



Mission: Vidya Sanskar

>> The Bigger Picture - Need for Grooming International Leaders <<



Keywords for Discussion:

Leadership in social context, Changing Global Dynamics, Expectations and Challenges, Globalization of Politics, Economy and Cultures, Capitalism and Nations, Bible based Western Leadership and Management and Eastern Hindu Philosophy, Vision for Vidya Sanskar

Overview

- Introduction
- Leadership with changing time & Context
- Current State of world
 - **Globalization and Convergence**
 - **Politics, Economy & Multi-Culturalism**
 - **Uni-polar world of American Corpratisation**
- Dueling Perspectives
- Expectations of Future from us
- Bible Based, and Eastern Philosophy based Corporate Management and Governance
- Teachings of Buddha for Social Leadership
- Mission Vidya Sanskar

Who is a Leader?

- **Name some International Leaders?**
Hitler, Churchill, Mahatma Gandhi, Nelson Mandela, Bush, Saddam, Kofi Annan, Laden etc
- **Who is a leader?**
A person who runs things? No that's a boss.
A leader may be a boss in some sense but not every boss is a leader
- **Dictionary Meaning:** A person who rules or guides or inspire others. It could be about Religion, Business or State. Right?

Leadership Theory

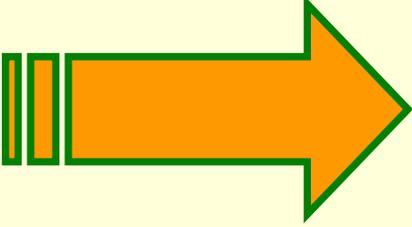
1. **Great Men are born not made:** They are God send, with a mysterious force to lead the world
2. **Leadership is character based:** Anyone with bravery, smart and mental toughness can be a leader. Obviously a coward is not a leader!
3. **Behavior based:** Due to personal events in life or even for family or social reasons
4. **Situational Leadership:** Environment or need of the hour create any person with required skill to do the task in hand, a leader of that time.

What do leaders do?

- **Don't mislead.** Hitler, Bush, are not leaders but misleaders. No prizes for guessing why
- **Leaders organize people in one direction** to get results? That's not leader but Manager! May be Leaders do the same, but **for a noble mission** and they don't push but pull – **They Inspire!**
- **Leadership is superset of Power & Authority**
 - Power: Anyone with Gun has power but that does not make him a leader
 - Authority: Supervisor has authority but that does not make her/him a leader

International Scenario for Leadership

- What is International Leadership?
- What are the trends in international politics, society and economy?
- What will have greatest impact on building future leaders?
- Why there is need for increased emphasis on Indian international leaders?
- Who will lead next global economic, political or social revolution?

For this we need  to first see the Current Trend and Today's International Leaders...

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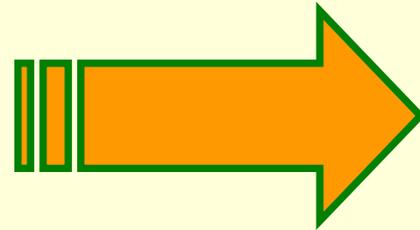
Leadership: Current Trend

- **Examples (SE Asia):** Leaders of Pakistan – Musharraf, (Dictator), Benazir (Legacy), Imran Khan (Sports) as her international leaders. Bush got leadership due to his father, Indian Politics has dynasty system too
- **Leader Evaluation:** Greatness of a leader is judged by his contribution to solve big problem of his field in that time. Eg. Mahatma Gandhi ji gave India her Independence and demonstrated success using non-violence, which may be useful to international community

Changing Time and Context

- **Pre-requisites:** Some international presence, with demonstrated national leadership, good English, supporting background or external force, international exposure if not experience and some credible achievements
- **Basic Point:** Till recently, all international leaders are basically National Hero's who made significant country level contributions, which could be useful on global level

Birds eye view



of the world we are

living in...

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Changing Time

- Transformation of internet and communication has brought world lot closer than it has ever been. In spite of our previous assumptions, see the changes:
 - Health and Care: Improved
 - Nationality + Patriotism: On Decline
 - World Leader: American Led Uni-polar world
 - International Politics: Interdependency Theory
 - Economy: Capitalism on rise
 - Religion: God Delusion + Fundamentalism on-rise
 - Language: English emerging as standard

International Trends and Keywords

- We are in the era of Globalization, Multiculturalism, IT Revolution and Convergence of Politics, Economy and Culture
- **Moving Towards Free Market:** Corporates are moving Governments out from domestic economy with fewer or no business restrictions and no economic influence
- **Interdependency Theory:** Some think, world is heading towards a boundary-less, global scale canvas

Approach of New Capitalism

- **Reducing People Power and Controlling Societies:** Corporate want to make decisions for public fate, control masses opinion through media and run the world by brain-washing
- Fear factor of imperialism has come in its new avtaar of Capitalism with a new no-ethics or less-ethics society (on name of freedom) and work culture based on “insecurity”
- **UN** is unable to emerge as an effective leader

Where are we going?

- Apart from various environmental problems caused due to exploitation of nature's resources
- **Cultural imperialism** is on rise
- Need for **Global Citizenship** approach is reduced to Corporate citizenship and Corporate loyalty
- Western Intellect suggests, we are leading towards a War of Civilization, Oils, Water and Oceans.
- **World is not a level playing field, further we have different playbooks, let me explain how...**

Key Differences, Dueling Perspectives, Cultures and Religion

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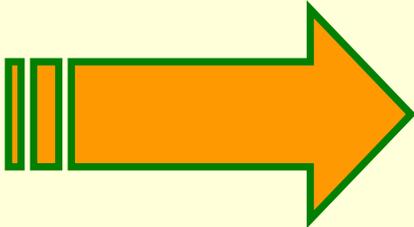


The inseparable religion ...

- Religion is inseparable constituent of all cultures - East or West. I'm of the opinion that all differences of the world is essentially clashes of religion
- **The Necessity:** Lack of religion makes society directionless or too disorderly. Selfish and Materialism becomes threshold
- **Culture is also a manifestation of Religion.** It gives society eyes to see, a vision to proceed it and a mission or noble cause for continuous growth and improvement and balance of power and peace

Basis of West-ward Development

- Christians are also biggest Charity Givers
- Western Success and Culture also owes much of her success to Bible
- One religion in west - Christianity, has given world leadership, material and scientific success but also ... two world wars!
- Bible has inspired their social governance, thinking, Corporate rise, Management Methodologies, World Vision and Social Missions and Thinking

Bible based 

Corporate Governance

& Management ...

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Bible based Governance Concepts

- **Servant leadership (Bible Jn 13:14 and Matt: 19:30)**
As defined by Robert Greenle, Stephen Covey and many others, emphasizing that leaders should become steward of resources (human, financial and otherwise) provided by organization. It encourages leaders to serve others while staying focused on achieving results inline with organizations values and integrity
- **BHAG (pronounced as Bee HAG)** is taken from Bible, Big Hair Audacious Goal for Missionaries and Churches
- **Universities that offer Management Courses based on Bible:**
 - Viterbo university - offers MA in servant leadership,
 - Seton Hall Univ, New Jersey- has Center of Servant Leadership”
 - Concordia Univ, St. Louis, slogan “Preparing Servant Leaders for World“
 - TMI school of texas, slogan – “Educating Servant Leaders”

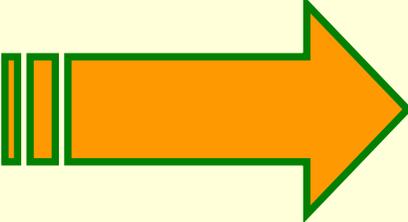
Changing Face of Capitalist Corporatisation (Compassionate Strategy)

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Evolving Corporate Strategy

- Bill and Melinda Gates, worlds richest couple have contributed well over 11\$ billion just tto support public health programs
- What is motivating Capitalists to give away their money? Is this for the need of global philanthropy? Or is this just an investment?
- Corporate Governance of world, which was earlier only on basis of bible is now growing to adopt other cultures philosophy and thinking for better management in their area

Eastern 

Philosophy based

& Management ...

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Karma Capitalism

Prominent NRI Management thinkers of Indian descent:

- Ram Charan, Advisor to GE and DuPont
 - Vijay Govindarajan, Consultant to Johnson & Johnson
 - Dipak Jain, Dean, Kellogg School of Business
 - Rakesh Khurana, Harvard Business School
 - C. K. Prahalad, Professor, University of Michigan
-
- Management Principles with Lord Krishna as Manager:
 - Put purpose before self
 - Destiny is not preordained. You can create your future
 - Create the globally conscious business leader of the future
 - No social order can be sustained if benefits go to only a few
 - Create capitalism that puts individuals as center of universe

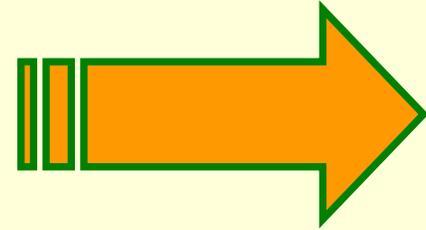
Other Eastern Teachings adopted

- "Art of War", ancient Chinese Literature, once followed by Joseph Stalin is today widely used for corporate leadership and management
- Putting Buddhism to work: Shinichi Inou, Book by head of a major Japanese Bank shows how large enterprise can reconcile with compassionate teachings of Buddhism – showing economics and moral and spiritual life are neither separate nor mutually exclusive

Other Hindu Philosophy Initiatives

- Global Dharma – Corporate leadership Programme
- Art of Spiritual Leadership in Business
- Vipassana and Business Management Books
- Buddhist Thinkers such Dalai Lama, Ambedkar, and other Thai, Myanmar, Chinese, Korean, Vietnam and Cambodian activists have written on Social, Economic and Political Nature of Buddha's teachings which applies to international governance, globalization, war, environmental destruction etc.

Understanding



Dueling Perspectives...

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Comparative Philosophy

Chinese Sun Tzu

Vs

India's Krishna

- **ON FINANCIAL INCENTIVES**

- Greed is good. Troops have to see there is “advantage from defeating the enemy” in order to be motivated. Share the booty with the rank and file, and give them shares of conquered territory.

- **ON MANAGING UNDERLINGS**

- Be tough. Sun Tzu calls for “iron discipline”: If you indulge troops with too much kindness and don't maintain your authority, they'll be “useless for any practical purpose.”

- **ON INITIATIVE**

- Attack only when victory is likely. Better yet, maneuver to win without a fight. If the odds are bad, retreat and wait for another opportunity. Long campaigns strain resources and make you vulnerable.

- **ON THE ULTIMATE GOAL**

- Beat the enemy. War is a vital fact of life that “cannot be neglected by a responsible sovereign.” Winning requires clever tactics and, in some cases, deception.

- **ON FINANCIAL INCENTIVES**

- Greed is bad. Do not engage in action only for the desire of rewards. Be Detached. Do well, and good things will come.

- **ON MANAGING UNDERLINGS**

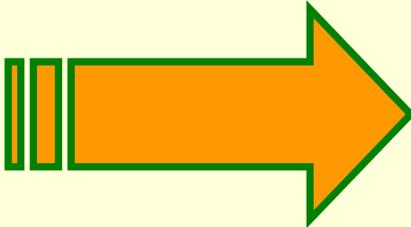
- Be fair. Enlightened leaders are compassionate and selfless, and they “treat everyone as their equals.” Followers will rally around them and follow their example.

- **ON INITIATIVE**

- Act rather than react. A leader's actions today can become the “karma” that influences his status tomorrow. Leaders take action

- **ON THE ULTIMATE GOAL**

- Bharat means seeker of truth. We are born to connect with higher consciousness. View problems in larger context. Show sensitivity to all stakeholders including shareholders, employees, partners, and neighbors

Making 

International Leaders...

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Lets agree for an global objective

- No debate for supremacy. All Religion are different approaches towards same
- There is no Guru authority to tell which approach is which one is correct/better in this matter of social governance, since we do not know how future will evolve itself, we can only learn from past
- International Challenge is to develop a new type of economics without making any changes in culture or conflict of religion for benefit of most if not all and to bring peace, also that will save the earth rather than destroy it

Important Learning

- **Holistic learning and Management** has become essential, it is part of corporate growth as well as global citizen. Corporate are doing it, Management Schools are educating future leaders about it
- Schools must also include Holistic learning and development of future international leaders
- **Why?** Life of future global citizens should avoid conflicts with nature and operates in spiritually rich, socially beneficial and environmental friendly way

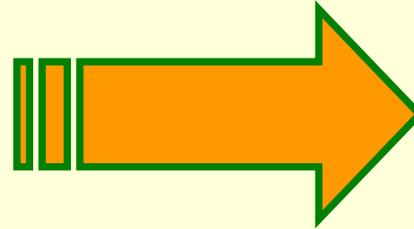
Challenges for New Leaders

- Management @ speed of information technology
- **New Frontiers - Globalization, increasing international complexities and new frontiers**
- Manage instability between developed, developing and under-developed countries
- **Multi-cultural Work Scene**
- Recognize decline of nation states, boundaries
- **Quick and Conflict free adaptation to change**
- Coming together of Religions

School Level: Essential Skills

- Leadership development - personal development, motivation, values, style
- Global leadership and world-wide culture
- Develop surroundings in which students get diverse multi-cultural learning environment
- Basic skills - Time management, Project Management, Different Styles of communication. Cultural differences and global challenges
- Development of individual leadership skills, leadership and management styles and new skills for future

India and/or



Education of

International Leadership...

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Understanding India: Real Nature

- **Bharat means seeker of truth.** Religion and Spiritual Nature is an inseparable constituent of India and all Indians
- **India's USP:** Spiritual approach to leadership in management, leadership, economics, politics or any other field
- **Why is need for Indian Leadership in Education?** Education is the principal tool for human growth, essential for transforming unlettered child into mature and responsible adult

Importance of Education Leadership

- A saint is one who makes goodness attractive. Surely, a great teacher does the same thing for education (Laurence Houseman)
- All education springs from some image of the future. If the image of the future held by a society is grossly inaccurate, its education system will betray its youth. (Alvin Toffler)
- The main hope of a nation lies in the proper education of its youth. - Erasmus

India and Original Thoughts...

- India does not need to borrow thoughts for education, management and leadership
- Various literature on Buddhist perspective on economics, production, competition and cooperation etc, role of wealth, mental attitude, government, wealth and spiritual development
- Ram, Krishna, Chanakya, Charak, Kautilya Aarth-Shastra need no introduction, there are more than plenty thoughts for future

Buddhism based Leadership

- Buddhism trains a cadre of people capable of acting as leaders - a leaven in society. The word *Sangha* originally meant something like council or parliament - a group of leaders.
- Basically buddhism teaches, Good leaders need to overcome self, to act for the good of many
- Buddha led monastic community with democracy, while teaching the world the importance of harmony and interdependence. Future leaders should be like Buddha protégés - future Buddha or bodhisattva's

India and leadership in Education

- Victor Hugo said, there is nothing more powerful in this world than the idea, whose time has come.
- India's increasing growth and leadership in IT Services, is giving greater role in world growth
- As exclaimed by the Buddha on the night of his awakening: "There arose in me vision, knowledge, wisdom, understanding and light".
- India is a deserving candidate to become beholder of that light. Essentially in making "everyone their own light", which is the motto of Vidya Sanskar!

Vidya Sanskar

Grooming International Leaders...

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॥ आत्म दीपो भव ॥

Good things of Vidya Sanskar

- It has all ingredients for a successful international school, **that is build to last**. Correct Mission Statement, Motto and right minded mgmt people
- **Be your own light is good but we do need external source for enlightenment and to borrow the righteous flame, we have Lord Buddha and Mahatama Gandhi ji**
- It's a perfect dream start of Vidya Sanskar. It may seem too good to be true, I would like to believe that it probably is!



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March Onwards, Move Forward

and Do NOT Stop until the Goal is Reached!

- Swami Vivekananda



For God to Speed your Mission, is my prayer (mN)