

MANAGEMENT LESSONS FROM THE GITA

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गुरुर्ब्रह्मा गुरुर्विष्णुः
गुरुर्देवो महेश्वरः ।
गुरुः साक्षात् परब्रह्म
तस्मै श्री गुरवे नमः ॥

gururbrahmā gururviṣṇuḥ
gururdevo maheśvaraḥ
guruḥ sākṣāt-parabrahma
tasmai śrī gurave namaḥ

Management Lessons from The Gita

Bhagavad Gita is considered an authoritative text on Vedanta. It is a manual for life and living. Relevance of Gita is universal. Like a mother who is a shelter of solace to her children, Gita offers solutions to anyone who approaches her at any stage of life.

Ancient wisdom of Gita is applicable for all times. Its management lessons are relevant to modern business and corporate houses. Many Institutes have realized the value and practical utility of Gita. Some have incorporated principles of Gita as part of their teaching syllabus. A few gems from Gita are given for your contemplation.

Chapter 2 Verse 27

तस्मादपरिहार्येऽर्थे न त्वं शोचितुमर्हसि

Therefore you should not grieve
over the inevitable

Proper Assessment Relieves Stress

A trained intellect is able to assess, judge, evaluate rightly the type of people we associate with, the environments we live and work in and the situations we have to face. It does not place unreasonable demands and is easily able to accept and tide over the inevitable. It realises that summers are hot, winters are cold and monsoons are wet.

Chapter 2 Verse 47

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन

Your right is in action only,
never to the fruits

Focus on Action; Not on Results

Work for work's sake. Discard the drudgery and discover the grandeur of work. Work itself is most rewarding, most entertaining and most blissful. Do not mar your action by concentrating on the success or future results of the action. Your business is with your duty only, never with the reward or merit accruing from it.

Chapter 3 Verse 11

परस्परं भावयन्तः श्रेयः परमवाप्स्यथ

Nourishing one another, you shall
attain the supreme good

Spirit of Yajña = Co-operative Endeavour

Co-operate and collaborate. Nourish one another. Leverage and share the strengths of one another. Every function is unique and indispensable for the organisation. Yet it is only when all the organs of the enterprise contribute selflessly that success for the organisation is achieved. Individual interests need to be subordinated in favour of the group interest.

Chapter 3 Verse 21

यद्यदाचरति श्रेष्ठस्तत्तदेवेतरो जनः

Whatsoever the superior person
does that alone other people do

A leader leads the way; Doesn't show the way

Students emulate their teacher. Children their parents. Citizens of a nation and employees of a corporation are inspired by their leaders. This mass psychology applies to all facets of life. It does not matter what a leader '*says*', but what he '*does*'. By his personal conduct, a leader must set a high standard for his followers to rise and reach.

Chapter 3 Verse 30

निराशीर्निर्ममो भूत्वा युध्यस्व विगतज्वरः

Free from hope and attachment,
fight without (mental) fever

An ideal action generates energy and avoids dissipation of energy

Dynamic action executed without any frenzy and directed towards a noble goal generates energy. Intelligently clip away worries of the past or anxieties of the future. Plunge into present activity without doubt and anxiety to achieve material and/or spiritual goals.

Chapter 3 Verse 35

स्वधर्मे निधनं श्रेयः परधर्मो भयावहः

Better is death in *svadharma*,
paradharma is fraught with fear

Your core competency should decide your field of activity

By using your intellect become aware of your own basic nature. Then work in those fields; peace and prosperity will ensue. Continue to pursue your activity irrespective of outward perceptible results. Similarly deploy human resources in those fields which give fulfilment to their natural talents, inherent tendencies and inclinations.

Chapter 11 Verse 33

निमित्तमात्रं भव सव्यसाचिन्

You be a mere instrument,
O Savyasācin

Doer minus doership is an instrument in the hands of God

Ego manifests in us as the feeling "I-am-the-doer". The 'I' sticks out more than the work. Neither is the work well accomplished nor is the person satisfied. Instead, dissolve your ego and just play your role in life to the best of your ability. Your activities become sacred. You become an instrument in the hands of God.

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