



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

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

Theme: **“Creating Work Ready Work Force - Wisdom from the Wise & Experienced”**

Venue: **Queen Mary's Technical Institute, Pune** | Date: **2nd & 3rd February, 2013**

CONCEPT NOTE

Today, there is an acute shortage of right fit people for work. However, there are millions seeking jobs. “I, me, myself and what is in it for me” attitude directs the mind of most of the job seekers. “How can the best out of employees be taken, the business, valuation of the company, return on investment - all at the lowest possible cost dictate the mind of employers. They hunt for the experienced and competent. As regards student job seekers they look for the smart & reasonably work ready. Both are in short supply. The experienced & competent entail paying premium prices. The smart gets in only to get out soon. For them delivering organizational work is not a concern as compared to own likes and dislikes. Career counsellors say that people must do what they love to do. But can business and industry or agriculture create customized jobs? Aptitude cannot be confused with likes and dislikes. All these add to the cost of sourcing, on boarding, deployment and retention.

However, there are millions out there with potential and talent not yet uncovered. In the search for the instantly work ready smart & experienced, very few employers notice the vast reservoir of potentials willing to do any work existing below the so called creamy & sophisticated choosy upper layers. According to me, if the money spent on head hunting, on boarding and retention etc. is spent on uplifting the ones with potential but not conspicuous otherwise, and nudge & nurture them, that effort and initiative will beget a more loyal and committed work force. The vast majority of the youth who need jobs and ready to work, given an opportunity, is in this category. They have to be empowered and made productive. This initiative by employers is essential because our existing education system cannot produce work ready skilled HR. Changing the education system is not easy to come by any time soon. School educators create standardized paper qualified HR out of the naturally creative and uniquely talented children in 10 years' time through an easy to do rote learning system. Colleges are meant for “lecturing”, fully knowing that lecturing is only informational and do not facilitate learning. Work ability / competencies cannot be developed by “lecturing” and paper-pen examinations. Exceptions are there but very few. Hence, the demand supply gap is widening as far as skilled and proficient work force creation and availability are concerned. India is people abundant. But its grooming is absolutely lopsided and

bereft of vision. Therefore, it cannot be considered as a resource if we wish to be forthright. Unemployable people cannot be called resource.

According to me, 'work' ability building requires, first of all, a clear understanding that the terms, work, job and employment are not the same. People, policy makers, businessmen and employers must understand that, that there is no shortage of work in India. There are all kinds of work to be done. But people are not there for work. Second, competency building requires imparting of specific & appropriate knowledge, aptitude assessment, attitudinal positivity, skills, health & healthy habits, integrity, spiritual wellbeing and so on. Performance means delivering all these as high quality work outcomes. For producing excellence skilfully, continually, joyfully and purposefully, we need inspired and skilled HR for all round economic prosperity / growth.

Naturally education to be effective and useful for the society, country and also self & family, it has to be work enabling, entrepreneurial and vision & mission driven. As employees, people must be entrepreneurial for the enterprises in which they work, to grow and serve the society. Entrepreneurs / employers must work as servants of the enterprise's purpose of offering services and / or products of best quality at lowest cost but of value to the people and society. Educational institutions must be reservoirs and supply lines of best fit work force for business, industry, agriculture etc. At the same time business & industry must also become human institutions, by on boarding, nurturing and facilitating expression of talent at work, for those who are not in the best of schools, colleges and institutions. Managing desired benefits / profits / progress / growth through people productivity is a strategic necessity. This requires sincere and serious industry-institute involvement and partnership at all levels. Not by policy changes but forced by circumstances, this approach is gaining momentum already.

Despite hurdles India must succeed. For that every Indian must succeed. Without every able and willing ones working hard & right and without business, industry and agriculture, success-individual & collective is not possible. Right education & skilling is the foundation for economic and social wellbeing.

At SCMLD, from 5:00 a.m. to 10:30 p.m. we keep the students engaged in "learning" with sufficient time allocated for yoga, pranayama, aerobics, intellectual inputs, reading, discussion, being in the field, comprehensive & continuous evaluation, training, workshop, cultural events etc. including a power nap in the afternoon. The SCMLD credo and the copy of an article on SCMLD (Business India) enclosed herewith will give a glimpse of the SCMLD's approach to grooming youngsters. SCMLD is a process driven institute. It is not a lecturing entity. We lay great emphasis on integrity, hard work, ethics, human values and spiritual uplifting. Ours is a humble effort to create a model HRD initiative relevant for the ordinary to become extra ordinary

performers in a dynamic environment. Ordinary doesn't mean absence of potential. It needs to be unleashed. More than 99% of the youth of India is in this category because of lack of right education and skilling. Unless they are skilled the shortage side cannot be addressed.

One of the components in our holistic approach to grooming is a quarterly seminar where in 30-40 practitioners address the students sharing their wisdom gained out of their experiences. This is to enlighten the students that knowing is not same as learning, learning is not same as doing, and doing is not same as performing. Performance delivery requires initiative, integrity, working in teams, absence of ego, valuing time, authenticity, tenacity, hard work, discipline, painstaking efforts & motivation, purpose, learning will & ability and many other inputs / aspects. Practitioners can convince students more authentically & better on these as compared to academicians. As stated earlier, the SCMLD educational processes include aspects like Health-physical, mental, emotional and spiritual, healthy habits for effective utilization of time for work, relationship building, social contribution, family's financial independence & wealth creation etc. Most of the inputs are delivered experientially. Education delivery cannot be restricted to mere knowledge acquisition / information gathering and its reproduction. Evidence of education is in the behaviour of the people. Disciplined, responsible and desired behaviours of citizens demonstrate the quality of education of a country. Work is nothing but an objective driven required & learned behaviour pattern, and behaviours are responsive / reactive external manifestations of one's mental functions- learning, thoughts, feeling, perception, intellect and intelligence applied / automatic. Hence no education is education if it cannot create a work force of great integrity, commitment, competency and productivity by re-engineering the mind alongside knowledge and skills imparting.

We cherish you share your experience incorporating the importance of knowledge, health, habits, skills, etc. to emerge fit and work ready. They should earn personal wealth & wellbeing by working self-inspired contributing to the organizational ethos & objectives. It is not necessary for any speaker to accept the above viewpoints. Hence you can express your views and wisdom as you feel fit and proper so that the students go wiser and enlightened of the many & varied practical aspects of work, employment, entrepreneurship, business and the enterprises' requirements. You may like to divide your address in two parts viz. demands, responsibilities and challenges in delivering your functional roles / expected outcomes (marketing, sales, HR, operations, finance etc. as the case may be) specific to the business your organization is in (infrastructure, banking, retail, manufacturing, logistics, NBFCs etc. as the case may be). And then the knowledge, skills, habits, discipline etc. required specific to that function and sector / industry to be a responsible and contributing executive.

Yours sincerely,

M.S. Pillai - Founder Director, SCMLD.