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Dear Reader,

Gurus of all shades have long held that change is the only constant and truer words were not spoken. Being nimble of mind and fleet of foot are prerequisites to reinventing oneself in the face of disruption.

However, to effectively embrace those two prerequisites we must be fully clued into what's happening over the horizon and within ourselves, for as the gurus have repeatedly opined, the external stimulus accounts for less than 5 percent of what happens to us, with the balance 95 percent depending entirely upon how we react and respond to that 5 percent thrust upon us.

Within these pages we have previously dwelt upon the centrality of feedback to ensuring a 360 degrees vision, and our lead story this time by **Robert Glazer** builds on that. He talks about creating a high degree of psychological safety wherein people are not afraid of making mistakes or sharing failures. A huge ask no doubt, but that's the way to go.

Kimberly Fosu is up next with a hugely pertinent piece for people who are upwardly mobile and that too at a dizzying pace. The point is, it's perfectly fine to march to the beat of a different drummer.

The Daily Stoic then apprises us to the stoic response to anger, and quotes **Marcus Aurelius**. "A real man doesn't give way to anger and discontent, and such a person has strength, courage, and endurance—unlike the angry and complaining. The nearer a man comes to a calm mind, the closer he is to strength."

Next up, **Eddy Quan** is partial to piping hot coffee, and that is how he advocates the pitching of ideas on the Internet to make money – brimming with steaming hot conviction.

Michael Blanding follows and makes a good case for money buying happiness which he equates with a life with less stress.

Finally, in our regularly scheduled column on the environment, we have a roundup of the animal kingdom which ain't doin' too well.

Thanks for reading, and may Allah bless us all, ameen 🙏

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feedback 😊

Feedback for Results: A Leader's Guide to Giving Feedback

By Robert Glazer | 7 min read

Last week, I wrote about [why Chat-GPT](#), and AI generally, seems to take feedback more effectively than humans. But to be fair to humans, it's not a fair fight.

The fact is that, while some people are temperamentally better at taking critiques, giving and receiving feedback are skills just like everything else—and they're honed through practice. However, from what I have seen, we aren't really taught how to give and receive feedback well in most professional environments.

Most leaders I know want people to learn from mistakes and even criticism, but they don't know how to make that learning systemic in their organizations. The key is to build a feedback culture, which is synonymous with a learning culture.

The first step to building a feedback culture is to create a high degree of psychological safety. Many leaders, in attempting to model and encourage high performance, inadvertently

make the mistake of creating a culture where employees are afraid to [make mistakes or share failures](#).

Instead of making an example of people who make mistakes or punishing them publicly, it's better to reinforce that mistakes are a natural part of growth, and that they are acceptable as long as people learn from them. I have always loved the adage, "it's okay to make mistakes here, but it's not okay to repeat them."

Once psychological safety normalizes the discussion of mistakes, the next step is to ensure managers and leaders respond to those errors quickly and productively with effective feedback. Doing that requires some ground rules.

First and foremost, professional feedback should never take the form of personal or character critiques. Feedback should be focused on the specific behavior or actions of an employee, not their fixed characteristics.

For example, consider a manager who believes their direct report is not incorporating enough strategic thinking into their work. They can deliver this feedback in two ways; you'll

probably see which one is better:

- **Option A:** The manager tells their employee that they are not a strategic thinker and they must improve in that area to advance in the company. The manager thinks they're delivering helpful, if blunt, feedback. However, the direct report feels attacked, hurt and unsure what to do with this criticism. Worse yet, they don't believe they can improve.
- **Option B:** A manager gives their employee specific examples of where the employee's work was not strategic enough, and why it generated a poor outcome. The manager never describes the employee as non-strategic; they just focus on their behavior. Then, they help the employee understand how they can approach their work more strategically going forward, leaving the employee with clear steps to improve.

I have spoken with so many employees who still struggle with confidence years later as a result of a boss who criticized their character or personally insulted them. And I'd wager that many of those bosses didn't intend to insult their employees—it was just a byproduct of poor feedback practices. Character-based feedback doesn't motivate employees to improve, but it may compel them to quit.

While focusing on behavior, not character, is the golden rule of giving feedback, it's not the only one. Here are a few more tips:

- **Use the SBO Framework:** To ensure your feedback stays situational, use the Situation, Behavior, Outcome (SBO) Framework. Start by describing what happened (situation), then how the employee responded (behavior) and what the result of the behavior was (outcome). This illustrates the issue in a way that is

[based on actions](#), not personality traits.

- **Don't dance around it:** When you're nervous to give tough feedback, it can be natural to delay with small talk, or even compliments, to make the person comfortable. But when giving feedback, it's best to get right into it. I've learned to handle hard conversations by saying upfront "this is going to be a difficult conversation." It's direct, but it sets the expectation properly.
- **Ensure understanding:** Feedback can be hard to process, especially if you aren't clarifying things in a digestible way for the recipient. Once you've shared the critique, be sure to allow the person to ask questions and confirm that they understand what they need to do going forward. You should also follow-up in writing to confirm what has been discussed.
- **Be timely:** If you hold on to feedback for months waiting for an employee's performance review, this not only makes the employee feel attacked, but it doesn't help them change or learn in real time. Instead, use the 72-hour rule for feedback: deliver the feedback within 72 hours or just drop it.

It's also important to note that feedback is a two-way street. Even the most resilient people don't love hearing about their flaws or mistakes. That's why, just as leaders must be trained to give feedback, both employees and leaders must be [trained to receive it](#). Building [intellectual capacity](#) in an organization requires both sides of a feedback conversation to be fully engaged, effective and respectful ■

Source:

<https://www.linkedin.com/pulse/feedback-results-leaders-guide-giving-robert-glazer/>

3 Challenges Only Those Vibrating Much Higher Can Relate to

There's plenty of sunshine and rainbows until the weather changes



(Photo: Anjana Daksh)

By Kimberly Fosu | 8 min read

1. Feelings of Being Misunderstood

Suddenly, everything you say and do seems bizarre to your friends, who can't understand you anymore. They assume you've either lost your mind or you're on drugs. They won't understand that it's the sanest and the soberest you've ever been!

They will worry about you and tell you to snap out of it already. They'll be concerned about you and your new identity. But you won't care what your friends think.

Your family won't understand why you've suddenly changed and perhaps this is the biggest challenge of all.

They'll look at you as if someone else is inhabiting your body.

Everybody will wonder what in the world happened to you for you to change so much. Nobody will understand you. People will talk behind your back. They'll look at you funny.

You won't care what anybody thinks.

You will also be very concerned about them. You'll wonder why they're not waking up to see what you're seeing, but you'll learn not to judge them. You'll understand that everybody's journey is different and you'll focus on your own journey and how to become successful in the things that you're doing.

You'll quit all that doesn't serve you, including relationships, friendships, and jobs. You'll be misunderstood but you won't look back. You'll keep raising your vibration.

Your family won't understand why you've suddenly changed and perhaps this is the biggest challenge of all.

2. Nothing Resonating With You

Things you used to tolerate will no longer resonate with you. Old destructive habits won't resonate with you any longer. You will lose friends who don't understand or support your

new lifestyle. You will lose those who judge, criticize, and shame you for your new lifestyle. You will lose lovers who bring you down.

You will let go of anything and everything that drains your energy or holds you back.

As a result, you will stop doing anything which does not serve you. You will stop being mean to yourself and quit your negative self-talk. You will pay close attention to the thoughts you think and the feelings you experience.

Whether you like it or not, you'll start loving yourself.

As you search for freedom, you'll find yourself rebelling against the rigid rules and beliefs that make no sense, and you'll challenge those limiting beliefs about yourself.

You may quit the job that's stealing your precious time and energy and you may be forced to move out of your comfort zone. The universe will do that when your environment restricts you.

You'll want more out of life.

You'll start asking some of the deepest life questions that have been ever asked and existential crises are bound to happen many times throughout your life because of your need to find meaning.

You will find out there's indeed more to life than we are told, and when you search, you find.

It's a challenge when things no longer resonate, but you will find new things that resonate with your soul.

Things you used to tolerate will no longer resonate with you. Old destructive habits won't resonate with you any longer.

3. There's No End to Learning

A spiritual journey is an ongoing process. You never actually arrive somewhere.

You continue learning until the very last breath, so if you don't enjoy learning, it's going to be challenging.

You never stop learning, and you never stop improving. There are always new things to learn, new places to travel to, and new interests to discover.

You do not become enlightened either.

You will easily spot the spiritual egos of those who make such claims. You'll learn that we are not truly enlightened until we're dead and that the feeling of enlightenment you sometimes experience is a state of consciousness — one you move in and out of.

You could be in a state of bliss reaching beyond the skies today, while tomorrow you may be curled up in a fetal position on your bed in the darkness with shadows lurking behind you. That's just how the spiritual journey is.

The ups and downs are a struggle, but it's part of the process. The only time it's a flat line is when you're dead and until then you'll go up and you'll be brought back down.

The journey doesn't have an end or destination. Raising your vibration will reveal more layers to shed and more work to do.

There will always be new thoughts to think, new emotions to feel, new ideas to discuss, and new things to worry about.

The constant searching and the never-ending learning can sometimes be a struggle, but it's so much better than being in low vibration. You can weather the storm and get through all seasons when you are in high vibration.

Even though it's not always sunshine and rainbows, gloomy days can often be quite soothing, and the sound of rain is quite satisfying ■

Source:

<https://medium.com/mystic-minds/3-challenges-only-those-vibrating-much-higher-can-relate-to-442171f61d51>

A Stoic Response to Anger

A STOIC RESPONSE, WISDOM, AND MORE

“Keep this thought handy when you feel a fit of rage coming on—it isn’t manly to be enraged. Rather, gentleness and civility are more human, and therefore manlier. A real man doesn’t give way to anger and discontent, and such a person has strength, courage, and endurance—unlike the angry and complaining. The nearer a man comes to a calm mind, the closer he is to strength.” – Marcus Aurelius

By Daily Stoic | 4 min read

Something may happen today that upsets you. Someone might be rude, your car could break down, an employee might mess something up despite your very careful instructions. Your instinct may be to yell and get angry. It’s natural.

But just because it’s “natural” doesn’t mean it’s a good idea. Remember Marcus Aurelius’s observation, “how much more harmful are the consequences of anger...than the circumstances that aroused them in us.” Yelling might make you feel better for a second, but does it actually solve the problem? Of course not. Arguing with a rude person only offers them more opportunity to be rude. Getting worked up over car trouble doesn’t fix the car, it just raises your blood pressure. Berating an employee who messed up? Now they’ll either resent you or they’ll be more likely to screw up again in the future because they’re nervous and self-conscious.

As Seneca wrote in his essay on anger, “the best plan is to reject straightway the first incentives to anger, to resist its very beginnings, and to take care not to be betrayed into it: for if once it begins to carry us away, it is hard to get back again into a healthy condition, because reason goes for nothing when once passion has been admitted to the mind, and has by our own free will been given a certain authority, it will for the future do as much as it



chooses, not only as much as you will allow it. The enemy, I repeat, must be met and driven back at the outermost frontier-line: for when he has once entered the city and passed its gates, he will not allow his prisoners to set bounds to his victory.”

Your feelings are choices: You choose anger over calm; you choose fear over courage; you choose misery over joy. Which choice is more productive? Which punishes the chooser and which punishes the circumstance? Remember, circumstances do not change as a result of how angry you get at them. Because circumstances are not people.

Stop wasting your time (or breath) getting angry at things that are utterly indifferent to your feelings. Stop thinking that emoting at inanimate objects or situations or entities is going to change anything. It’s like that saying about taking poison and expecting the other person to die.

You’re not helping anything. In fact, anger only make things worse.

Every situation is made better by a cool head. Even powerful people who know that anger is a powerful and effective tool will tell you that there is a big difference between deliberately expressing your frustrations (to make a point, to motivate someone, to defend yourself) and flying off the handle. Without the ability to recognize and direct your emotions, you become a slave to them.

If this is the only thing you take from Stoicism, even if you ignore all the other great teachings, this one is enough to keep challenging you for a lifetime. It’s got enough value in it to change you for a lifetime ■

Source:

<https://dailystoic.com/stoic-response-anger/>

The Coffee Drinker's Guide To Making Internet Munny

By Eddy Quan | 4 min read



If you can appreciate a good cup of hot coffee, then you already understand one of the fundamental laws of making internet munny.

But first let me back up a little and show you how Twitter works.

You see, if there's one thing I've learned being on Twitter for these past 3+ years.....It's that **anyone** who has at least ONE good idea can build and profit from a Twitter business.

I know it sounds crazy but one idea is all you need.

And just to prove I'm not insane, here are a couple of simple ideas that people have turned into 6 figure businesses:

- Cooking and eating delicious food that's also healthy for you
- Avoid food cooked in seed oils
- Traditional advice for raising children
- Eating meat, spending time in the sun and lifting weights is the secret to longevity and anti-ageing
- The pandemic was a scam
- Copywriting isn't writing.... It's thinking

(Side note: bonus points if you can guess the brands who built themselves off these ideas hehe)

Now here's the secret....

None of these ideas are earth shattering or uber original....

Yet the people who promote them do it with a serving of piping hot coffee.

In other words, they promote their ideas with steaming hot CONVICTION.

Because when you truly believe in the power of your idea?

And you serve it piping hot to the Twitter world
They will guzzle it down like there's no tomorrow.
Just as I guzzle down a mug or three of steaming hot coffee every morning.

But here's the mistake most people make.

They have an idea they **think** is cool but since they're not 1000% convinced of the idea themselves?

The content they produce comes out lukewarm.
In other words, it tastes boring, lame and safe....
Just like an undrinkable mug of lukewarm coffee.

Don't believe me?

Go back to the list of ideas I pointed out at the beginning of this email and pay attention to the brands that promote those ideas.

Ignore how you feel about these ideas. It doesn't matter if you agree with them or not.

Instead.... Pay attention to the conviction by which they promote those ideas.

You'll find that all of the most successful brands say what they say with full belief and conviction.....

While the brands that never seem to go anywhere wind up being ignored and left untouched.

Just like the many cups of lukewarm coffee that have been poured down the sink or thrown into the garden never to be remembered again.

So if you're trying to build a brand and you have something you want to say?

Make sure you serve it up piping hot or don't serve it at all.

Hope that makes sense ■

Eddy Quan <eddy@eddyquan.com>



More Proof That Money Can Buy Happiness (or a Life with Less Stress)

It's not about the bigger home or the better vacation. Financial stability helps people escape the everyday hassles of life, says research by Jon Jachimowicz.

By Michael Blanding | 11 min read

When we wonder whether money can buy happiness, we may consider the luxuries it provides, like expensive dinners and lavish vacations. But cash is key in another important way: It helps people avoid many of the day-to-day hassles that cause stress, new research shows.

Money can provide calm and control, allowing us to buy our way out of unforeseen bumps in the road, whether it's a small nuisance, like dodging a rainstorm by ordering up an Uber, or a bigger worry, like handling an unexpected hospital bill, says Harvard Business School professor Jon Jachimowicz.

“If we only focus on the happiness that money can bring, I think we are missing something,” says Jachimowicz, an assistant professor of business administration in the Organizational Behavior Unit at HBS. “We also need to think about all of the worries that it can free us from.”

The idea that money can reduce stress in everyday life and make people happier impacts not only the poor, but also more affluent Americans living at the edge of their means in a bumpy economy. Indeed, in 2019, one in every four Americans faced financial scarcity, according to the Board of Governors of the Federal Reserve System. The findings are particularly important now, as inflation eats into the ability of

many Americans to afford basic necessities like food and gas, and COVID-19 continues to disrupt the job market.

Buying less stress

The inspiration for researching how money alleviates hardships came from advice that Jachimowicz's father gave him. After years of living as a struggling graduate student, Jachimowicz received his appointment at HBS and the financial stability that came with it.

"My father said to me, 'You are going to have to learn how to spend money to fix problems.'" The idea stuck with Jachimowicz, causing him to think differently about even the everyday misfortunes that we all face.

To test the relationship between cash and life satisfaction, Jachimowicz and his colleagues from the University of Southern California, Groningen University, and Columbia Business School conducted a series of experiments, which are outlined in a forthcoming paper in the journal *Social Psychological and Personality Science*, [The Sharp Spikes of Poverty: Financial Scarcity Is Related to Higher Levels of Distress Intensity in Daily Life \(pdf\)](#).

Higher income amounts to lower stress

In one study, 522 participants kept a diary for 30 days, tracking daily events and their emotional responses to them. Participants' incomes in the previous year ranged from

less than \$10,000 to \$150,000 or more. They found:

- Money reduces intense stress: There was no significant difference in how often the participants experienced distressing events—no matter their income, they recorded a similar number of daily frustrations. But those with higher incomes experienced less negative intensity from those events.
- More money brings greater control: Those with higher incomes felt they had more control over negative events and that control reduced their stress. People with ample incomes felt more agency to deal with whatever hassles may arise.
- Higher incomes lead to higher life satisfaction: People with higher incomes were generally more satisfied with their lives.

"It's not that rich people don't have problems," Jachimowicz says, "but having money allows you to fix problems and resolve them more quickly."

Why cash matters

In another study, researchers presented about 400 participants with daily dilemmas, like finding time to cook meals, getting around in an area with poor public transportation, or working from home among children in tight spaces. They then asked how participants would solve the problem, either using cash to resolve it, or asking friends and family for assistance. The results showed:

- People lean on family and friends regardless of income: Jachimowicz and his colleagues found that there was no difference in how often people suggested turning to friends and family for help—for example, by asking a friend for a ride or asking a family member to help with childcare or dinner.
- Cash is the answer for people with money: The higher a person's income, however, the more likely they were to suggest money as a solution to a hassle, for example, by calling an Uber or ordering takeout.

While such results might be expected, Jachimowicz says, people may not consider the extent to which the daily hassles we all face create more stress for cash-strapped individuals—or the way a lack of cash may tax social relationships if people are always asking family and friends for help, rather than using their own money to solve a problem.

“The question is, when problems come your way, to what extent do you feel like you can deal with them, that you can walk through life and know everything is going to be OK,” Jachimowicz says.

Breaking the ‘shame spiral’

In [another recent paper](#), Jachimowicz and colleagues found that people experiencing financial difficulties experience shame, which leads them to avoid dealing with their problems and often makes them worse. Such “shame spirals” stem from

a perception that people are to blame for their own lack of money, rather than external environmental and societal factors, the research team says.

“We have normalized this idea that when you are poor, it’s your fault and so you should be ashamed of it,” Jachimowicz says. “At the same time, we’ve structured society in a way that makes it really hard on people who are poor.”

For example, Jachimowicz says, public transportation is often inaccessible and expensive, which affects people who can’t afford cars, and tardy policies at work often penalize people on the lowest end of the pay scale. Changing those deeply-engrained structures—and the way many of us think about financial difficulties—is crucial.

After all, society as a whole may feel the ripple effects of the financial hardships some people face, since financial strain is linked with lower job performance, problems with long-term decision-making, and difficulty with meaningful relationships, the research says. Ultimately, Jachimowicz hopes his work can prompt thinking about systemic change.

“People who are poor should feel like they have some control over their lives, too. Why is that a luxury we only afford to rich people?” Jachimowicz says. “We have to structure organizations and institutions to empower everyone■”

Source:

<https://hbswk.hbs.edu/item/more-proof-that-money-can-buy-happiness?>

NATURE CALLING for ACTION STATIONS (NCfAS#15)

FAUNA FLOURISHING, BUT ALSO BADLY UNDER SIEGE



Flamingo Alert! Clifton urban forest on song!

Masood Lohar is the toast of Karachi, thanks to Shazia Hasan's priceless expose of the Lagoon and Urban Forest that he has painstakingly developed over a two-and-a-half years of sustained effort, investing his blood, sweat and tears as only a man can do when driven by extreme passion that passes for lunacy in some quarters.

Titled "Beauties of Nature find haven in Clifton urban forest" and published in Dawn on May 22, 2023, the piece is framed by a mesmerizing, breathtaking photograph of the Lagoon and Urban Forest with countless flamingoes abounding in a scene of serene tranquility. Fahim Siddiqi of White Star takes the credit for that priceless snapshot for which he must have surely and very stealthily waded into the forested part of the Lagoon like the seasoned 'shikari' that he is; only he shoots with a camera.

Poachers in the crosshairs

"The lagoon these days is attracting both the migrating greater flamingos and lesser flamingos. The greater flamingos, which are some five-and-a-half feet tall, need a bit of running space before taking off, like an aeroplane. And here we have the kidnappers, who spread kite strings in their strides, to make their long and thin legs buckle as they catch them," said Masood Lohar, sharing the woes of his very challenging mission with

"The lagoon these days is attracting both the migrating greater flamingos and lesser flamingos" – Masood Lohar, former head of UNDP-GEF SGP, coordinator Sindh Radiant Organization (SRO) restoring ecosystems & creating urban resilience

Shazia Hasan. Then there are the nova riche offering him substantial amounts of money to get them a pair of flamingos because they want to keep exotic animals at their place. Poachers, minus a conscience and blindly driven by profit, are a clear and present danger.

Masood counts 120 species of migrating birds and nesting birds, insects and animals here on this 220 acres of land that he has turned into an urban forest with an artificial lagoon and mudflats. This is now the largest biodiversity rich lagoon in Pakistan, he claims.

Sindh Radiant Organization

The Clifton Urban Forest began life on Jan 8, 2021 in close coordination with the Sindh government. It is a community-based voluntary initiative of Masood Lohar, who has formerly headed UNDP-GEF SGP, and now works from the platform of Sindh Radiant Organization (SRO) to restore ecosystem, create urban resilience and conserve the marine ecosystem of Karachi.

Sustainable Development Goals

Masood Lohar's work has now become a successful model of ecosystem restoration and covers Sustainable Development Goals such as eliminating hunger, providing good health and well-being, building sustainable cities and communities, taking climate action, helping life below water and life on land.

Masood has counted 42 different bird species and noticed three types of lizards, and his conversation is peppered with moorhens, cavendish plovers, lesser sand plovers, swallows, little stilts, black stilts, and the 12 species of butterflies, three species of honeybees and lots of beetles, all marvels of biodiversity.

Two internationally near extinction birds, the black tailed godwit and the Eurasian curlew, have been spot-

“There are recurring conflicts between the wildlife and community members as humans and wildlife compete for space and resources” – Kenya Wildlife Service (KWS)

ted here by birdwatchers who have also recorded the first-ever sighting of the crab plover in the lagoon.

De-stressing with Nature

Masood has planted some 700,000 trees of some 83 species, which include mangroves, water lilies and lotus out in the open sea to create the artificial lagoon and mudflats, writes Shazia.

“The forest opens into a beautiful lagoon, which connects you to the Arabian Sea. You hear chirping, you hear croaks, you hear whistles. You can see the horizon meet the ebbing tides. And that’s where you see the pink and white flamingos. There are also plenty of ducks afloat on the gentle waves.”

The flamingos require shallow water, the ducks deep water. “We have provided for both,” Masood tells Shazia. Explaining that although flamingos are indigenous birds, migratory flamingos are also arriving here from India on their way back to Europe, a rare occurrence indeed, given the damage done to the ecosystem and biodiversity thanks to so much reclamation around the coastal areas, and pollution.

Lions uncaged by Nature

Elsewhere in the world, in Sheikhpura, 6 Lucky Irani Circus lions were on the loose after a strong storm overturned their cage and set them free. With thousands of pilgrims attending the Urs celebrations of renowned Sufi saint Pir Bahar Shah, the fear and mayhem was understandable, reports The Express Tribune (May 19, 2023).

Five lions made their way to a nearby plaza and were caught while window-shopping. One resisted capture, however, and sought refuge in a house in Highways Colony, entering through the roof. The terrified family locked themselves in their rooms as two circus employees made the capture but not before being mauled and injured.

Clash of Civilizations; Lions lose

Six other lions were not so lucky in southern Kenya

when the Kenya Wildlife Service (KWS) reported that they were killed by villagers after they attacked goats and a dog near villages close to the Amboseli National Park (Dawn May 15, 2023).

“Unfortunately this is not an isolated incident as over the last week four other lions have also been killed.” KWS officials met with the local community to try to find a solution to recurring conflicts between the wildlife and community members as humans and wildlife compete for space and resources. The 39,206-hectare Amboseli National Park is home to some of the most prized game including elephants, cheetahs, buffalos and giraffes.

Elephants on the rampage

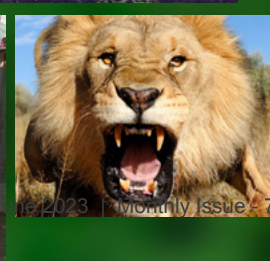
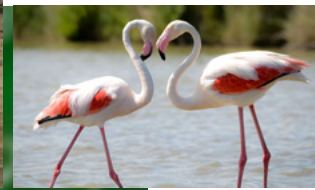
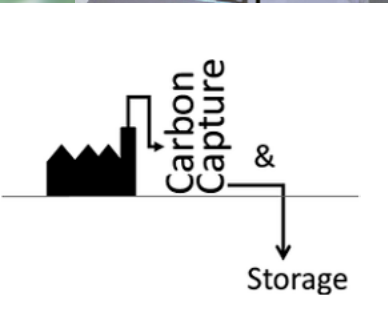
Also in the news are elephants, with Sri Lanka farmers protesting after elephants engaged in a hearty feast, ‘destroying’ crops (The News International May 17, 2023). Datelined TANTHIRIMALE, Sri Lanka, the report speaks of angry villagers storming a remote government office a day after a herd of up to 50 elephants ravaged farmers’ fields near a wildlife reserve and munched through nearly half their crops across seven villages in the island’s north.

Wildlife officials riding tractors and armed with rifles drove the herd away from villages with firecrackers. Farmers and other officials rushed to a school fearing the elephants could harm students.

No one was hurt in the incident, although about 50 people are killed by wild elephants each year and more than 250 elephants are also shot, electrocuted or poisoned by farmers.irate farmers brandishing placards stormed the office of divisional secretary Manjari Chandradasa in Mahawilachchiya, 240-km north of Colombo, demanding action.

Chandradasa, the chief civil servant in Mahawilachchiya, said wildlife authorities were planning an elephant drive next week to push the herd back to the Wilpattu national park. She said guards in the area had been armed about two years ago but the weapons were recalled because of misuse, a reference to game hunting for wild boar and deer in the area.

“About 50 people are killed by wild elephants each year in Sri Lanka, and more than 250 elephants are also shot, electrocuted or poisoned by farmers – The News International May 17, 2023”



“One thing, however, is amply evident. As human beings we have failed quite miserably in ensuring the survivability of our fauna, whether it is wild and free, or in captivity” – Adil Ahmad, author

Mourning Elephant Noor Jehan

Back home the verdict is that Elephant Noor Jehan died due to parasitic blood infection as per the autopsy report (The News International May 19, 2023). Reams have been written in the mainstream media about the trials and tribulations of Noor Jehan who died, and her companion Madhubala who is still around, and hopefully in good health with her tusk infection healed.

One thing, however, is amply evident. As human beings we have failed quite miserably in ensuring the survivability of our fauna, whether it is wild and free, or in captivity. As top predators we have ruthlessly dominated the food chain and quite literally eaten ourselves out of home and hearth. Can this trend be turned around is the question that will go a-begging when the world meets in Dubai for COP28 later in the year.

Carbon capture – going for the very long shot

Sultan al-Jaber, chief executive of the UAE's Abu Dhabi National Oil Company (ADNOC) and president of this year's COP28 climate talks, went on record during the “UAE Climate Tech” conference in Abu Dhabi Energy Center on May 10, 2023, saying that the climate math didn't add up without carbon capture, as per an AFP report in Dawn (May 11, 2023).

The Emirati oil chief leading this year's UN climate talks has said the world must get “serious” about new emission-capturing technology, rather than focusing only on replacing fossil fuels with renewable energy. Sultan Al Jaber said renewables such as solar and wind “cannot be the only answer”, especially in the steel, cement and aluminum industries, where emissions are particularly hard to reduce.

Unproven & expensive

While major oil producers Saudi Arabia and the United Arab Emirates are touting carbon capture and storage as a remedy for global warming, some experts caution that the nascent technology is unproven and expensive, and should not replace efforts to phase out hydrocarbons.

We need to phase out emissions; Al Jaber concurs, but reiterates his position that crude remains indispensable to the global economy and crucial to financing the energy transition. The debate between carbon capture and reduced fossil fuel use is shaping as a key battleground at COP28, beginning in November in Dubai, the UAE's commercial hub.

Understanding CSS & DAC

“Cost remains a barrier,” said Al Jaber, president-designate of COP28. Policymakers must provide incentives to companies to commercialize technological solutions like carbon capture and storage (CCS) and direct air capture (DAC). CCS syphons off CO₂ pollution from energy production and heavy industry and stores it underground, thus preventing it from entering the atmosphere. By contrast, direct air capture — still in its infancy — removes CO₂ directly from ambient air,

“The estimated new adaptation cost of \$1 trillion annually will not be an easy commitment to secure” – Aisha Khan, chief executive, Civil Society Coalition for Climate Change”

which makes it a “negative emissions” technology. Some environmentalists are skeptical about the focus on carbon capture, with Rex Weyler from Greenpeace last year labeling it a “scam”.

Leveraging COP28; getting Pakistan specific

Meanwhile, Aisha Khan, chief executive of the Civil Society Coalition for Climate Change, has minced no words in her piece in Dawn (May 16, 2023).

“This is an opportunity to ramp up pressure on new international climate commitments to contribute to a Loss and Damage (L&D) fund, by mobilizing commitments for making a path-breaking pledge for the Green Climate Fund's replenishment. The COP28 president-designate, Dr Sultan Al-Jaber has already expressed his concern on the delay in the delivery of \$100 billion pledged in 2009 and its diminished value after 14 years. The estimated new adaptation cost of \$1 trillion annually will not be an easy commitment to secure.” The list of essential actions is long ■