

SANWAD

Beginning with Belief

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MD's Message

Beginning with Belief

Every new year brings with it a familiar energy, plans to be made, targets to be set, momentum to be created. Yet, before any of that truly matters, there is something far more fundamental that deserves our attention.

Belief.

Belief is not optimism without effort. It is the quiet conviction that guides decisions when outcomes are uncertain. It is the trust we place in our people, the confidence we have in our systems and the clarity with which we stay aligned to our purpose - even when the path ahead demands patience.

At Karma Global, belief has never been abstract. It shows up in how we design processes, how we approach compliance, how we invest in technology and most importantly, how we empower people to take ownership. Strong organisations are not built on urgency alone; they are built on consistency, integrity and the courage to do the right thing—repeatedly.

As we step into this year, we are choosing to begin not with pressure but with belief. Belief that thoughtful work compounds over time. Belief that structured systems create freedom, not limitation. Belief that when people are trusted, they rise to the occasion.

This edition of Sanwad reflects that spirit. Through perspectives, stories and reflections, it captures the moments where belief becomes action and action becomes impact. Because every meaningful beginning does not start with a goal.

It starts with belief.

– Pratik Vaidya

WHERE THE MIND IS WITHOUT FEAR

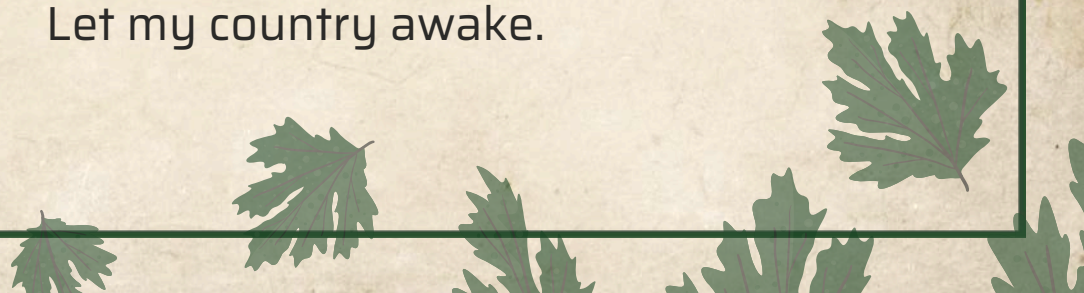
Where the mind is without fear
and the head is held high

Where knowledge is free
Where the world has not been broken
up into fragments

By narrow domestic walls
Where words come out from the
depth of truth
Where tireless striving stretches its arms
towards perfection

Where the clear stream of reason
has not lost its way
Into the dreary desert sand of dead habit
Where the mind is led forward by thee

Into ever-widening thought and action -Into that
heaven of freedom, my Father,
Let my country awake.





REPUBLIC DAY

#26THJANUARY



Sleep & Performance: The Connection You didn't Know



Virtual Wellness Session



“
**BEYOND
THE DESK**

Client Testimonial



**Vijay Gawde, Mahesh Susvilkar,
Vinay Gosavi & Roshan Yedre**

Appreciation to the team for successfully completing the Ryan ESIC registration activity. Special thanks to Mahesh, Vinay G., and Roshan for their dedication and timely efforts.



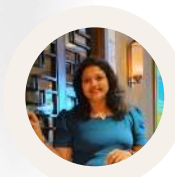
Revansiddayya

Thank you for your continued support and persistence in helping us achieve 100% compliance. Your insistence, dedication and cooperation were key to reaching this milestone.



Amruta Yadav

Thank you, Amruta, for the update, and we appreciate your continued follow-up and support in bringing this to closure.



Dhanashri Potdar

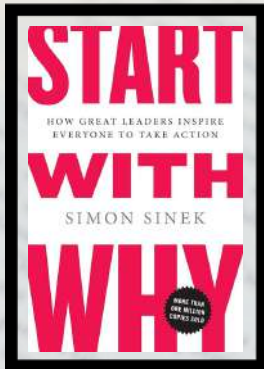
Great job—truly well done! Your efforts and dedication are greatly appreciated. Thank you for ensuring everything was executed smoothly.



BOOKS

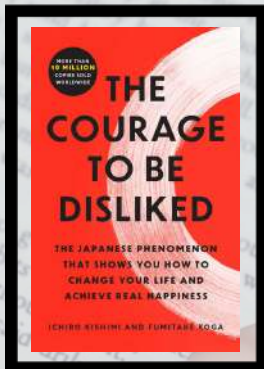
RECOMMENDATIONS

Stories That Spark Something



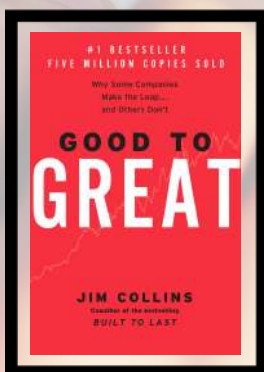
Start with Why – Simon Sinek

Because lasting success begins with clarity of purpose, not just action.



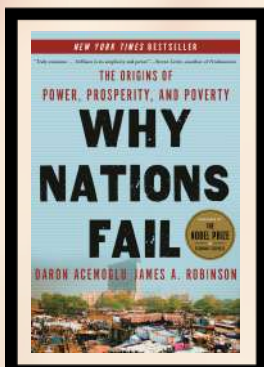
The Courage to Be Disliked – Ichiro Kishimi & Fumitake Koga

A reminder that self-belief grows strongest when we stop seeking approval.



Good to Great – Jim Collins

Belief, when embedded into disciplined systems, transforms good organisations into enduring ones.



Why Nations Fail – Daron Acemoglu & James A. Robinson

A powerful insight into how belief in inclusive institutions determines long-term success.

Podcast Recommendations



Conversations that Shape Conviction



The Seen and the Unseen – Amit Varma

Explores how ideas, institutions and incentives quietly shape nations and organisations.



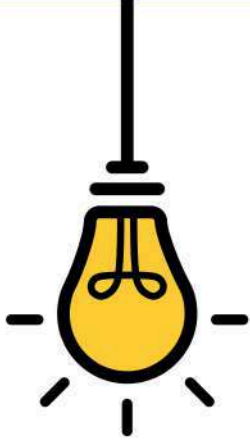
How I Built This – Guy Raz

Stories of founders whose journeys began with belief before certainty.



The Ezra Klein Show – Ezra Klein

Deep dives into how belief systems influence policy, leadership and societal outcomes.



NEW ONBOARD JANUARY

SHRINEEL GOLAM



ROHIT SONAWANE



PRAHLAD SHUKLA



BIRTHDAY RECAP - JANUARY



BIPUL KUMAR



LAVINA DSOUZA



RAKESH KADAM



MUKUL PATKI



SUNITA MOHITE



SUNNY MISHRA



RUPA JHA



VINAY GOSAVI



AMRUTA YADAV



DIPIKA SAWANT



DATTARAM RANE

Birthday Celebration December & January



We are Hiring



Open Positions

KAO HELPDESK - MUMBAI

KAO FRESHER - CRM
MUMBAI

SALES - PAN INDIA

ASSOCIATE MANAGEMENT
HELPDESK - MUMBAI

GRAPHIC DESIGNER &
VIDEO EDITOR - MUMBAI

SENIOR EXECUTIVE
LICENSING - MUMBAI



**Refer talented candidates and
receive referral amount !**

