

Swanvesha

APRIL 2026

◇	<u>TALLY HO</u> Welcome notes	PG. 2
◇	<u>MUSINGS</u> The Geopolitics of A.I.	PG. 3
◇	<u>NOVELLA</u> Metamorphosis Vs Growth	PG. 4
◇	<u>CORPORATE CULTURE</u> iOS	PG. 5
◇	<u>HASTA LUEGO</u> Thank you	PG. 6

“April has put a spirit of youth in
everything”

–Shakespeare – The Tempest

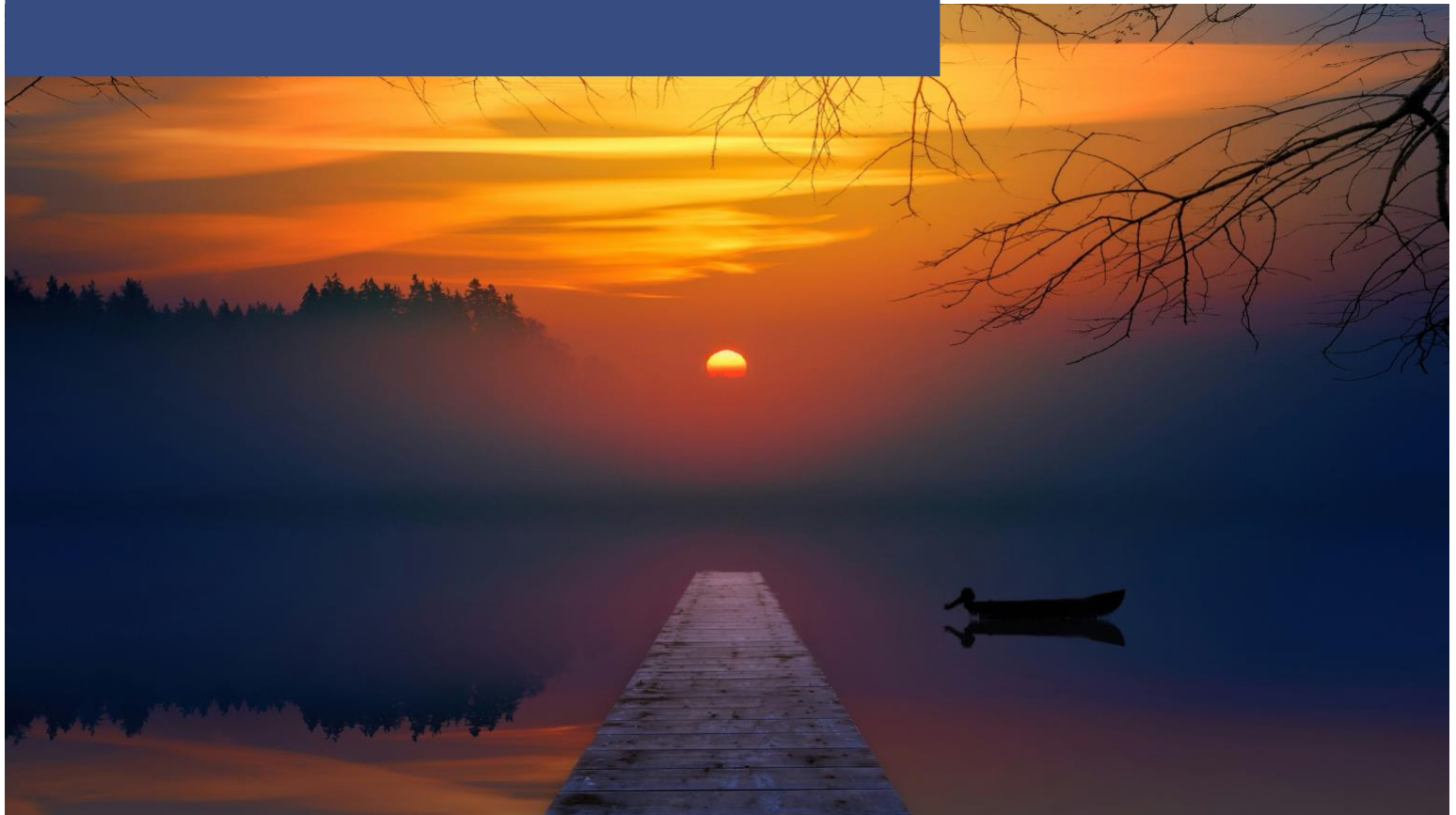


WELCOME TO SWANVESHA

Swanvesha (Swa-Anvesha, Sanskrit for *Self-Inquiry*) offers insights, stories, and actionable strategies to help leaders grow and adapt in an ever-changing world. Stay informed, inspired, and lead with purpose.

Photo by [Annie Spratt](#) on [Unsplash](#)

TALLY HO



WELCOME NOTES

April symbolizes renewal and growth — a fitting frame for this edition, which traces change across three different lenses. Under ***Musings***, I share a review of a book on the geopolitics of AI and how major blocs are using it to shape their narratives. In ***Novella***, you'll find Franz Kafka's masterpiece *Metamorphosis* and my perspective on transformation in humans and corporations. Finally, in ***Corporate Culture***, I explore the iOS (Internal Operating System) of an organization and why understanding it matters. Together, they reflect April's spirit of renewal — not as something abstract, but as a lived process of thought, change, and growth.

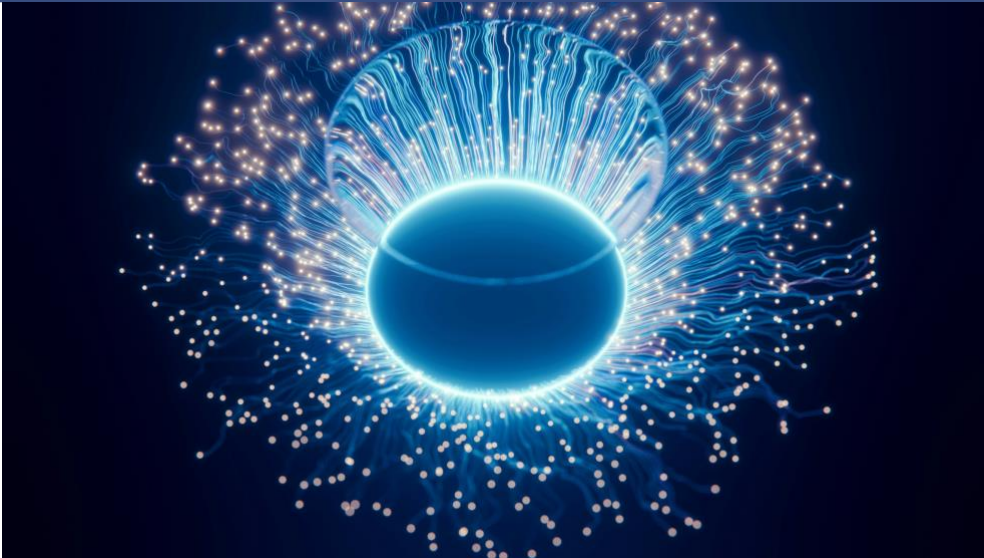
I am an Executive and Leadership Coach. Connect with me on my website www.swanvesha.com for more resources or write to me at swanvesha@gmail.com. Happy reading.

Photo by [Johannes Plenio](#) on [Unsplash](#)

Musings



THE GEOPOLITICS OF A.I.



Artificial intelligence is no longer just a technical frontier — it's a stage for a global contest of ideas. In the book, *Geopolitics of AI - Power, Conflict, and the Future of Global Order*, Dr Hal Brands argues that, how countries approach AI reflects deeper beliefs about how societies should be organized, governed, and led. The race isn't just about speed or innovation; it's about influence, control & the kind of future nations want to shape.

Brands outlines **four distinct approaches** emerging around the world:

- **The U.S. Model** – Innovation is largely market-driven, powered by private companies and venture capital. Progress is fast, competitive, and decentralized, but this comes with risks — the biggest tech players hold significant sway, and oversight can lag behind development.
- **The Chinese Model** – Here, the state sets the direction. Industry, government, and data infrastructure are tightly aligned to support national goals. This enables rapid scaling, but privacy and individual freedoms may be limited.
- **The European Model** – Ethics, regulation, and human rights take center stage. AI is designed to be trustworthy and responsible, prioritizing standards and accountability over speed. The trade-off is slower innovation, but stronger guidance for global norms.
- **The Global South Model** – Countries in Africa, Latin America, and parts of Asia focus on using AI for development and inclusion. The emphasis is on practical social benefits rather than global dominance, though they often rely on technology shaped by other regions.

The broader insight is that AI is already a **geopolitical instrument**. Rather than a single, unified system, the world may evolve into a patchwork of approaches, each reflecting different priorities and values. Which model succeeds — or whether they coexist — could shape economic competition, alliances, and the balance of power in the coming decades.

My humble take is that this is also a broader conflict between states and markets. Since the IT revolution, markets have become even stronger than nation states. Nations no longer have full control over its citizens. Data and information flows beyond their physical borders. With AI, the struggle will move beyond this, into who shapes the rules of the future: states, markets, and the very architecture of global influence.



“The Metamorphosis” by

Franz Kafka is widely considered one of the most influential works of the 20th century. It tells the story of Gregor Samsa, a traveling salesman who wakes up one morning to find himself transformed into a “*monstrous vermin*.” Yet, despite this grotesque change, his feelings, fears, and sense of responsibility remain the same.

When his family and employer see him, horror replaces familiarity. He is confined to his room, reduced from provider to burden in their eyes.

Over time, rejection replaces dependence. Realizing he is no longer wanted, Gregor loses the will to live and dies alone—while his family, relieved, looks ahead to a brighter future.

The story is often linked to existentialism—the idea of finding meaning despite the absurdity of existence. It’s not a view I fully endorse. However, it offers a lens that is strikingly relevant to the corporate world.

We often celebrate transformation in organizations—the promotion, the new title, the expanded mandate. It looks like metamorphosis. But much like Gregor, who changes outwardly while remaining the same within, most professionals carry the same fears, instincts, and patterns into their new roles. The external shifts are visible; the internal ones are assumed.

So, the existential question to ask is, “***if nothing inside you has changed, what exactly has transformed?***”

I’ve seen this over and over: a newly promoted manager inherits a team, a budget, and expectations—but the same doubts, habits, and reaction patterns from their previous role travel with them. Just like Gregor, they feel helpless—not because of their fault, but because they assume they are automatically ready for the new responsibilities. They don’t realize that managing people, handling budgets, planning strategically, and independently managing clients are all skills that must be learned.

The ones who notice this, inquire about what they need to do, so that the metamorphosis isn’t just external, but actually grows from within.

That, right there, is *Swanvesha*.

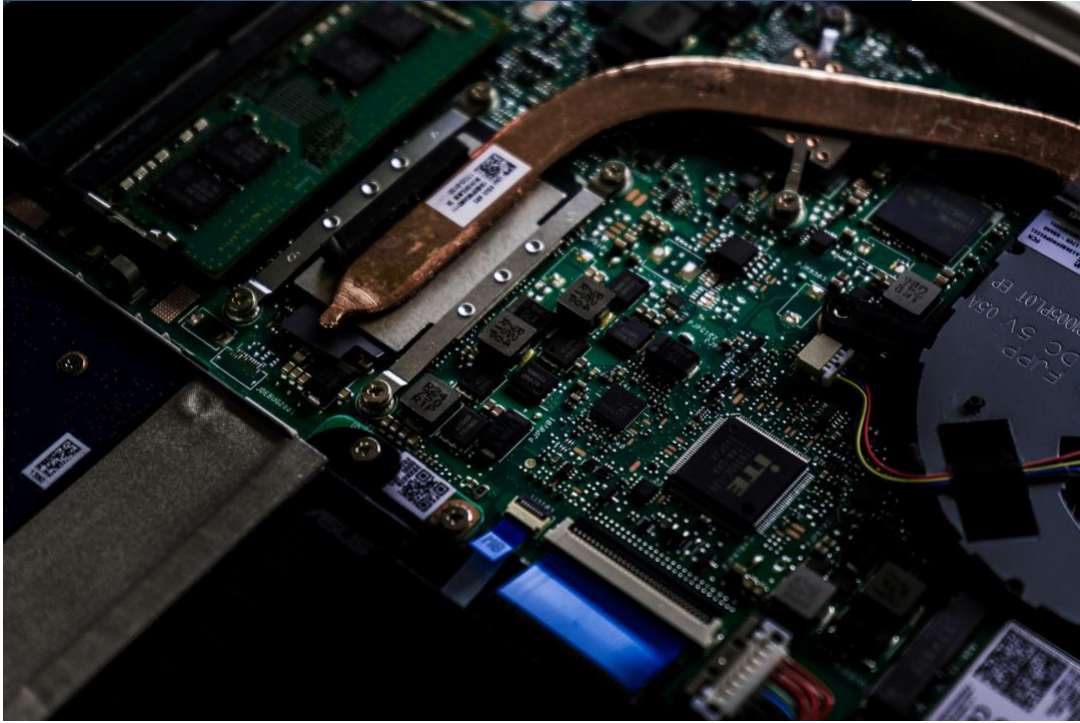
Photo by [Zoltan Tasi](#) on [Unsplash](#)

Corporate Culture



IOS

Every organization has an Operating System (OS). It is made up of interacting departments, defined structures, and a set of rules that bring everything together into a unified whole. It is shaped by its environment and expressed through its processes and functioning. But when you hear someone say, “*this is how the system works.*” Or “*this is how things are done here*”, they are not referring to this system.



Underneath the OS, there is an iOS, an Internal Operating System. This is the system that decides

- How decisions are really made (not how they're supposed to be made)
- Who has influence vs who has authority
- What actually gets rewarded vs what is said
- What people fear, avoid, or optimize for

The consequence of ignoring this iOS is

- Good people fail in new roles
- Change initiatives stall
- Leaders feel “something is off” but can’t articulate why
- Organizations keep “restructuring” without real change

The question then is: do you understand the system you are in—or are you being shaped by it? Until you see it, you will continue to operate within it, not influence it. But once you do, you’ll start noticing patterns in everyday language—the phrases that reveal how the iOS really works: *Stakeholder Management, Influencing, Collaboration...* You get the idea.

Now, at this point, if you feel this is about highlighting negativity, that is not the intent. Every organization—by design—operates through both the systems. Even the most positive outcomes are shaped by them. The point is simple: nothing you want to achieve happens in isolation, even when it feels like “just doing your job”.

The value is not in resisting the iOS, but in being aware of it. Because awareness creates choice. And choice is what allows you to move differently within it.

And that is what makes a TEAM—Together Everyone Achieves More.

Photo by [Artiom Vallat](#) on [Unsplash](#)

Hasta Luego



THANK YOU



THANK YOU

Thank you very much for reading my newsletter. I hope you enjoyed it.

Before I sign off, if you wake up tomorrow transformed into a giant beetle, at least you'll have plenty to think about over your iOS – coffee.

Stay curious.

Photo by [Alexas_Fotos](#) on [Unsplash](#)