something to hide, they are where the gold lives. Our challenges and so-called "flaws" are part of the masterpiece. They make us more connected, more empathetic, more real.



SHABANA AZIZ-RAJAN

Head Advisory Board in July 2025. She brings over 30 years experience spanning many industries with expertise in Engineering, Quality Management, Governance, Risk Management, Internal Controls, Business Development and Innovation. Shabana is very passionate about social causes and collaborating with others for a greater good.



SUSANA ECCLESTONE
IGC Advisory Head for cross-border investment, internationalization strategies, and building high-level partnerships.

Susana Ecclestone is an international business strategist with over two decades of experience helping companies expand into new and complex markets. As Co-Founder and CEO of **Harrington Blue & Partners**, she advises businesses and investors seeking to establish a footprint across **Latin America, the UK, EMEA, and Asia (with a particular focus on Japan and India)**. Her work centers on **cross-border investment, internationalization strategies, and building high-level partnerships** that unlock long-term growth.

Previously, as **Executive Director of the British Argentine Chamber of Commerce**, Susana played a pivotal role in strengthening trade and investment ties between the UK and Argentina, working alongside governments, embassies, and trade organizations to deliver strategic initiatives and high-profile bilateral programmes.

My 90-minute routine for absolute focus



CARMEN FIGUEROA
CEO - MAGAZINE WM
PROFESSIONAL

I'm Carmen Figueroa, and since I read the book "The 5 AM Club" by Robin Sharma, my life has completely changed in terms of productivity. I realized that time is the most valuable resource in life, and the key is knowing how to use it wisely. That's why I developed a 90-minute routine that allows me to achieve absolute focus and work with maximum efficiency, transforming my days and how I manage my energy and goals.

My routine starts with the first 10 minutes dedicated to preparing my mind and body. I turn off my phone or put it in airplane mode, close unnecessary browser tabs, and organize my workspace. A clean and tidy environment helps reduce distractions and clarifies the mind. I use this time for deep breathing exercises and 5-10 minutes of meditation, visualizing how I want my day to unfold, my daily purpose, and my short- and long-term goals. This mindfulness practice allows me to enter a state of calm and alertness simultaneously, ready to focus on what truly matters.

I also incorporate daily exercise, which can be Pilates, yoga, or even just 10 minutes of stretches and mobility exercises. This activates the body, boosts energy, and prepares the mind for concentration. Understanding that mind and body work together is key to maintaining optimal performance during the 90 minutes.

Next comes the 70-minute core: the

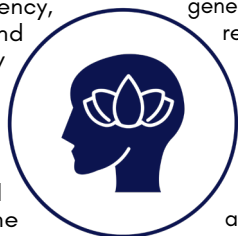
deep focus phase. During this time, I dedicate myself to one key task, avoiding multitasking. I use an extended Pomodoro technique, working in 25-30 minute blocks with short 1-2 minute breaks to stretch and relax my mind. I listen to instrumental music or focus sounds to block external distractions. Whenever a thought arises that could distract me, I jot it down on a separate sheet to review later, preventing my mind from wandering. Creating this "sacred space" of focus, where every minute counts, has allowed me to turn scattered hours into concrete results.

The final 10 minutes of the routine are for reflection and planning. I review what I accomplished, note ideas, and organize pending tasks. This closing phase not only optimizes the next work session but also reinforces a sense of achievement and motivation. Feeling that these 90 minutes generate tangible results is a powerful reward that maintains discipline and consistency.

The most important thing I've learned is that focus isn't about working more hours—it's about working with intention, presence, and clarity.

Preparing the mind, dedicating uninterrupted time to what truly matters, and reflecting on progress transforms productivity and daily life. These 90 minutes may seem short, but well-managed, they are a powerful tool to optimize time, energy, and results. With consistency, this routine strengthens not only productivity but also discipline, mental clarity, and a sense of control over my day.

In conclusion, every morning I remind myself that time is my most valuable resource. Meditating, visualizing my purpose, exercising the body, and dedicating blocks of deep focus have changed the way I work and live. It's not just about doing more, but about doing the right things with intention and focus. This 90-minute ritual has proven that a focused mind and an active body are the key to turning scattered hours into extraordinary results.



My journey: Breaking the silence on menstrual health and sex education



FAITH AGADA

When I began my journey as an advocate, one thing became clear to me: silence has cost our young people too much. For years, menstruation and sex education have been treated as taboo subjects in our homes, schools, and communities. This silence leaves girls unprepared for their first period and teenagers confused about their bodies, choices, and futures.

As the Founder of Fadora Champions International and Co-Founder of She Thrives, I have dedicated myself to changing this narrative. Through school and community outreaches, I have seen young girls who started menstruating as early as nine years old, yet had no idea what was happening to their bodies. Many experience fear, shame, and confusion simply because no one prepared them. Others miss school because they lack sanitary products or because their schools are not period-friendly. These challenges disrupt education and diminish confidence, and often, the opportunities of a lifetime.



But I have also learned that menstrual health is not just a women's issue. Boys and men need to be part of this conversation. A boy who understands menstruation grows into a man who respects and supports the women around him. A father who is informed can provide guidance and create a safe home for his daughters. Men's voices matter because they help break stigma and build supportive communities.

Sex education is equally critical. It is not about corrupting young minds, but about protecting them. Teenagers equipped with the right knowledge are less vulnerable to abuse, early pregnancies, and sexually transmitted infections. They become confident enough to make informed decisions about their bodies and their futures.

Through my advocacy, I focus on creating safe spaces where young people can learn, ask questions, and grow without fear or shame. Beyond awareness, I engage in policy formulation, like my role as a member in the Technical Working Group for the National Menstrual Health and Hygiene Policy launched by the Ministry of Women Affairs in partnership with PSI Nigeria and WaterAid Nigeria.

At the heart of my work is a simple belief: every girl deserves to menstruate with dignity, every boy deserves the knowledge to stand as an ally, and every child deserves the power of education to shape their future. Together, by breaking the silence, we can raise a generation that is informed, empowered, and unashamed.



Faith Agada is a passionate advocate for women's empowerment, youth development, and social change. She is the Executive Director of the Tyronne Tillis Empowerment Foundation and the founder of Fadora Champions International, an initiative dedicated to menstrual health and hygiene education across schools and communities. She is also the co-founder of She Thrives, a platform that empowers women and girls through mentorship, education, and leadership opportunities.

As a member of the Technical Working Group on the National Menstrual Health and Hygiene Policy, launched by Nigeria's Federal Ministry of Women Affairs in partnership with Population Services International (PSI) Nigeria and WaterAid Nigeria, Faith is at the forefront of policy advocacy to break stigma and promote dignity for women and girls.

Her work extends beyond national borders. Faith proudly represented as Nigeria Ambassador to Spain Delegate at the African Transformer Institute Diplomatic Conference hosted at the ministry of foreign affairs Abuja Nigeria, where she engaged in high-level dialogues on diplomacy, climate action, trade, and youth inclusion.

In addition to her advocacy, Faith serves as a Project Manager with the Centre for Peace Advocacy and Sustainable Development, where she leads impactful initiatives like Mentor Her to Greatness a mentorship program equipping young women with skills in personal development, career readiness, and financial empowerment. She also partners with organizations on sexual and gender-based violence (SGBV) prevention, creating safer communities for women and girls.

Through her multifaceted roles, Faith Agada has become a powerful voice for equity, dignity, and sustainable development. Her vision is clear: to build a world where women and youth are not only included but are central to driving change.

From ads to authenticity: The future of marketing & media



VIKAS SACHDEVA

Not too long ago, advertising was simple. A catchy jingle, a glossy TV spot or a full-page print ad could shape consumer choices. Today, the landscape looks very different. Audiences skip, scroll or block ads within seconds. Attention spans have shrunk, skepticism has grown and traditional marketing no longer guarantees influence.

So the question is clear: if people no longer trust ads, how do brands earn attention? The answer lies in authenticity.

The Decline of Old-School Advertising:

The golden age of television and print was built on reach. Whoever shouted the loudest, dominated. But the rise of on-demand entertainment, subscription models and ad-blockers has flipped the script. Consumers are not passive anymore; they curate their own feeds and filter messages that don't feel relevant. The result? Brands can no longer buy loyalty through media spend alone.

Why Authenticity Wins:

Today's audiences want brands to be real. They value honesty over polish, transparency over slogans and purpose over empty promotion. Nike earned global respect by taking bold social stances. Dove's "Real Beauty" campaign resonated because it embraced imperfections. Even small D2C brands are thriving, not through big ad spends, but through authentic storytelling on social media.

The modern consumer doesn't ask: "What do you sell?" They ask: "Do I believe you?"

Media's New Responsibility:

The role of media has shifted from broadcasting to connecting. Platforms aren't just carriers of ads; they shape culture and

conversations. In this new reality, impressions and CPMs matter less than trust and relevance. A brand message that feels authentic can spark movements. One that feels manufactured is forgotten instantly.

For professionals like me who've spent decades in media sales, this shift is a wake-up call. We are no longer just selling airtime or inventory, we're selling credibility, meaning and connection.

The Power of Personal Branding:

One important truth has emerged: people trust people more than logos. In an age where AI can generate unlimited content, human stories stand out. This is why personal branding is no longer optional. Leaders, creators and professionals must embody authenticity themselves.

In my own journey, I've seen how credibility grows not from aggressive selling but from sharing experiences, insights and stories. Speaking engagements, podcasts, even ads I've featured in- all worked because they were rooted in something real, not rehearsed.

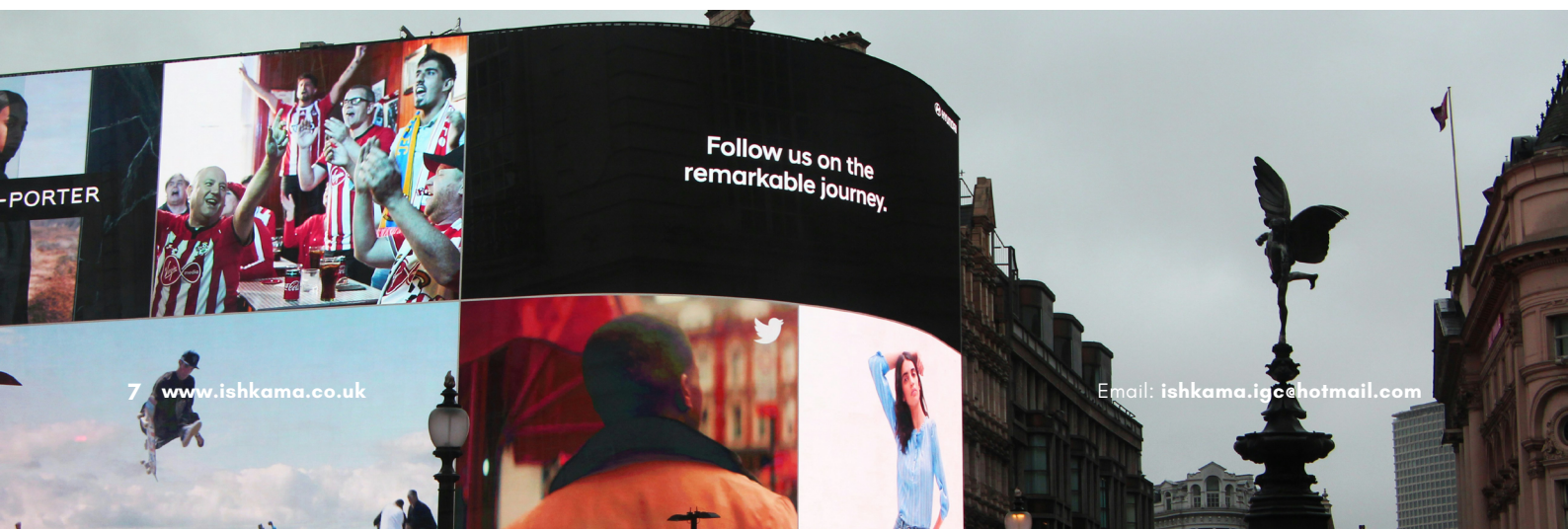
The Road Ahead:

The future of marketing and media will be shaped by hybrid models. Ads will exist, but alongside experiences, storytelling and purpose-driven communication. Technology and AI will make campaigns faster and smarter, but they cannot replace authenticity.

In the end, the brands that succeed won't be the ones with the biggest budgets. They will be the ones that stay true to who they are - consistent in their actions, words and values. Because in a world where everyone is selling, authenticity is not just a strategy. It's survival.

Author Bio:

Vikas Sachdeva is a media and business growth strategist with 21+years of experience in sales, branding and leadership. From featuring in national campaigns to delivering global talks, he champions authenticity as the real driver of success in today's noisy world.



Begin with the brain: The missing link between human performance and global change



DR. SARA FARWELL AND DR. MACIEJ ZATONSKI

When we talk about the solutions to the world's challenges – health, education, hunger, equality – the focus usually falls on policy, funding, or innovation. But these solutions rely on one resource we consistently overlook: the human brain. Dr. Sara Farwell and Dr. Maciej Zatonski of Solutions Makers Ltd believes brain health is the foundation for sustainable change. In our work with global leaders and organisations, we've seen how strengthening the brain leads to sharper decisions, stronger resilience, and measurable improvements for both personal and business outcomes.

Brain health is more than mental wellbeing. It is the cognitive, emotional, and social capacity that underpins performance – the ability to focus, regulate stress, and adapt under pressure. Unlike mood or feelings, cognitive

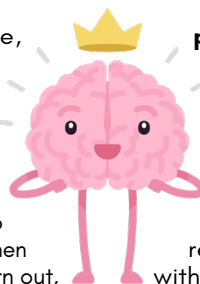
performance is measurable, trainable, and improvable. Despite this, it is not prioritised in schools, boardrooms, doctor's offices, or communities.

The employee wellbeing or coaching programmes that do exist rarely include how to strengthen the brain's foundation. Teams burn out, ideas stagnate, and decision-making suffers. The rise of AI makes it harder to sustain our cognitive abilities. Those who intentionally prioritise cognitive resilience will be best equipped to thrive alongside technology, rather than succumb to the growing rates of mental and emotional decline.

There is a significant global cost because of this neglect on brain health:

- Mild cognitive impairment affects ~ 16% of adults aged 50+
- The incidence and rate of progression to dementia is increasing
- 20% of adults report being chronically sleep deprived
- The economic burden in the UK, EU, and US of mental illness is in the trillions
- Two-thirds of countries allocate <2% of their total health budgets to mental health

So, how can we drive change if we're not taking care of the centre of our



performance?

Evidence shows brain health can improve at any age with known interventions: movement, healthy nutrition, restorative sleep, continuous learning, and social connection. We often remind the people we work with: you cannot think your way into sustainable change; you need action. Global leaders like Jacinda Ardern and Arianna Huffington have modelled how prioritising cognitive performance sparks sustainable change. When brain-first solutions are implemented, we've seen burnout reversed, clarity regained, and changes for families, teams, and communities. Simply put, **when your brain is supported, your impact multiplies.**

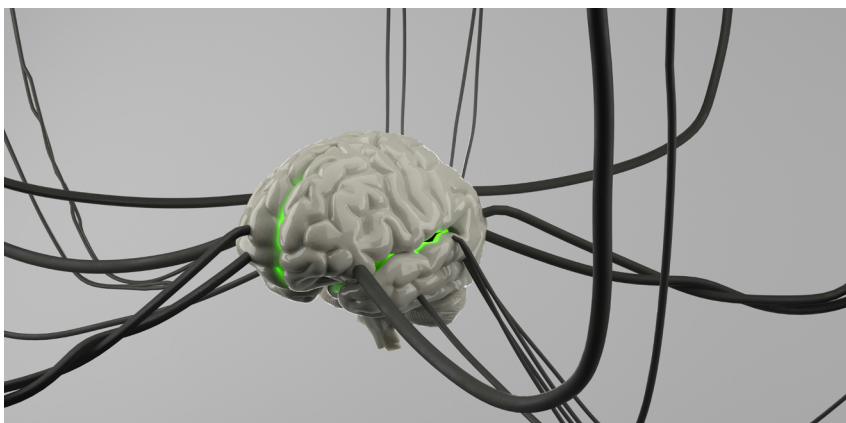
A Call to Action to the IGC Community

Can you imagine what is possible if cognitive capital was the forefront of our collective efforts for change?

Sara L. Farwell is a scientist and physical wellness specialist deeply attuned to women's unique needs, providing lasting improvements in health and energy. She has a PhD in Molecular Biology and is certified in nutrition, physical performance, and mental resilience coaching.

Maciej D. Zatonski is a medical doctor and cognitive performance expert in identifying and overcoming mental barriers. He is a board-certified physician, has a PhD in Head and Neck Oncology, and is an experienced business executive.

Solutions Makers – Sara and Maciej combined their nearly 30 years of complementary experience in medicine, fitness, human behaviour, and high-performance corporate leadership to create a unique programme with solutions that work. Please visit www.solutionsmakers.com to learn more about their 2:1 approach and opportunities to work together.



The silent revolution: How Gen Z women are rewriting the rules of leadership



JESMINE SULTANA

"The next wave of leadership will not roar from the boardroom. It will ripple quietly through networks, communities, and digital spaces."

Gen Z women are often **least interested in asking for a seat at the table**. Many perceive equality, formal authority, and corporate ambition as battles not worth fighting. Instead, they are redefining influence on their own terms, leaning into "soft life" or values-driven approaches, and prioritizing personal power, well-being, and sustainable impact over conventional markers of success.

Not Opting Out, but Reframing In

Fewer Gen Z women pursuing traditional titles does not reflect a lack of ambition or skill. Many have grown up witnessing women burn out, earning pay that barely covers basic needs, and constantly sacrificing well-being to meet outdated success metrics. Polished corporate ambition, equality initiatives often feel draining—one that doesn't reflect lived realities.

Rather than striving for a seat at a table never designed for sustainable human life, they are **building new tables**. These structures prioritize well-being, mutual respect, autonomy, and flatter hierarchies. Influence is exercised through networks, digital entrepreneurship, and community projects, allowing them to lead effectively while maintaining sustainable impact.

Balancing Risk and Legacy

"Stepping back from formal leadership

can allow male-dominated structures to regain control."

If Gen Z women retreat from formal authority, decision-making may consolidate in traditional hierarchies. Equality is often framed as a destination rather than ongoing work. Policies promoting gender parity can lose momentum if fewer women occupy positions to enforce and shape them. Sustainable change requires visible participation, not just influence from the sidelines.

Soft Power, Measurable Change

Gen Z women use what is often called "soft power." They influence culture, shape behaviors, and guide decisions through networks, stories, and value-driven leadership.

Their qualities such as empathy, collaboration, and relational thinking can **enhance decision-making** by improving

team dynamics, fostering psychological safety, and accelerating innovation. Tracking measurable outcomes such as cross-team knowledge flow, network density, and inclusive decision-making impact allows organizations to quantify these leadership contributions.

Far from stepping aside, Gen Z women are **redefining authority**. Influence grounded in well-being, autonomy, and respect can coexist with formal roles, translating soft power into measurable impact in workplaces and beyond.

Opportunity Zones for Businesses

- 1. Gender-Disaggregated Insights**
- Track representation and career mobility to understand unique preferences.
- 2. Relational Leadership Metrics**
- Quantify network influence and psychological safety scores to measure soft power.
- 3. Well-Being and Sustainable Leadership**
- Monitor workload balance and autonomy to retain Gen Z talent.
- 4. Inclusive Decision-Making Impact**
- Evaluate influence on strategic decisions and team engagement.

The Business Imperative

Organizations that adapt gain leaders who navigate complexity without burnout, foster trust, and drive growth. Those that do not risk talent loss, disengaged teams, and concentrated decision-making. Integrating Gen Z women's relational leadership into formal roles ensures sustainable impact and competitive advantage.

The Takeaway

Gen Z women are not stepping away from leadership. They are insisting it evolve. Their model of power is sustainable, relational, and authentic. For businesses, the question is: will they capture this generation's influence, or watch decision-making thrive elsewhere?

Linkedin- www.linkedin.com/in/jesmine-sultana-



When life feels stuck: How one shift changed everything



MONIKA BAMMI
| AWARD-WINNING WELLBEING
& LIFE COACH, REIKI MASTER &
MINDSET SPECIALIST

She walked in with tired eyes, stiff shoulders, and a heart full of questions. "I just feel stuck," she said. "It's like nothing's going right — no matter how hard I try."

Let's call her A. Her story is more common than we think. She was working harder than ever but not seeing results. Her relationship felt uncertain. She'd had recent accidents, felt

overwhelmed, and when people complimented her — she didn't believe them.

"I hear it," she said, "but I don't feel good enough to believe it." In search of answers, she visited a psychic. The advice was simple: "Get your chakras balanced."

She didn't know what that meant — but she googled, found me, and thought, "Maybe it's worth a try."

That one step was the beginning of a shift that changed everything.

The Turning Point

We started with Reiki and coaching — gentle but powerful. After one session, her energy felt lighter. As emotions released and clarity returned, something inside her began to settle.

By the fifth session, she sat down and said: "Monika, I don't get it... I'm not working harder, but everything's falling into place."

She was smiling — not just with her face, but with her whole being.

"I look in the mirror and like what I see. I feel confident. I actually believe the compliments now."

Her aches were easing. Her sleep was better. She felt happy, present, and empowered.

She didn't need to change who she was — just reconnect to her inner worth.

The Brain Hack That Helped Her Stay There

Our work combined energy healing, mindset coaching, and one simple but powerful brain tool I teach all my clients.

Your brain is designed to protect you — even if that means holding you back.

Say you plan to go to the gym. Your brain might chime in: "It's too cold. You're tired. Do it tomorrow."

But this isn't laziness. It's your brain avoiding discomfort.

Here's the shift:

Instead of accepting the reasons why not, flip the question.

- Ask your brain: "Why should I go to the gym?"
- Or: "What's one thing I can do now to feel better?"

The brain will search for answers that support forward motion — not avoidance.

This tiny shift puts you back in control.

Coming Home to Yourself

A's transformation wasn't about doing more. It was about aligning with who she already was — strong, kind, capable.

If you feel stuck or unsure, know this: you're not broken. You're just being invited to reconnect.

Sometimes, the smallest shift — a question, a moment of belief, one healing session — is all it takes. You're only one mindset away.



Ipswich welcomed Durga Puja: A cultural milestone by Suffolk Bengali Society



RIANKA KUMAR

For the first time in history, the town of Ipswich came alive with the sights, sounds, and spirit of Durga Puja. The Suffolk Bengali Society (SBS) proudly presented Ipswich Durga Puja 2025—a vibrant two-day celebration marking a significant cultural milestone for the region. This landmark event invited everyone to witness and participate in one of India's grandest festivals, now taking root in the heart of Suffolk.

Founded in 2024, the Suffolk Bengali Society is a dynamic community organization formed by a group of passionate individuals committed to preserving and promoting Bengali culture in the UK. SBS achieved its official charity status in 2025, with a mission to foster cultural awareness, inclusivity, and community engagement. Through events like Durga Puja, SBS aims to share the rich traditions of Bengal while building bridges between communities.



What is Durga Puja ?

Durga Puja, one of the most important festivals in the Bengali calendar, celebrates the victory of Goddess Durga over the demon Mahishasura—a powerful symbol of good triumphing over evil. The festival is known for its elaborate rituals, artistic displays, devotional music, and communal gatherings. In recognition of its cultural richness and universal appeal, UNESCO added Durga Puja to its Representative List of the Intangible Cultural Heritage of Humanity in 2021.

The Ipswich Durga Puja 2025 promises to be a captivating experience for all ages and backgrounds. Highlights of the two-day event included—

- Traditional rituals and puja ceremonies honoring Goddess Durga
- Live cultural performances including classical dance, contemporary music, and community bands
- A mouth-watering spread of authentic Bengali cuisine, freshly prepared and served
- Family-friendly activities, games, and vibrant market stalls

From the rhythmic beats of the dhak to the welcoming smiles of participants, Ipswich Durga Puja 2025 was a joyful, spiritual, and cultural journey.



Guiding lights of our future



Every year on October 5th, people across the world celebrate World Teachers' Day. It is a day to honor teachers for their patience, hard work, and dedication. A teacher is not only someone who explains lessons but also a guide, a mentor, and a friend who shapes the future of students.

In 2025, the focus is on giving teachers more strength, confidence, and opportunities to grow. Education is changing faster than ever. Teachers today are finding creative ways to connect with learners—using technology, new teaching styles, and practical methods that make learning enjoyable. They show resilience when facing challenges such as limited resources, large classrooms, or sudden changes in how schools work. Even in difficult times, teachers continue to adapt and give their best.

This year's message reminds us that teachers, just like students, also need support and encouragement. When teachers feel empowered and valued, they can inspire students even more effectively. Supporting teachers means supporting the future.

On this day, students can express gratitude in simple ways: writing a note, sharing kind words, or just saying "thank you." Families and communities also have a role in respecting teachers and appreciating the value they bring to society.

World Teachers' Day 2025 is not just about one celebration. It is a reminder that teachers are the true guiding lights of our lives and deserve respect and gratitude every single day.



The magic of thinking beyond the box

Art is everywhere—on walls, in songs, in stories, and even in the way we see the world. Artists have a special power: they turn ordinary things into something extraordinary. To honor this spirit of creativity, people celebrate International Artists' Day every year on October 25th. This day is not just about paintings or sculptures; it is about celebrating imagination, courage, and vision.

What makes an artist truly special is the way they see the world differently. Where most of us see an empty wall, an artist sees a story waiting to be told. Where we hear silence, a musician imagines melodies. Where we pass by simple objects, a sculptor sees shapes that can come alive. Their gift is not only talent, but also the courage to think beyond the ordinary. Artists often take risks by stepping away from rules and expectations. They challenge us to question, to feel, and to dream. They show us that solutions to problems can be creative, not just practical. In a fast-moving world, this kind of thinking is more important than ever.

On International Artists' Day, we celebrate not only famous names but also the everyday creators around us—students doodling in notebooks, photographers capturing fleeting moments, or dancers expressing stories through movement.

This day reminds us to value creativity in every form. Artists show us that life is richer when we look at it through new eyes. They inspire us all to be brave enough to think outside the box and to see possibilities where others see none.



The power of a smile



A smile is the simplest gift we can share, yet it has the power to brighten lives in ways we often forget. Every year, on the first Friday of October, the world comes together to celebrate World Smile Day. This special day was inspired by Harvey Ball, the artist who created the famous yellow smiley face in 1963. He believed that smiles should not just stay on paper but should live in our actions, kindness, and hearts. Since 1999, people all over the world have marked this day as a reminder to spread happiness in the simplest way possible—by smiling.

Smiling is more than just moving your lips. It is a language of love, kindness, and positivity that everyone understands, no matter where they come from. When we smile, something magical happens inside us. Our brains release happy chemicals like dopamine and endorphins, lifting our mood and even helping reduce stress. Smiles are like sunshine for the soul—they warm us up and make life feel lighter. The beauty of a smile, however, is not only what it does for us but also what it does for others. A smile shared with a stranger, a friend, or even a loved one can turn an ordinary day into something special.

World Smile Day encourages us to do something simple yet powerful: perform

one act of kindness that brings a smile to someone else's face. It doesn't have to be big. Holding the door for someone, sharing a joke, writing a kind message, or just giving a genuine smile are all enough. These little actions may seem small, but they create ripples of happiness that spread further than we realize. Think of how it feels when someone smiles at you on a tough day—it's like a spark of light in the middle of darkness. That's the power we all carry with us.

On this day, people around the world celebrate in different ways. Schools encourage children to draw smiley faces, write thank-you letters, or share stories that make others happy. Workplaces create fun challenges, encouraging employees to spread joy with their coworkers. Communities often come together to support charities or visit those who need an extra smile. Even online, people join in by sharing positive messages, cheerful photos, or simply sending smiley emojis to friends and family. Wherever we are, the message is the same: happiness grows when shared.

But World Smile Day is not just about one day of fun. It carries a deeper reminder too. In a world filled with

stress, worries, and constant challenges, we all need reasons to pause and choose joy. A smile can be a bridge between people, reminding us that kindness is always possible. It doesn't matter how much money we have, what language we speak, or where we live—every single one of us can smile and make a difference. A smile costs nothing, yet it is worth more than gold.

Imagine what the world would feel like if everyone made it a habit to share at least one smile every day. Offices would feel friendlier, schools would be happier, homes would feel warmer, and strangers would feel a little less alone. Smiling is not about ignoring problems or pretending everything is perfect—it's about choosing hope, spreading love, and lifting spirits, one simple gesture at a time.

So this World Smile Day, let's remember to celebrate the joy we carry within us. Smile at yourself in the mirror, smile at a friend, smile at someone you don't know. Share kindness in little ways, and notice how your own heart feels lighter. Because at the end of the day, the greatest gift we can give and receive is a genuine, happy smile—a small curve that has the power to make the whole world brighter.

The strength and spark of every girl



"A girl should be two things: who and what she wants." - **Coco Chanel**

Every girl carries within her a world of dreams, strength, and endless potential. She is a daughter, a friend, a leader, and a creator of change. Yet, in many places, girls still face

barriers that hold them back from education, safety, and equal opportunities. The International Day of the Girl, celebrated on October 11th, reminds us to support and empower every girl so she can shine freely.

This day celebrates the power of girls—their courage, intelligence, and creativity. It is a call to give them the same chances as boys, whether in classrooms, workplaces, or communities. When a girl is educated, confident, and respected, she doesn't just change her own life—she uplifts her family, community, and even her nation.

Every girl is precious. Her dreams matter, her voice matters, and her rights matter. She deserves to grow in a world where she is safe, loved, and encouraged to be her true self.

We can all help by listening to girls, believing in their ideas, and standing up for equality. When we lift up girls, we lift up the future.

The International Day of the Girl is more than a date on the calendar—it is a reminder that empowering girls means empowering humanity. Let's celebrate every girl for who she is and all that she can become, because a confident girl can change the world.

Together for peace and progress

Imagine a room where voices from every corner of the world come together — different languages, cultures, and ideas — yet all share one dream: a peaceful and fair world. That vision comes to life through the United Nations, and every year on October 24th, we celebrate United Nations Day to honor that spirit of unity and cooperation.

The United Nations, formed in 1945 after World War II, was created to prevent future wars and to bring countries together to solve global problems. It stands for peace, equality, and the belief that working together can make the world stronger and kinder.

United Nations Day reminds us that no challenge is too big when nations stand side by side. Whether it's fighting poverty, protecting the environment, helping refugees, or ensuring education for all, the UN continues to make a positive difference across the globe.

This day also inspires ordinary people — students, teachers, and communities — to believe in teamwork and understanding. It teaches us that cooperation begins with respect, kindness, and the willingness to listen.

Celebrating United Nations Day means celebrating unity. It's a

reminder that though we come from different places, we share one planet and one future. When we choose peace over conflict and compassion over division, we live the true spirit of the United Nations — together for peace, progress, and a better tomorrow.



Let's spice up the world on World Food Day!

What's the one thing that can make anyone smile, no matter where they're from? Food! From crunchy tacos to soft idlis, from sweet chocolates to spicy curries — food is the universal language of love and happiness. That's why we celebrate World Food Day on October 16th, a day to honor the joy of eating and to remind ourselves how lucky we are to have food on our plates.

This day is also about showing gratitude — to the hardworking farmers who grow our crops, the hands that cook our meals, and everyone who helps bring food from the field to the fork. It's a tasty reminder that no one in the world should go to bed hungry.

World Food Day is the perfect excuse to enjoy your favorite dishes guilt-free! Try baking cookies with your friends, making a colorful salad, or even hosting a mini food party at home. Just remember — don't waste a single bite! Sharing your food or donating meals can make someone else's day brighter too. Food is more than fuel; it's a celebration of life itself. It connects families, cultures, and hearts across the world. So let's raise our spoons and celebrate every flavor, every recipe, and every smile that food brings.

Because on World Food Day, it's not just about eating — it's about enjoying, sharing, and spreading a little extra joy, laughter, and love and maybe dessert too!.



Celebrating the masters of taste – International Chefs Day



Cooking is an art, and chefs are the artists who make it magical. With a pinch of creativity, a spoonful of passion, and a heart full of love, they turn simple ingredients into something truly special. International Chefs Day, celebrated on October 20th, honors these wonderful people who fill our plates with joy and our hearts with flavor.

This day was created to recognize the hard work and dedication of chefs across the world. Being a chef isn't

just about cooking—it's about spreading happiness through food. From local cooks in small kitchens to top chefs in grand hotels, every chef plays a part in bringing people together. Food has the power to connect families, cultures, and even strangers, and chefs make that magic happen every single day.

Each year, International Chefs Day also focuses on teaching children the importance of healthy eating. Chefs visit schools, share fun cooking lessons, and inspire young minds to make smart food choices. They remind us that healthy food can be tasty, colorful, and exciting too! After all, great health begins with great food and joyful eating.

This day is also a time to say thank you to the people who make every meal special. Behind every delicious dish is a chef who works with care, patience, and love.

So, on International Chefs Day, let's celebrate not just the food, but the hands and hearts that create it—because life tastes better when it's cooked with passion and shared with a smile.

You are not alone – World Mental Health Day

Some mornings, you wake up feeling heavy — not in your body, but in your heart. You try to smile, but the world feels quieter, slower, and harder to face. You tell yourself to keep going, even when you're exhausted inside. If this sounds familiar, remember — you are not alone. That's what World Mental Health Day, observed on October 10th, reminds us of: it's okay to not be okay, and it's brave to speak up about it.

In today's fast-paced world, people often forget that mental health is just as important as physical health. We rush through days filled with deadlines, noise, and comparison, rarely pausing to ask ourselves how we truly feel. Mental health isn't about being happy all the time; it's about understanding your emotions and



finding the strength to heal when life feels overwhelming.

This day encourages open conversations about feelings, anxiety, and stress. Talking helps. Listening helps even more. Sometimes, a simple "Are you okay?" can make someone feel seen and valued.

Caring for your mind can be simple — take breaks, spend time in nature, write down your thoughts, or talk to someone you trust. Asking for help is not weakness; it's one of the strongest things a person can do.

World Mental Health Day reminds us that kindness, empathy, and connection can heal unseen wounds. Let's care for our minds, care for each other, and remember — hope is always within reach.

Clean hands, healthy future – Global Handwashing Day



Have you ever thought about how powerful your hands are? They help you create, care, share, and learn — but they can also carry unseen germs that cause illness. That's why Global Handwashing Day, celebrated every year on October 15th, reminds us of one simple habit that can save millions of lives: washing our hands with soap and water.

This day was started to spread awareness about the importance of hand hygiene. Something as small as washing hands at the right time — before eating, after playing, or after using the washroom — can prevent diseases like flu, diarrhea, and infections. Clean hands protect not only you but everyone around you.

Schools, communities, and organizations across the world celebrate this day with fun activities, demonstrations, and songs that teach the proper way to wash hands. It's not just about hygiene; it's about showing care and responsibility toward others.

The act of handwashing takes only 20 seconds, but those seconds can make a big difference. Using soap removes germs that water alone cannot, and this simple practice helps build a healthier and safer world for all.

Global Handwashing Day is more than just a reminder — it's a movement for good health and kindness.

So next time you turn on the tap, remember: clean hands are caring hands. Let's make handwashing a habit, not just for one day, but every day, for a cleaner and brighter future.



The magic of crystals: Unlocking their energy and origins



JIGISHA DEVANG DOSHI

The Magic of Crystals: Unlocking Their Energy and Origins

Crystals have fascinated humankind for centuries, not just for their beauty but also for their incredible energy and healing properties. From ancient civilizations to modern-day spiritual practices, these natural wonders have been revered for their ability to store, amplify, and transmit energy. But how exactly does the energy of crystals work? Where does it come from? What is its origin? Let's explore the mystical world of crystals and understand their power.

What is the Energy of Crystals?

Crystals are not just lifeless stones; they are dynamic structures that hold and emit energy. Their energy is derived from their atomic structure, which vibrates at a specific frequency. This vibration creates a field of energy around them, influencing the environment and the people who come into contact with them.

1. Piezoelectric Effect

- Many crystals, like quartz, generate electricity when subjected to pressure. This is known as the piezoelectric effect and is used in watches, medical equipment, and electronic devices.
- This property proves that crystals are not just decorative stones but active energy conductors.

2. Resonance with Human Energy

- Every human being has an energy field (aura), and so do crystals.
- When we hold or wear a crystal, its vibration interacts with our energy, aligning and balancing it.

3. Chakra Healing and Energy Centers

- Different crystals correspond to different chakras (energy centers

in the body).

- For example, Amethyst is linked to the Crown Chakra (spiritual connection), while Rose Quartz resonates with the Heart Chakra (love and emotions).

4. Memory and Programming

- Crystals have the ability to store energy and intentions.
- This is why healers and spiritual practitioners "program" their crystals by setting specific intentions.

Where is Crystal Energy Found?

Crystal energy exists in multiple dimensions:

1. Within the Crystal Itself

- The molecular structure of a crystal determines its energy.
- Each type of crystal has a unique atomic arrangement, which gives it distinct properties.

2. In the Earth's Core

- Crystals are formed deep within the Earth, absorbing its energy over thousands or even millions of years.
- The Earth's natural magnetic fields influence their energy.

3. In Our Surroundings

- Crystals emit vibrations that influence the space around them.
- Placing crystals in a home, office, or meditation area can change the energy of the environment.

4. In the Cosmos

- Some crystals, like Moldavite, originate from meteors and contain cosmic energy.
- They carry high-frequency vibrations that connect us to higher realms of consciousness.

Where Do Crystals Come From?

Crystals are formed naturally in the Earth through geological processes. The way they are created determines their structure, energy, and properties.

1. Igneous Formation (From Volcanic Activity)

- These crystals contain intense fiery energy, making them powerful amplifiers of intention.

2. Metamorphic Formation (Through Heat and Pressure)

- They hold transformative energy,

helping people in personal and spiritual growth.

3. Sedimentary Formation (Through Water and Mineral Deposition)

- These crystals are associated with emotional healing and water energy.

4. Extraterrestrial Origins (From Space)

- These stones are believed to have high-vibrational cosmic energy, making them powerful for spiritual awakening.

How to Use Crystal Energy in Daily Life?

Crystals are not just for collectors; they can be used in practical ways for healing and manifestation.

1. Meditation and Healing

- Hold a crystal during meditation to deepen your connection with its energy.
- Use specific stones like Amethyst for intuition or Citrine for abundance.

2. Wearing Crystal Jewelry

- Wearing crystals as rings, pendants, or bracelets keeps their energy close to you.
- Rose Quartz for love, Black Tourmaline for protection, and Tiger's Eye for confidence.

3. Placing Crystals in Your Home

- Keep Clear Quartz in your living room to amplify positive energy.
- Place Amethyst near your bed for better sleep and spiritual insight.

4. Water and Crystal Elixirs

- Some crystals, like Clear Quartz and Rose Quartz, can be placed in water to create an energy-infused drink.
- Avoid toxic stones like Malachite or Pyrite in water.

5. Chakra Balancing and Reiki Healing

- Healers place crystals on chakras to balance energy.
- Reiki practitioners use them to enhance the healing process.

When we hold a crystal, we are literally connecting with a piece of the Earth's energy that has been shaped over time. Each crystal has absorbed the natural forces of the Earth—fire, water, air, and minerals—giving it a unique vibration and purpose.

November 2025 Horoscope: A Month of calm and new beginnings

November comes with a calm and peaceful feeling, like a soft pause after months of rushing. It's a time to slow down, take a deep breath, and focus on what truly matters. This month encourages you to rest, reflect, and find happiness in simple things. It's not about running toward the next goal but about enjoying the present moment. The days may feel quieter, but they're full of gentle lessons. Each zodiac sign will feel this peaceful energy in its own special way, helping everyone find more balance, warmth, and meaning.



Aries: Life asks you to move a little slower. You're full of energy, but taking your time will help you feel calmer. Try finishing what you've started instead of starting something new. Your loved ones will appreciate your patience and care.

Every little effort you make counts.



Taurus: This month feels cozy and peaceful for you. You may focus on home, comfort, or money matters, but don't forget to relax. Spending time with loved ones will fill your heart with joy.

Libra: Harmony surrounds you this month. Be honest and gentle in your relationships. Take time for yourself and do things that make you happy — you deserve peace.



Gemini: Your words matter this month. Talking honestly will clear up old misunderstandings. Listen carefully and speak kindly — it will make your relationships stronger.

Scorpio: This is your month to grow and transform. You're becoming stronger by letting go of fears. Trust yourself — you're moving in the right direction.



Cancer: Family and emotions take the spotlight. You may want to rest and spend quiet time with loved ones. Don't try to do everything yourself — it's okay to ask for help.

Sagittarius: You feel curious and open to new experiences. Try learning something exciting or reconnecting with inspiring people. Joy comes from trying something different.



Leo: You're glowing with confidence, but November reminds you to balance work and rest. Success will come step by step. Small acts of kindness will bring warmth to your relationships.

Capricorn: You're focused and hardworking, but don't forget to rest. Sharing your load with others helps you feel lighter. Your gentle side will make people feel closer to you.

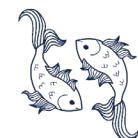


Virgo: You're ready to organize your thoughts and plans. Take things one step at a time, and don't be too hard on yourself.

Aquarius: Your creative energy is high. New ideas and dreams flow easily. Spend time with people who inspire you — they'll help you see new possibilities.



Pisces: Your emotions feel deep, but that's where your strength lies. Talk to someone you trust and let go of what hurts. Healing starts with honesty and love.



November 2025 reminds us that slowing down isn't stopping — it's rediscovering peace, gratitude, and connection. By the end of the month, life feels calmer, hearts feel lighter, and everything begins to make sense again.



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PROMOTING UNITY

OCTOBER 2025

B U S I N E S S N E T W O R K E D I T I O N

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