



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

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

Theme: “**Productive Employees Creation for Delivering Profitable Performance Excellence**”

Venue: **Queen Mary's Technical Institute, Pune** | Date: **10<sup>th</sup> & 11<sup>th</sup> August, 2013**

**CONCEPT NOTE**

Dear Sir / Madam,

Today, all of us are aware of the tight economic scenario and the myriad problems the country is facing. There is crisis of leadership everywhere. Practice of ethics and values is hard to be seen or experienced. GDP growth is at its lowest in decades. This is the time people productivity, ethics, values, principle and governance are of paramount importance. Creating such driven and productive workforce is the responsibility of all concerned – policy makers, regulators, employers and institutions. Collaborative efforts are required to create competent and inspired Human Resource for all areas of economic activity, development initiatives, sustainability and growth for all.

The educational system is over regulated (controlled) and still in the exam centric qualification oriented rote learning mode. Most of the employers want ready to work Human Resource. However, most of the students are on campus but in canteens or elsewhere and not in classrooms, library or in any field learning processes. Campuses for them are entertainment resorts or for exams only wherein they reproduce someone else's information to score marks. Information is considered as knowledge. It is not the fault of students. They are brought up that way and the system does not demand responsibility, initiative, creativity, energized learning activities or excellence. Exceptions are there but very few. That will not meet the crying need of conscientious and productive workforce for economic growth and prosperity for and wellbeing of all. Raising productive Human Capital cannot be made possible by the existing schooling and higher education system. Radical changes are called for.

According to us, for a person to be productive, he / she must have appropriate and up to date knowledge, know how (application insights), skills to deliver that knowledge and know how as work outcomes, relevant aptitude and interest, positive attitude, sound health – physical, emotional, mental, intellectual, social and spiritual, healthy habits, energy, enthusiasm, ownership of the organization, process, product and people, citizenship driven self-discipline and behaviour, sense of responsibility, an uncluttered free mind, communication skills, interpersonal sensitivity, initiative, analytical and problem prevention and solving skills, team approach and

above all common sense. Integrity, authenticity, commitment, reliability, dedication, devotion to work, the 'can do' will, objectivity and learning attitude are also a must. May be we are expecting too much. But minus these, there cannot be managed growth for anyone – individuals, families, organizations or the country. Then let us continue grumbling. Simply put, we all concerned, in collaboration should endeavour to “create productive employees for profitable performance excellence” if we as a nation and people want to prosper and grow. We are convinced that it is possible to create such a work force if our educational system is re- designed and delivered to make that happen and the employers whole heartedly participate in the process. This can be achieved despite the rote and obstructionist formal system. Being in the comfort zone, feeling secured and hoping someone else will do the job, such a work force cannot be raised.

For creating such contributing citizen workforce, mere money, rewards, compensation and benefits, etc. are not enough. Those have limited motivational value. We need inspired and soulful workforce and employers. And we can do it if only we re- invent ourselves, renew ourselves and re- discover our real selves and facilitate others to re - invent themselves rather than copying, imitating and borrowing the jargonized so called latest from outside as far as Human Resource Leadership grooming is concerned.

People are our asset, strength, gift and also our liability and pain. It depends upon as we see, do, groom and are. Excuses and 'escapism' will only doom us. Knowing is not doing, doing is not performing and performing is not excellence. Excellence has no finishing line. Such striving has to be inculcated / triggered in each individual by parents, educators, trainers, seniors and employers as a mission and it is not difficult if there is a will to do it and policy makers encourage innovative processes in education rather than extending the past in the name of expansion and inclusion. Educators and employers need to lead the way by own efforts.

We also need to de- clutter the minds off the never ending negatives abundant in our country free of cost viz. fear, insecurity, anger, anxiety, hurt, guilt, jealousy, contempt, confusion, diffidence, conflict, hatred, grumbling, complaining, impatience, intolerance, faking, accusing, excusing, escaping, greed, arrogance, etc., as well. Once these intruders which got embedded in the minds thanks to the system, are off the mind what will remain therein will be positivity and the pristine creative substratum – love, kindness, compassion, respectfulness, humility, faith, care, conviction, integrity, generosity, sensitivity, rationality, logic, gentleness, genuineness, intuitive ability, soulfulness, truth, helpfulness, tolerance, acceptance, peace, quietness - the harmonious inner being we are born and gifted with. That is, the whole person and wholesomeness of the person has to be 100% engaged in work. Then work becomes worship. Mother at home is an example. When worker and work becomes one, excellence manifests itself as quality outcomes. India has the wisdom to educate and train this way and create such a workforce out of our people. But alas, the system makers and influencers are blinkered and the focus is on borrowing

not digging out our wisdom and creating techniques and processes to be employed at creating productive and inspired employees / workers – the real Human Resource. Everyone blames everyone and escapes responsibility by inventing alibis. Those of us who are really concerned are to take a lead in our own way.

We at SCMLD are trying our best to develop at least 100-120 such youngsters every year and offer them to business and industry. We are not afraid of failures as breakthrough accomplishments come out of many failures. According to us not attempting is failure ab initio. However, for us to succeed in this mission driven endeavour, we need your support and patronage. This seminar is one such step.

Thank you for your kind consent to share your experience and concern with us – the students, faculty, staff and a few parents.

Yours sincerely,

M.S. Pillai

Founder Director, SCMLD

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