



Desai Management Consulting - 1Q19 Newsletter

[Visit our web site!](#)

Welcome to 2019!

Is Spring Truly Here to Stay?

At this point in the year, it seems that winter and spring are engaged in a never-ending battle. One day we open the car's sunroof, the next we are staring at snow again. This exchange seems to take place endlessly.

Sometimes our customers encounter the same feelings, when over and over they invest in projects to improve their business, only to be frustrated at the limited value and minimal results received. An increasingly common issue we find in our many customer engagements is an incomplete staff for the tasks at hand. Very often what's missing is the execution rigor of an experienced Project Manager, and/or the analytical discipline of an experienced Business Analyst.

This can lead to a lack of well-defined processes to execute, with staff unable to perform work satisfactorily. As a result, a weakness in governance can ensue, as leadership is unable to hold incomplete teams accountable for defining, training and executing the desired processes.

This quarter's newsletter contains an overview of our Staff Augmentation offering, which can help identify and fill critical skill gaps, giving our customers the staffing options, and access to key skills and experience that you might not have available in your team.

The Takeaway this quarter is a reflection on my recent attendance at a 10-day "Vipassana" Silent Meditation Course. I encourage you to take a look.

As always, we encourage you to [contact us](#) for more information on how we can help you realize more value from your investments. Thank you for your continued support of Desai, and for making us your trusted partner in achieving business success. Now, as always, **Let's Get to Work!**

Thank you!

Vijay Desai, Managing Partner



Business Offering: Staff Augmentation

Desai can help with customer [staff augmentation](#) through the delivery of professionals for the short or long term, resulting in local or remote placement in full- or part-time capacity, for project management (PM), business analysis (BA), and PM+BA skills.

One of the greatest levers that Desai can bring to a customer is an ability to contribute to their workforce, whether the customer is looking for temporary staff augmentation or a permanent hire. Desai's Staff Augmentation offering consists of processes for identification and preparation of the best possible candidates to meet business needs..



Desai provides skilled and experienced project-management and business-analyst staff, proficient in an appropriate set of industry-standard methods that ensure greatest value to the customer. The staffing process begins by assessing the customer business to understand the resource and skill gaps that must be filled, to ensure that all aspects of resource management are considered when launching a staff search, as well as evaluating the candidates that result. Desai can propose either contracted or permanent-hire staff, in many configurations, acknowledging parameters such as:

- Location: Staff can be available to work at the customer's location or remotely, if reasonable
- Duration: Staff can be available to augment the customer workforce, adding capacity and skills for short or fixed durations (contracted) or permanently (new hire)

One unique aspect to this offering is Desai's ability to deliver staff experienced in the integrated PM + BA domain. This helps businesses of all sizes and maturities efficiently utilize qualified professionals to address business needs in tightly-related roles of PM and BA. This hybrid role can provide a clear sense of the challenges that await the customer, and the proper paths to navigate them effectively, while engaging a reduced number of staff.

When these two roles deploy together as one resource, their traditional partnership becomes unified - the PM aspect driving team members' progress in concert towards key dates and deliverables, while the BA aspect covering the customer's problem in sufficient detail to identify a solution that addresses core business needs.

Desai's [team](#) has sufficient experience in both the individual and combined roles to understand and optimize the distinct and coordinated focus on both PM- and BA-critical capabilities. No matter the project complexity, Desai is capable of meeting your Project Manager and/or Business Analyst needs.

Please [contact us](#) if you'd like to learn more about augmenting your staff with these capabilities.



David Kearns Consultant of the Quarter

Desai is proud to announce its Consultant of the Quarter for 1Q19. He is a member of our team who illustrates through hard work, flexibility, values and strengths the Desai team is famous for. For 1Q, the honor goes to **David Kearns**. David is a long-standing member of the Desai team who has developed a reputation for delivering outstanding customer value wherever he goes. He is an acknowledged and certified expert in Agile methodology, and is the instructor for Desai's *PMI - ACP Certification Test as well as PMI-PMP Certification Prep Boot Camp*. He is also the VP of Programs for the Champlain Valley chapter of PMI. Congratulations to David!

Latest News and Events

- David Kearns and Jim Whitney were elected to the [PMI Champlain Valley Chapter](#) board for the year 2019.
- Vijay Desai was nominated to the Board of Directors of the [Vermont Technology Alliance \(VtTA\)](#) in January, 2019.
- Desai in partnership with PMI Champlain Valley will be offering the next [PMI-PMP Certification Test Prep Bootcamp](#) on November 6-8, 2019.
- Desai in partnership with PMI Champlain Valley will be offering the next [PMI-ACP Certification Test Prep Bootcamp](#) on Nov 14-15, 2019.

My Lessons Learned From Attending a 10-day "Vipassana" Silent Meditation Course

Have you ever wondered what silence "sounds" like? How long can you be alone without talking to any one, without reading, writing as well as without phone/computer? I mean complete isolation to do self-observation. I first found out about the meditation program through my daughter Nirali, who had attended a session in Malaysia and then through my close friend JP Bhagat, and both found it to be very impactful, perhaps life-changing. The objectives of the program talked about a typical life - constant running around, endless work hours, forever examining the past and / or planning the future - with too little time spent in the present.

I attended this course at the [Vipassana Meditation Center](#) in Shelburne, Massachusetts, USA in the March/April this year.

What is the [Vipassana Methodology](#)?

This is a scientific meditation in which one goes through self-observation, discovering sensations on one's body without reaction (*equanimity*) while witnessing the law of nature (*impermanence*). The methodology is based on a simple and timeless fact - *How we behave / react to any situation is defined by our mind habits - habits that we developed throughout our life. Our subconscious mind insists that we react based on these habits.* This meditation is based on an individual discipline of "No" - no talking, reading, writing, phone, computer, or eye contact with other participants for 10 days. (Never had I spent time alone in my life for this long, by myself or for myself!).

The course achieves broad and deep results by using key scientific principles:

1. Everything in life, good or bad, is subject to change.
2. Our reaction to good and bad things can be managed in a disciplined way.

What Have I Learned?

- The silent meditation was not silent inside me. It was painful too to sit (cross legged) for hours at a time.
- I learned the basic techniques and discipline (I am still a learner) through a fascinating journey of self-observation.
- Days 2 and 6 were difficult to go through but somehow I managed - not to run away! During the course I thought intensely about my past and future. My emotions were diverse - smiling, crying, regretting for wrong doings, confusion and sleepless nights - and yet through it all there was a growing calm. I started learning new methods to focus and began to apply the discipline of keeping calm and finding evenness through good and bad.
- I personally experienced the ever-changing nature of life through the sensations all over my body during meditation (almost 10 hours per day for 10 days!) as scientific proof the method works.
- It's all about the mind and its health in terms of what I do create (or change most of the time) its habit so I control my mind, instead of it controlling me and my actions. I am learning (in fact trying hard) to develop good habits for my mind by using this methodology as I go forward..

Applying Scientific Method to Business

I believe that this methodology can be directly applied to my own business management with great benefit because:

- change is constant and impactful in business, and often unplanned,
- improved discipline in thinking and reaction can reduce the sensitivity to change,
- the calm and evenness that results can help reduce my daily stress and lack of focus

The Takeaway

The Vipassana scientific methodology for meditation demonstrates that we all have mental habits, and that through this discipline one can ultimately learn how to change those mental habits to find calm and evenness through good and bad situations, in both personal and professional life.

Are you ready to explore the Sounds of Silence? If not now, when?

Desai Management Consulting | 1-844-GO-DESAI | info@desaimgmt.com | www.desaimgmt.com

STAY CONNECTED:

