

Newsletter

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EDITORIAL

INCOMPLETE LEADER

In today's world, the executive's job is no longer to command and control but to cultivate and coordinate the actions of others at all levels of organization. Only when leaders come to see themselves as incomplete – as having both strengths and weakness will they be able to make up for their missing skills by relying on others.

Organizations have been becoming less hierarchical and more collaborative. No one person can possibly stay on top of everything. If any executive thinks he is a complete leader, he will exhaust himself and damage his organization in the process. The incomplete leader, by contrast, knows when to let go: when to let those who know the local market do the advertising plan or when to let the medical team run with its idea of what the patients need. The incomplete leader also knows that leadership exists throughout the organizational hierarchy-wherever expertise, vision, new ideas, and commitment are found.

Sometimes, leaders need to further develop the capabilities, they are weakest in. It's more important for leaders to find and work with others to compensate for their weakness. Leaders constantly try to understand the contexts they are operating in. How will new technologies reshape the industry? How will changing cultural expectations shift the role of business in society? Therefore leader should keep analysing;

1. Get data from multiple sources: customers, suppliers, employees, competitors, other departments,
2. Involve others in data interpretation.
3. Look for new ways to articulate alternatives and better ways to understand multiple options.
4. Do not simply apply existing frameworks but instead be open to new possibilities.

Leaders make clear to others how they reached their conclusions. Good leaders distinguish their observations from their opinions and judgments and explain their reasoning without aggression or defensiveness. Incomplete leaders

1. Spend time trying to understand other's perspectives, listening with an open mind and without judgment.
2. Encourage others to voice their opinions.
3. Before expressing their ideas, try to anticipate how others will react to them.

Balancing, inquiring and advocating is ultimately about showing respect, challenging opinions, asking tough questions, and taking a stand. A good leader cultivates a network of confidants who can help him accomplish a wide range of goals. Highly rated leaders encourage other managers and employees of their teams to recognize subordinates who do a great job.

The other important quality of visionary leader is creating compelling images of the future. Fundamentally, visioning gives people a sense of meaning in their work. Visioning means:

1. Develop a vision about something that inspires employees.

2. Expect that not all people will share your passion. If people don't get it, don't just turn up the volume. Try to construct a shared vision.
3. Leader with positive visions take the necessary actions to make the department even more productive and the environment an even better place to do the work. Only a positive vision can inspire. If the leader spells a negative vision "today is bad, just wait for tomorrow" things do get worse.

One of the greatest visionaries in history was a man whose first seven businesses failed. Twice bankrupt, twice put in a mental asylum, fired by a newspaper editor for lack of creativity. He wanted to open Disneyland in 1955 and even a second park after 9 years. His name was WALT DISNEY. He did not live long enough to see Orlando's Disney World becoming a reality. Once a tourist asked the tour guide "wouldn't it have been great if Walt Disney saw the park when construction was complete. "Guide replied "Disney saw the completion before anyone did. He spent his whole life sharing his vision with others." You can be the Disney by involving others in creating, clarifying and crystallizing your organization's vision.

Leaders who excel in visioning talk the walk; they work to embody the care, values and ideas contained in the vision. To realize a new vision, people usually can't keep doing the same things they've been doing. They need to conceive, design, and put into practice new ways of interacting and organizing. To sum up, leaders must be able to succeed at inventing, and this requires both attention to detail and creativity. Leader should be a role model with a "can do" positive attitude.

Employees do not follow the manager or leader, they do not trust. Trust builds a relationship where employees feel confident about following their lead. Leader must clarify, communicate core values, involve employees in decision making and trust employees. Create an environment where people love to come to work and customers love to do business. It may not be rocket science, but it surely works.

Relating, visioning, and inventing are inter related parameters. Without relating, people work in isolation or, worse, strive toward different aims. Without visioning, there's no shared direction. And without inventing, a vision remains illusory. No one leader, however, will excel at all these capabilities in equal measure. Apple CEO Steve Jobs was a visionary whose ambitious dreams and persuasiveness catalyzed remarkable successes for Apple.

Leaders must identify their unique set of strengths and weaknesses. Even the most talented leaders require the input and leadership of others, constructively solicited and creatively applied. It's time to celebrate the incomplete – that is, the human – leader and the team leader.



Dr. A. K. Dewan
Director - Surgical Oncology
RGCIRC

26TH FOUNDATION DAY OF RGCIRC



Rajiv Gandhi Cancer Institute and Research Centre celebrated its 26th Foundation Day. The celebration was held on Saturday, 15th October 2022 at Hotel Crowne Plaza, Rohini. It was attended by more than 1300 RGCIRC family members including Governing Council and Management Committee members along with Directors, Sr. Consultants and other employees.

RGCIRC was inceptioned in 1996 with the mission of providing premium cancer care in India. It has been the preferred choice of patients, care givers, faculty and students. Its comprehensive and excellent services and best technologies are few praiseworthy examples. Lauding the efforts and long services, outstanding performances, best

outsourced workers were felicitated on Pre-Foundation Day on Friday, 14th October 2022, at Indraprastha Hall, RGCIRC.

RGCIRC Annual Day cultural program was one of its kind, inviting performers not only from in-house but from other states as well. This year's theme was "Hausla". RGCIRC saluted the great spirits of everyone and showcased beautiful "Miracles of Life". A beautiful synergy of art and miracle was seen on the stage. Special children performing Bharat Natyam, mesmerizing "Geeta" depiction on wheels was breath taking. The real Hausla was seen that evening. This tradition of RGCIRC was very well appreciated by the gathering.



RGCIRC honored four of our senior consultants who have completed more than 25 years with RGCIRC:



Dr. Gauri Kapoor – MD-RGCIRC, Niti Bagh and Director- Pediatric Hematology Oncology and BMT.

Dr. Anita Kulkarni- Sr. Consultant, Dept. of Anesthesiology.

Dr. Rajiv Goyal- Visiting consultant, Respiratory Medicine

Dr. Umesh Nautiyal- Visiting consultant, Nephrology for their remarkable contributions in RGCIRC.

This was followed by Chairman's appreciation award, Best Resident award, Clinical IT implementation award, best ward, Projects Award, Philanthropy services award and Master of ceremony award.

On this occasion, the "Hausla" of every contributor was saluted. The family's commitments towards RGCIRC was celebrated with great enthusiasm and high spirits.



WORLD HOSPICE AND PALLIATIVE CARE DAY

On the occasion of World Hospice and Palliative Care Day, RGCIRC, Rohini, organized a full day programme on 08th October 2022. The morning session started with inaugural remarks by Mr. D. S. Negi (CEO, RGCIRC, Rohini), Dr. Sudhir Rawal (Medical Director, RGCIRC, Rohini) and Dr. Gauri Kapoor (Medical Director, RGCIRC, Niti Bagh). This was followed by scientific sessions which included talks on Introduction to Palliative care and Hospice by Dr. Kinshuki Jain, Communication Skills by Dr. Ullas Batra, Co-Director – Medical Oncology and End of life care issues by Dr. A. K. Dewan, Director – Surgical Oncology.



A panel discussion on the theme “Healing Hearts and Communities - The Indian Scenario” succeeded this. It was moderated by Dr. Rajiv Chawla, Director – Anesthesiology and included Dr. Pinky Yadav, Chief of Operations cum Medical Superintendent, Dr. Kinshuki Jain, Consultant - Incharge and Palliative Care, Dr. Savera, Senior Palliative Care Physician, Ms. Madhumita Dhall, Director of Nursing and Mrs. Indra Jasuja as panelists. It served as a brain storming exercise on present day status of palliative care in India. Practical experiences of patients and caregivers on “Sail through the journeys” were well appreciated.



Poems and slogans on the theme “Heart to Heart” were also solicited before the event, which also received a warm response from general public. The programme was a success with large participation.

FROM THE HEART OF PATIENTS AND CAREGIVERS

Resilience

They grabbed my hand, holding it tight.

I couldn't stop the smile breaking out on my face.

Looking at them I realized.

They mirrored the same emotions as mine.

Both holding back tears of joy at the revelation, a fruition of our resilience.

Their bright smile unlike any other. Grateful for the care and compassion.

After the tiring days, this is where we belonged; it felt right. Our soul calmed as they breathed in a shaky breath.

Holding each other, despite being worn out and exhausted, with hearts content and at peace.

We reveled in the silence. Assured of a better future.

By: Arsha T. S.

"दिल से दिल तक"

जब बीमारी हो जाए लाइलाज, और पल-पल बढ़ती मृत्यु नियत हो ।

तब चाहिए ऐसा भावनात्मक पुल, जिसकी पहुँच दिल से दिल तक हो ।

मृत्यु तो टाली नहीं जा सकती है। लेकिन दर्द विहीन मौत का तो हक हो ।

दिल से दिल तक अगर आवाज पहुँचे तो मौत की दस्तक से कोई विचलित क्यों हो

चिकित्सा, सेवा और काउंसिलिंग से, रोगी परिस्थितियों के प्रति सहज हो।

RGCIRC के पैलियेटिव केयर का लक्ष्य यही है। अन्तिम चिरनिद्रा में हर पीड़ा कम हो।

Ankit Verma
Patient Attendant

Vijay Kumar (Patient)
CR NO. 312664

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4TH ACADEMIC LECTURE SERIES OF RGCIRC

RGCIRC organized a lecture on Wednesday, 21st September 2022 at Indraprastha Hall, RGCIRC, Rohini, Delhi. BK Shivani, Teacher – Brahma Kumaris Spiritual Movement delivered a lecture on **Managing Stress and Burn Out in Oncology Healthcare Professionals**. The lectures was attended by more than 150 staff members of RGCIRC including Directors, Sr. Consultants, Consultants, Attending Consultants, Resident Doctors, Non-Medical Staff, Staff Nurses and other staff members.



WORLD PHYSIOTHERAPY DAY CELEBRATION



Department of Physiotherapy & Onco Rehabilitation celebrated World Physiotherapy Day on 8th September 2022 at Indraprastha Hall to raise awareness about the significant contribution of the profession in keeping people well, mobile and independent.

The event started by an opening remark by Dr. Sudhir Rawal, Medical Director & Chief of Genito Uro Oncology Services and welcome note by Dr. Pinky Yadav, Chief of Operations cum Medical Superintendent. There was a Health Talk on work related musculoskeletal disorders by Dr. Himanshu Rohella, Consultant – Orthopedic Oncology and an interactive

exercise session on Office Ergonomics by Dr. Navneet Singh, Head – Physiotherapy Services. Some work out challenges (Skipping Challenge, Pushups Challenge, and Squats Challenge), fun activities and quiz were also organized. Later on, cake cutting ceremony was conducted in the presence of COO & MS, senior consultants and other staff. The event was well appreciated.

Mr. D. S. Negi (CEO)
Dr. S. K. Rawal
(Medical Director)
Dr. A. K. Chaturvedi
Dr. D. C. Doval
Dr. Gauri Kapoor
Dr. Anurag Mehta
Dr. Rajiv Chawla
Dr. Sunil Kumar Puri
Dr. P. S. Chaudhury
Dr. Vineet Talwar
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