



Sadhana Educational & Empowerment Foundation's (SEEF)
**Sadhana Centre for Management & Leadership Development
(SCMLD)**

Seminar: “**Learning from the Leaders**” - Series I

Theme: “**Management Challenges and Concerns**”

Venue: **Sun 'n' Sand, Pune** | Date: **27th & 28th April, 2005**

APPROACH PAPER

Dear Sir / Madam,

In the present and emerging context, even to survive - be it people or organizations - each has to perform. And perform superlatively and extraordinarily. However, is mere survival our objective? Or should we aim at thriving and growing? According to us, if the objective is to survive only, we are on the defensive and life is a struggle throughout. And struggle saps energy. Also there is the constant fear and perpetual anxiety to save oneself from perishing. Then, we believe, it is better to perish than live in pain, anxiety, fear and being defensive.

On the contrary, if the objective is to thrive and live in success, one must design and implement success by being optimistic, taking risks and working hard, proactively. Success has to be scripted and delivered. Here one has to free oneself from the fear of survival by challenging the self itself. Competition is not with an outsider, but with oneself to improve, improve and improve to be better and better and better. Success is self-powered. It is the outcome of relentless action. It is determination demonstrated by right and quality action. It is outperforming oneself every day. One must be positively dissatisfied wanting to change for the better, to give one's best and / or effect change so that the best is delivered to one and all. This is the genetic code of success. This is equally true for organizational excellence. Survival syndrome is a definite prelude to losing whereas a passion to thrive guarantees success. This driving passion converted into determined action produces a distinctive species called WINNERS - be it people or organizations.

Furthermore, it is people who operationalise and synergise all functions of management. Therefore, the objective of these Panel Discussions is to bring together people of wisdom and expertise from functionally and experientially diverse backgrounds to share and discuss how to make these functions more dynamic and driven in the existing and emerging context.

The purpose is to create an opportunity to learn from each other. For the students and all of us at SCMLD, it is to learn from practitioners to effect necessary changes into the curriculum so that the two years' efforts at grooming and sculpting the students take them closer to the realities as against mere theoretical knowledge.

Therefore, we would request the Panel Members and the Chairpersons to keep this as a background while preparing to share their experiences with the audience consisting of management students, teachers, professionals and industry participants.

Looking forward to the honour of having you amongst us.

Yours Sincerely,

M.S. Pillai

Founder Director, SCMLD

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