

SANWAD

Grounded in STRIVE
Growing with the Rain



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MD's Message

Grounded in STRIVE, Growing with the Rain

As the monsoon touches the earth with its first drops, it reminds us of the beauty of pausing, reflecting and preparing for new growth. At Karma Global, we mirror this rhythm of nature, not just with our goals but through the values that ground us every day.

Our STRIVE framework-Simplicity, Technology, Resilience, Innovation, Value and Environment-is more than a set of principles. It is our root system. In times of opportunity and in moments of challenge, these six anchors keep us Focused, Adaptable and Purpose-driven.

Simplicity helps us cut through complexity.

Technology powers our evolution.

Resilience shapes our mindset.

Innovation fuels our edge.

Value is what we deliver.

Environment reminds us to grow responsibly.

This edition of **Sanwad** is a celebration of that spirit.

It captures how STRIVE values are not just spoken - they are lived. In every process, team initiative and client milestone, we see how staying grounded allows us to grow with Clarity, Confidence and Conscience.

Let the rains refresh us.

Let **STRIVE** continue to guide us.

Here's to nurturing growth - together.

– Pratik Vaidya

STRIVE in Focus: The Values That Ground Us

Nurturing Growth from within in a world where change is constant and expectations evolve every day, what keeps an organization grounded?

It's our deeply rooted value system - STRIVE.

Much like the nourishing rains of the monsoon that replenish the soil and spark new growth, our values refresh our purpose and guide our path forward. Each letter in STRIVE is not just a principle - it is an action, an attitude and a promise we live by.



Simplicity

We simplify to amplify. Clear thinking and uncluttered processes are our edge. In an age of information overload and complex systems, simplicity is our strategic advantage. We believe in reducing friction, decluttering operations and making every experience - internal or external - easy, efficient and intuitive.



Technology

We don't chase technology, we use it to lead smarter. Tech is not our destination; it's our enabler. From intelligent compliance platforms to automation-led efficiency, we leverage digital tools that empower both our people and our clients to work faster, smarter and better.



Resilience

Challenges come and go, but our consistency under pressure is what defines us. Whether it's shifting client demands, market disruptions or internal pressures - our strength lies in our calm adaptability. We stand tall like trees in a storm, grounded in purpose and unshaken by adversity.



Innovation

We ask more. We try different. We move forward. Innovation is embedded in our thinking. We constantly seek new ways to add value, improve services and challenge conventional models. We celebrate curiosity and reward creative courage.



Value

Every action we take must create meaning – for clients, partners and ourselves. From our smallest decisions to our largest strategies, we’re driven by a single question: Is it meaningful? Delivering tangible impact, measurable outcomes and trust-built relationships is our true north.



Environment

We’re conscious custodians of our planet – responsible, ethical and aware. We strive to build not just a great company, but a responsible one. From sustainable practices in our operations to fostering eco-awareness in our culture, we believe growth and responsibility must go hand in hand.

Why STRIVE Matters

These six values are not independent traits. Together, they form our root system – keeping us anchored in storms, steady in sunshine, and growing through every season. As we step into the second half of the year, let STRIVE be a reminder that when values are strong, progress is inevitable.

Baarish, AI & My Everyday Chaos — A Labour Lawyer's Little Win

There's something about baarish ka mausam that makes everything feel a bit more poetic. The sky turns a perfect shade of grey, the air smells like wet mitti, and suddenly, every chai feels like a warm hug. But just as I start embracing the beauty of it all, reality hits - I'm river-crossing to work, dodging puddles, and fighting the chaos of Mumbai's monsoon maze.

And then there's the trusty local trains - reliable yet somehow always stopping when you need them to move. The rainwater leaks from places I didn't know could leak, but I still get on, trying to balance my umbrella and my sanity. Between the soaked corners of my bag, work deadlines, and the daily hustle, life continues.

But amidst this storm of rain and responsibility, I've discovered a quiet ally - AI. When I first started, I never thought tech would become a regular part of my day. But slowly, AI slipped into my routine like a backstage crew, helping me search case laws, draft documents, and even summarize court judgments faster than I could sip my chai.

Sure, there are still moments when I give my laptop a side-eye, especially when tech decides to take a break right when I need it most. But on the whole, it's been a game-changer, making the daily chaos just a little less chaotic.

In this beautiful mix of monsoons, local trains, deadlines, and a bit of tech magic, I've found my rhythm. Turns out, adding a bit of AI doesn't take away the heart of what I do; it just makes it all a little more manageable.

And for that, I'm grateful — whether I'm navigating a flooded street or the complexities of labour law.

In the end, I wouldn't trade this stormy, tech-assisted adventure for anything. The romance, the drama, and the little AI-powered miracles - that's Mumbai's monsoon, made even better with a bit of help from tech.

A portrait of Sadaf Khan, a woman with long dark hair, smiling, wearing a black blazer over a white top. She is positioned in the bottom right corner of the image, partially overlapping the text box.

Sadaf Khan

ADVISORY MANAGER

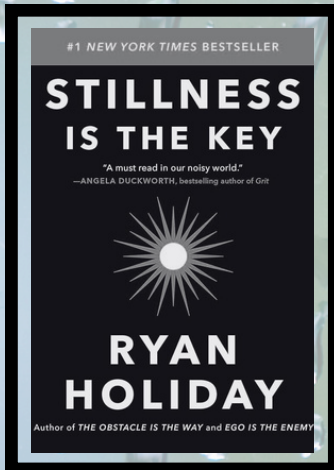


YOGA DAY

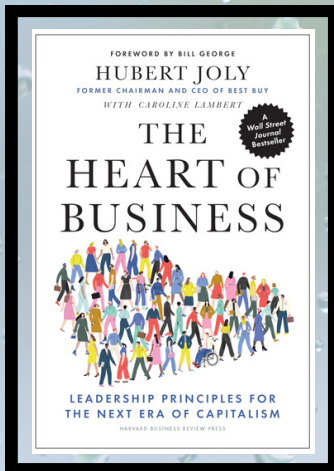


BOOKS

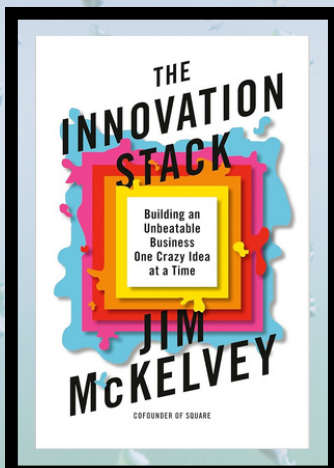
RECOMMENDATIONS



- In a fast-paced world, Holiday draws wisdom from ancient philosophy, sports, and leadership.
- This book teaches how stillness is not inactivity, but intentional focus - the key to better decisions and deeper growth.



- Written by the former Best Buy CEO, it reveals how purpose-driven leadership rebuilds performance and people engagement.
- A practical yet inspiring blueprint for cultivating STRIVE-aligned workplaces with empathy and ethical grounding.



- McKelvey, co-founder of Square, uses real stories to explain how building solutions from scratch fosters lasting disruption.
- A must-read for innovators, entrepreneurs, and professionals hungry for original problem-solving strategies.



Riddle Me Rain: Can You Crack It?"

1. I open wide when clouds turn grey,
I guard your walk throughout the day.
At the office door, I drip and wait
Until the skies decide my fate.

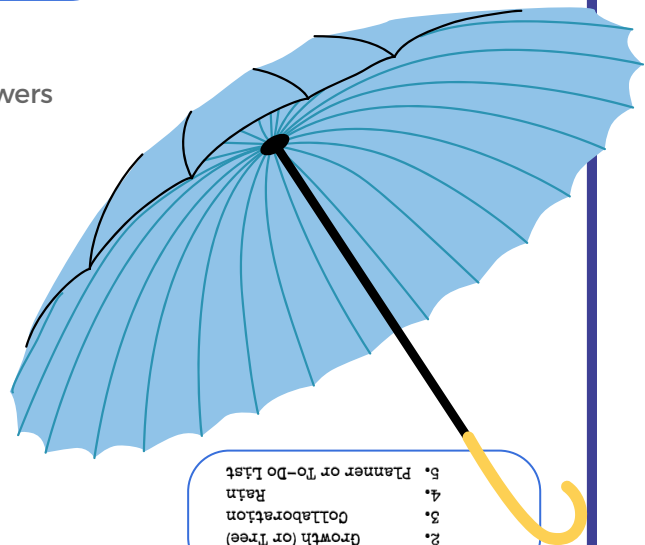
2. You plant me deep and give me care,
I need the rain and love the air.
In Karma soil, I thrive and rise
With STRIVE as roots, I touch the skies.

3. I bring teams together, strong and tight,
Even when storms dim the light. You
won't see me, but I am the glue, Behind
every Wow! that we deliver to you.

4. I fall without being pushed,
I cover without being held.
Sometimes I am soothing, sometimes
I flood Yet I help the world rebuild.

5. In this room, you share your
meals, with chairs and a table, it
feels quite ideal. What is it?

Look under the umbrella for the answers



1. Umbrella
2. Growth (or Tree)
3. Collaboration
4. Rain
5. Planner or To-Do List

Birthday Recap



SIDDANA GOUDA



PRIYA SANGLE



MUDRA DAVE



MAHESH SUSVILKAR



SARA PARAB



JANHAVI CHAVAN



TEJASWI MESTRY



PRATHMESH BALKATE



GAURI JOSHI



DHANASVI MISTRY

Birthday Celebration



CLIENT TESTIMONIAL



Sakshi Dalvi

Ms. Sakshi Dalvi from tour visited our office today to sort out pending cases. We really appreciate the way she handled cases and guided our staff for the process. Practically, she handled most of the pending cases very positively. We appreciate her efforts towards the work. She will be assets to your company in the future.



We are Hiring

Open Positions

- Sales - Mumbai, Delhi, Bangalore, Ahmedabad
- Payroll & Challans Executive - Mumbai



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

