



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

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

Theme: **“From Human Resources to Resourceful Human beings: The Challenge to Change – Role of Institutions, Industry and Individuals”**

Venue: **Le Méridien, Pune** | Date: **1st & 2nd August, 2009**

CONCEPT NOTE

Dear Sir / Madam,

Out of our 25 years of experience in grooming youngsters for business & industry and looking around, we are finding that for most of the organizations be they in business, industry, government, or community service, it is becoming more and more difficult to have “resourceful and self-motivated” human beings to deliver the organizational purposes. In general, employment is considered as work. Whereas work is work done and outcome delivered as required. However, this is not the understanding or value system which governs employment and work places in our country, in general. Employees especially the modern youngsters, therefore cannot see purpose in activities and how the activities are integrated into finally delivering the purpose to its customers or beneficiaries. This paradigm has to change if we are to create a nation of productivity and prosperity.

Humility, capability to work with people, preparedness to face uncertainties, complexities and conflicts as unavoidable realities, out of the box thinking, ethics, values, integrity, transparency, ownership, respect & adherence to systems & processes, solution centeredness (rather than problem centeredness), objectivity, being communicative (as against being talkative), collaboration, cooperation and team working (as against being argumentative and divisive), compassion and empathy (as against being grossly individualistic), responsive rather than reactive, hard work with faith, mission and persistence as against (aspirationally looking to the horizon and without having obtained the wings and strength, jumping up to fly and ending up fluttering confused and aimless), risk taking, decision making tapping one's EQ / conviction, EXECUTION / IMPLEMENTATION ability, learnability, being accountable, responsible, ownership of the purpose, processes and people to be served, citizenship, opportunity & work seeking rather than comfort & convenience seeking etc. are the hallmarks of being resourceful and autonomous according to us. However, today employees expect to be served rather than their serving the purpose of the organization and its customers / clientele. This is not to say that there are no

resourceful employees, citizens, officials, community leaders or civil society people. They are there. But what is the percentage? That percentage needs to be multiplied. That too, too soon.

In this context, we as teachers, executives, entrepreneurs and citizens who want to make a difference through products, services or serving a cause, need to share our thoughts, views, experiences and see if we can have a path to change the situation to the extent possible through role modelling or otherwise. With this positive thought only we have conceived the theme. Now we look forward to learning from you- your experiences, thoughts, views, suggestions and strategies to effect that change.

The above view of ours is not to highlight that everything is bad. Nor are we being pessimistic. We are aware that the society and the formal & informal systems around shape beliefs and mind-sets. It is from that larger collective macro system that organizations get their people. However, if we cherish a better, prosperous, happy and harmonious world, organizations and people who make that world must be as such. Hence the importance of the subject theme. This is particularly important because governments, economic entities, religion and social sector organizations, media, etc. impact the environment - physical, mental, moral, spiritual, social, legal, political and so on. And, we believe we can make a difference if we want. Not only us, anyone can.

These are random thoughts which emerged out of our concern why in general most people are the way they are and our conviction that there must be ways to correct the course and direction. This may sound idealistic. But idealism based actions can only make path breaking course corrections. These being our views, you are at liberty to have your views and insights so that students are facilitated to think and discover themselves the path that they would like to take and offer what they want to offer as employees, employers, entrepreneurs and citizens.

Looking forward to your being with us,

Yours sincerely,

M.S. Pillai
Founder Director, SCMLD