

MDP 12: Management by Human Values: Indian Ethos

Introduction

We have given too much importance to 'doing' and neglected the dimension of 'becoming'. There is a need to bring balance between skills and values. Rather, the 'skills' have to come through the sieve of 'values'. The basic premise is that managerial effectiveness is dependent on a sound value system.

Objective

The objective is to enhance participant's sensitivity to and sustenance of the value system distilled from the Indian ethos, based on studies of Buddhist, Vedantic and yogic literature together with Indian epics. This would restore holism in the participants and improve work culture resulting in harmonious relationships leading to higher productivity.

Content

The workshop has three Modules. The first module is the 'Foundation Module', where the concept of higher and lower self, guna dynamics, doctrine of karma, concept of Nishkam Karma are discussed. The second module focuses on leadership and teamwork, and the third module covers stress management. The inputs on all the modules are preceded by the 'Mind-Skilling Exercise'.

Pedagogy

Interactive discussion, Case discussion, and Mind Stilling exercise.

Target Participant Profile

The programme will be useful to individuals at any level who are keen on transforming the way they live and work. Once a critical mass of the organisation does this programme, there can be a cultural transformation leading to a peaceful, and more productive employees.

Duration

3 Days

Program Director

Prof(Dr) Sudhir Naib



Prof(Dr)Sudhir Naib has about four decades of rich experience in Union Government and Academics. Authored three academic books - two published by Oxford University Press, and one by Sage Publications. He has conducted MDPs for various Public and Private Sector Organisations. Dr. Naib developed interest in this area when he came into contact with Prof. S.K. Chakraborty at IIM, Calcutta in 1996, and later at Lal Bahadur Shastri Academy of Administration, Mussorie. Dr. Naib has conducted number of these programmes for various organisations in India, including Nuclear Power Corporation of India Ltd at Mumbai, Hindustan Aeronautics Ltd at Bangalore, Institute of Secretariat Training & Management, Department of Personnel & Training, Government of India.