

# HARVEST OF POSSIBILITIES

## From the CHRO's desk

### Breaking Silos – Working Together for Greater Success



**Ramesh N. Patil**  
Chief Human Resources Officer

In today's interconnected world, collaboration isn't optional—it's essential. Silos—those invisible barriers that prevent teams from sharing information, resources, and ideas—slow progress, duplicate efforts, and stifle innovation. Yet this month, our teams have moved from discussion to commitment, from intent to action. By fostering open dialogue, aligning goals, and building cross-functional initiatives, we've demonstrated what becomes possible when we break down these barriers and work as one unified force.

**Breaking silos drives tangible impact:** enhanced collaboration leads to faster problem-solving, shared resources boost efficiency, diverse teams spark innovation, and open communication enables data-driven decisions. But beyond these benefits lies something deeper—a culture where transparency builds trust, employees feel valued, and teams adapt swiftly to challenges. This isn't just an organizational initiative; it's a mindset shift toward sustainable growth.



As we move forward, let's commit to open dialogue, celebrate collaborative achievements, and leverage technology to bridge gaps. Because together, we are unstoppable. Let's break barriers, share knowledge, and build the future we want—one where shared effort and collective achievement define our success.

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“The strength of the team is each individual member. The strength of each member is the team.”

—Phil Jackson

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**| Stay committed. Stay unstoppable.**

## Planting Intent: From Strategy to Soil A story of leadership, land, and living models

In late November, our leadership team walked onto Belagavi land—not as visitors, but as practitioners. Rupali Patil, Chief Impact Officer at Global Synergizers Group, Vinod Raut, Chief Operating Officer, and Mahesh Tudavekar, Group Head of Technology Governance & Architecture and newly appointed Board Director, stood together in fields that would soon become a living laboratory for medicinal herb cultivation.

What began as a strategic conversation had now reached soil. The Belagavi plantation represents more than a pilot project. It embodies the integration that Global Synergizers Group champions: **technology meeting agriculture, strategy meeting soil, leadership meeting communities.** Ashwagandha, tulsi, and other high-value medicinal herbs would be intercropped across the land—not in isolation, but as systems. Carbon sequestration. Soil health restoration. Farmer income enhancement. Organic certification pathways. Value-addition opportunities. Our team's presence on the land carried a deeper message: this is not outsourced work. This is owned commitment. They walked the fields, understood the soil, engaged with input producers,



and visualized how 20-50 acres could scale to 200 acres with structured farmer partnerships and market linkages.

The planting season in Belagavi is not just about sowing seeds. It's about sowing intent—demonstrating that leadership in social impact means being willing to get your hands dirty, to stand in fields, and to build models that prove regenerative agriculture is not an aspiration. It's an actionable pathway. Belagavi is now a living proof point. And every seed planted carries the message: Change scales when those who lead it choose to plant it themselves.

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## Field Reflections from the Northeast: Technology, Finance, and Community Readiness

By **Omsai Shinde** (Partnership & Insights Executive, CSR)



Over the past week, Omsai Shinde's journey across Assam and Meghalaya for the Green Initiative revealed a powerful reality: communities aren't resisting change; they are simply waiting for the means to embrace it.



In villages like Ri Bhoi and Dulongnar, farmers are eager to adopt solar solutions to protect their livelihoods, but the financial hurdle remains too high for them to clear alone. The consensus from the field is that we need to bridge this gap through government and CSR partnerships. As one farmer perfectly put it, "We are ready to shift, we just need support to start."

Check the entire blog here:

<https://impactiumadvisory.com/field-reflections-from-the-northeast-moving-toward-solar-powered-livelihoods/>



## Field Reflections from the field: Exploring EV Pathways in Rural Maharashtra

By **Snehal Yadav** (Founders Office Associate, Special Projects)

Over the past weeks, Snehal Yadav and Avinash Dikhale traversed the villages of Sindhudurgh and Nashik as part of the Harit Vriddhi Project, engaging with communities on sustainable mobility solutions. What they discovered challenges conventional assumptions: rural communities are not resistant to change—they are actively seeking it. Farmers and community members expressed keen interest in how EV solutions could reduce operational costs, improve market accessibility, and create new income pathways. Yet a critical gap persists:



communities are ready to shift, they simply need enabling systems—integrated policy frameworks, financial models, and institutional support to realize the transition. As the initiative scales across Maharashtra, the foundation laid in villages like Sindhudurgh and Eklahare reinforces a fundamental truth: innovation thrives when communities lead their own transformation. Communities don't resist change—they anticipate it.

Read more

[here:https://socioimpact.com/field-reflections-from-the-field-exploring-ev-pathways-in-rural-maharashtra/](https://socioimpact.com/field-reflections-from-the-field-exploring-ev-pathways-in-rural-maharashtra/)

# New Spark in Our Global Synergizers Family!

This month, we're excited to welcome two new members to our growing family:



**Ajit Jadhav**  
Manager – Business  
Development



**Sharan kumar D**  
Business Development  
Assistant Manager



**Shraddha Bongane**  
Founders' Office – Growth  
& Strategic Partnerships

*Here's to fresh ideas, stronger collaborations, and the energy Ajit, Sharan and Shradha bring to our shared mission of creating impact. Welcome aboard!*

## Call for submissions

Thank you to all who shared stories, photos, and creativity—your voices make SUTRA what it is. We invite more of you to join in: share your moments, stories, or creations, and see them featured in our next edition.

Send your submissions to:  
[aadrika@socionimpact.com](mailto:aadrika@socionimpact.com)  
Your thread could be the next one we showcase!