



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

Seminar: **“Learning from the Learned”** - Series X

Theme: **“Leadership of ACTION vis-à-vis Leadership of NOISE, EXPECTATIONS and EXCUSES”**

Venue: **Pride Executive, Pune** | Date: **14th & 15th March, 2015**

CONCEPT NOTE

Dear Sir / Madam,

SCMLD is an unconventional initiative in Education and Training. We practice absolute transparency in all our actions and transactions. We do not select our students. We communicate what we are. Prospective students are advised to apply only if their heart resonates with what we stand for and strive for. It is a self-selection process for them to join a journey of one / two years with us to discover themselves and also become employable / entrepreneurial, following the path of truth, ethics and values. Hence we do not induce or entice anyone to join us. However, once one joins by one's own will, we expect 100 percent honesty, good conduct & behaviour, punctuality, attendance and involvement in all learning processes - yoga, pranayama, meditation, out bound trips and in all the academic and other learning by doing experiential activities / processes.

Also, we facilitate earning while learning work opportunities between 12:45 p.m. and 04:45 p.m. for those who are keen and / or need pocket money. Community work, selling wares being footpath vendors, visiting orphanages, old age homes, cremation grounds, govt. / municipal hospitals, agricultural fields, villages, mandis, modern factories, newspaper and milk vendors at 04:00 / 05:00 a.m., etc. are regular features to sensitize and make them realize certain realities and to stop grumbling.

We the staff, faculty, director and students clean / sweep the road in front of our campus and the lanes around it, every day since 2004 when SCMLD was established. We believe that, not only the inside of our compound walls belongs to us but also the outside. Without the outside there cannot be inside. Both belong to us. Lifting one kg. of garbage outside in public helps us drop one ton of our ego and superiority complex. It also upholds the dignity of labour. Today the paper qualified elitists carry a lot of ego and ignorance over the illiterates, the poor and those who are not from elitist backgrounds. On the other hand the unfortunate ones, denied of proper education, suffer from inferiority complex / lack of confidence. The really educated are not supposed to have any ego or feelings of superiority or inferiority. That is, real education must be reflected in the

behaviour, work and work-ability of the educated. That is rare today. Our productivity and quality including quality of behaviour are nowhere near world standards or as desired and required.

We can also see ego of caste, community, religion, knowledge, age, experience, money, name, fame, position, possession, qualification, etc. all around. This superiority complex divides and stratifies the society. Instead of harmonious, collaborative, contributing, respectful and dignified co-existence, we see conflict and arguments everywhere, that too on trivia. We seem to think that by talking and making noise things can be set right and problems solved / prevented.

In our prospectus we write that we are looking for 'soulful', hardworking, honest and truthful learners. Soul-lessness cannot take us anywhere despite all our intellectual analysis and solutions. Today all the large scale scams, conflicts, fraud, corruption, etc. are mostly initiated or engineered by the so called educated intelligent or intellectually superior and powerful people. Hence we presume that most of the so called educated are only paper qualified and not really educated. Furthermore, for us Failure and Success are not material but Purpose is. Thus SCMLD is a 'Work In Progress Leadership Gurukulam' to sculpt out inspiring performers and action leaders of commitment and concern. We are doing what we can in a quiet way. May be a few of our students turn out to be real leaders in their chosen fields.

As stated above we are striving to develop extraordinary performers out of the ordinary and the less privileged because the fortunate ones can afford to go to elitist institutes or the so called make belief centers of excellence. According to us education must facilitate development of healthy, happy, wealthy, contributing, rational, responsible and giving citizens. Then only the country will be a clean, green, secure, safe, strong, harmonious, peaceful, happy, progressive, synergized, integrated and enriched superior nation. It may sound rhetoric. However, we are doing what we can, to develop around 100-120 such youngsters every year. We are seeding them with these ideals, ideas, knowledge, awareness and skills as much as we can. May be 3-5% of them will turn out to be working and living by and for this dream. One seed buried in the rightly prepared soil, and nurtured, can generate probably a million seeds of the kind. SCMLD is such an earnest and humble effort to develop a few, and sprinkle them across to multiply themselves. We facilitate germination of leadership. Rest is left to them to generate and regenerate to the next levels as they grow themselves.

We are doing what we are doing due to what we see today. The current education system in our country is mostly memory testing and information centric rather than Learning & Development oriented. Marks and grades have become the be all and end all of education. Emphasis is on qualification, not quality and purpose. 80 - 85% of graduates are neither employable nor entrepreneurial or skilled to do any productive work. Out of the 15% most of the graduates want only jobs of great comfort, not challenges. Engineers prefer not engineering jobs but anything

else where comfort and more money are available. Parents want that their wards must enjoy a comfortable life (campus life included) without any difficulties, stress or problems. Everyone wants employment with all kinds of freedom, fun, frolic, benefits, perks and privileges. However, there are only few to take responsibility for the delivery of outcomes. Also none wants to be accountable. Passing the buck is the game being played.

Employers employ all kinds of wooing, head hunting, poaching, etc. promising heaven on earth, for the so called brilliant and the cream of the crowd. Those who are not able to attract the cream and the proven with great employer branding keep whining that the education system is bad, it does not produce ready to work employees for them, etc. Those who attracted the cream bemoan that they are not able to retain them forgetting that they attracted them with all kinds of material baits. Naturally they will look for masters who would give them better bites. Employers of all kinds believe that the not for profit educational institutions tethered by all kinds of obstructive, restrictive and restraining regulatory system, bureaucracy, artificial scarcity creating vested interest driven policies, are meant to produce straight jacket fitting performing workforce for the for profit only organizations. The policy makers keep prescribing uniform systems and processes to develop unique and creative individuals. In short, everyone expects the other to do things right for one's comforts and convenience and as one pleases.

In fact, our country is excuses galore for all failures and not happenings, and everyone makes noise whenever one gets a chance and an audience. In fact, we are the country with maximum number of advisors, coaches, guides, gurus, motivational speakers (not doers), mentors, champions, consultants, commentators, committees, commissions, conferences, symposiums, teachers, temples, churches, mosques, ashrams, films, chatting channels, mobile phones, cricket fans, celebrations, celebrities, NGOs, activists, events, arguments, conflicts and disharmony. All noise and little substance or anything substantial although there are exceptions in every field.

There is all freedom for the mighty, muscular and money bags, and for the powerful and the glamorous. The middle class keep whining and resort to candle light vigils and keep consuming whatever is labelled and launched. The poor and the destitutes continue to be so. The youth, the so called demographic dividend - gets distributed in malls, multiplexes, McDonalds, parking lots of the college grounds and not into any productive work / activities. The unlucky ones go through the mediocre college education with no choice at all but mobile phones, WhatsApp, iPod, iPad, and cricket etc. are there for them to waste time or pass time as their pastime. Parents have their own complaints and concerns and expect teachers and principals to transform their wards without giving any stress although over-fed, over-protected and spoilt by they themselves. Poor parents and students have no choice anyway.

The above are not to paint a negative picture of the country. But 80 - 85% youth not employable and passionate means there is something really wrong. Then what is education for? What are

educationists for? What are the policy makers and regulators for? In fact, we have talkers aplenty. Naturally what you sow will be reaped and thus the system is creating talkers, not doers. The country needs doers – excellent doers who are soulful, knowledgeable, skilled, passionate and being more human and self-inspired & motivated. Education needs to facilitate that. Noise, Expectations, Excuses, Accusations and Arguments won't help. We must do things right and right things.

In this context, SCMLD engages its students 10 – 12 hours a day in one or the other activity for them to learn and not waste their time and energy. We engage them in productive activities for their own benefits. What benefits them will benefit the country and vice versa. Education and educating are a very highly responsible calling. It is not a job. We as a country has forsaken the sacredness of education and its purpose.

One of the many activities given to students of SCMLD to do and learn is to organize guest sessions of practitioners, once every three months. This Pre-convocation seminar and Convocation are the last in the series. In this we expose them to those who do / did things and made a difference in their arenas of action. Hence, our request to you to share your story, learning, experience and the journey, so that they realize that it is possible to Do things and CAN DO things right and right things, if one wants to.

The above are our views. There are millions of genuine doers in the country. But as compared to noise makers, the doers are only a small number. You are not to accept our views at all. You are at absolute liberty to differ with our views and address the audience as you choose. Our objective is to give them as much variety and alternatives so that they can choose their journey as they feel right and proper.

Our suggestion is to avoid any theoretical prescriptions or advises because we have given them more than enough of that. Also, the youth today are averse to sermons and advises. Google is God of all information today. Just your story, your work, the challenges faced, pains undergone, the excitement, the experience and what you have learned and what you are doing and why etc. will suffice so that they understand that painstaking efforts are required to achieve what one wants to achieve it right; success & achievements are not available off the shelf in a retail format and that one has to work for it and work only will work, not wishes, expectations, noise and arguments.

Looking forward to the honour and privilege of your being with us and learning from you and thanking you,

Yours Sincerely,

M.S. Pillai - Founder Director, SCMLD