



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

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

Theme: “**Developing Enlightened Leadership – Leadership that delivers**”

Venue: **Le Méridien, Pune** | Date: **13<sup>th</sup> & 14<sup>th</sup> April, 2008**

**CONCEPT NOTE**

Dear Sir / Madam,

Ascendancy of the evil forces and the all pervasiveness of that negative energy are of such intensity today that for the good and righteous, it is becoming an infinite struggle to remain honest, ethical and live truthfully. Unrestrained ambition for glamour, fame, name, money, positions, possessions or pleasures, is driving people crazy. Shortcuts are being accepted as the norm itself. Common man's life apart, this has serious implications when it comes to attracting and acquiring people and managing their performance in organisations and organised endeavours. Retaining people and motivating them for excellence, particularly the youth is becoming a Herculean task. The moral fabric of the society is also being torn apart. This society is the source of supply of manpower for all human endeavours. Employees are nothing but embodiments of the societal system.

Career wise, majority of the youth today want to be posted on Mount Everest without climbing by persistent and painstaking efforts. Everyone is chasing shortcuts to be quicker and faster to grab trophies without daily practice and playing hard. This is the manifestation of the lack of understanding the truths and fundamentals of life, work and 'living'. Employment is being mistaken as work. When employment and its perks, privileges and comforts are given precedence over work and its purpose, by the worker, his efforts will be more to appear good and working, rather than being good and doing and sustaining good work. Initiative, ownership, integrity, commitment, energy, enthusiasm and the urge to excel and being responsible will be conspicuous by their absence.

Rewards and incentives can at the most stretch employees to a certain extent. That will not lead to individual or organisational excellence. According to us, the employee who 'wants' to give his best and is best in giving his 100% is a leader employee. Difficulties and constraints are challenges for him. He is enthused and energized by his own unlimited and unconditional self-motivation. For him, organisation is his own and work and its outcome to be delivered, take precedence over employment and its material rewards. This is a function of the mind. How to bring about this kind of enlightened mind instilled with passion to work, across people in the

organisation / organised endeavour is the challenge of visionary leaders at the helms. Some have succeeded in forging this and channelising the human energy rightly towards desired action and accomplished collaborative success leading to collective good.

We believe that seeing triggers thinking and feeling and vice versa and seeing is a function of one's conditioning. Thinking and feeling triggers behaviour / action. Products, services, work, relationship etc are outer consequences of these inner seeing, thinking, feeling and values. Therefore, if we need quality outcomes - products, services, endeavours or enterprises, it calls for quality seeing, thinking, feeling and efforts. Mind-set re-engineering starting with the "quality of seeing" and excavation of the inherent being by chiselling out the cloudy thick accumulation alongside knowledge imparting and skill set building is the answer. 'Enlightened Self-Motivation' as against enticed/ induced/ incentivised limited stretching of oneself a little bit to earn a little extra, is the key to excellence/ success. Self-inspiration is the path to such leadership across - leadership of action - doing what needs to be done not what 'has' to be done to survive. The starting point is to change the seeing- seeing life, work, organisation, service, serving, relationship, profit, surplus, giving, taking, environment, human beings etc. from a new paradigm - a paradigm of truth, conscience, consciousness and cosmic realities, rather than from the paradigm of assumptions, beliefs and man-made myths and definitions.

The above is our understanding. How to make this transformation happen is what you may like to deliberate based on your insights and experience. We believe that, as long as organisations do not invest in time, effort, money and processes to develop transformational HRD systems as against the easy route of transactional HR, the hunting and poaching for talent will only continue, frustrating employers and employees at the same time.

Like water pollution, the source of supply of people - the society is contaminated. We can't help it. But we can distil what we take, to restore to its purity and instil leadership values and nurture continually to prevent re-contamination. If organisations with money, resources and expertise could transform its employees this way, it is transforming the society as well. One enlightened, truthful, dedicated and committed employee will build his family that way. That will be an inspiration for others. Education wise SCMLD is trying this out. Instances of our students enlightening the parents and siblings and they adopting the path of truth, transparency, godliness, holistic health, harmonious relationship, community sensitivity, non-violence etc. are many. That gives us the strength to continue with the small little work, we at SCMLD are doing.

If this approach is accepted, business organisations will become instruments of social transformation. At the same time profitable, cost effective and customer centric. This silent movement will be more powerful and effective than all the political noises and the tardy policy interventions. No legal sanction is required for investing in "transformational HRD" to create Leader Employees who will emerge extra-ordinary in performance. However, this paradigm shift

calls for conviction driven leadership at the helms. If not, it will be a utopia. Somehow, we believe that it is better to nurture that utopia amidst hypocrisy, jargons, conflicts, competition and poaching in a make believe world of empty words and sound bytes. At least dreaming about this utopia is joyful as it kindles hope and an urge to do a thing or two, rather than doing nothing or being in the crowd.

The country needs such individuals, organisations and processes. Can we do our bit for such enlightened leadership to be cultivated - be it schools, colleges, community or organizations? For business organisations it will be comparatively easier. If so, work place becomes a learning and grooming centre and organisation a learning organization; factories and companies, universities. This will be more impactful in terms of CSR than doling out some charity here and there. Make every employee of the organisation an enlightened leader within not to make others follow but to lead oneself - a good citizen and a responsible family man - the nation will get built and organisations will become institutions building the nation.

This is a stray thought. Kindly feel free to share your thoughts and experience so that our students go out of SCMLD believing 'yes, I can and it is possible'.

Looking forward to your support and with warm regards.

Yours sincerely,

M.S. Pillai

Founder Director, SCMLD