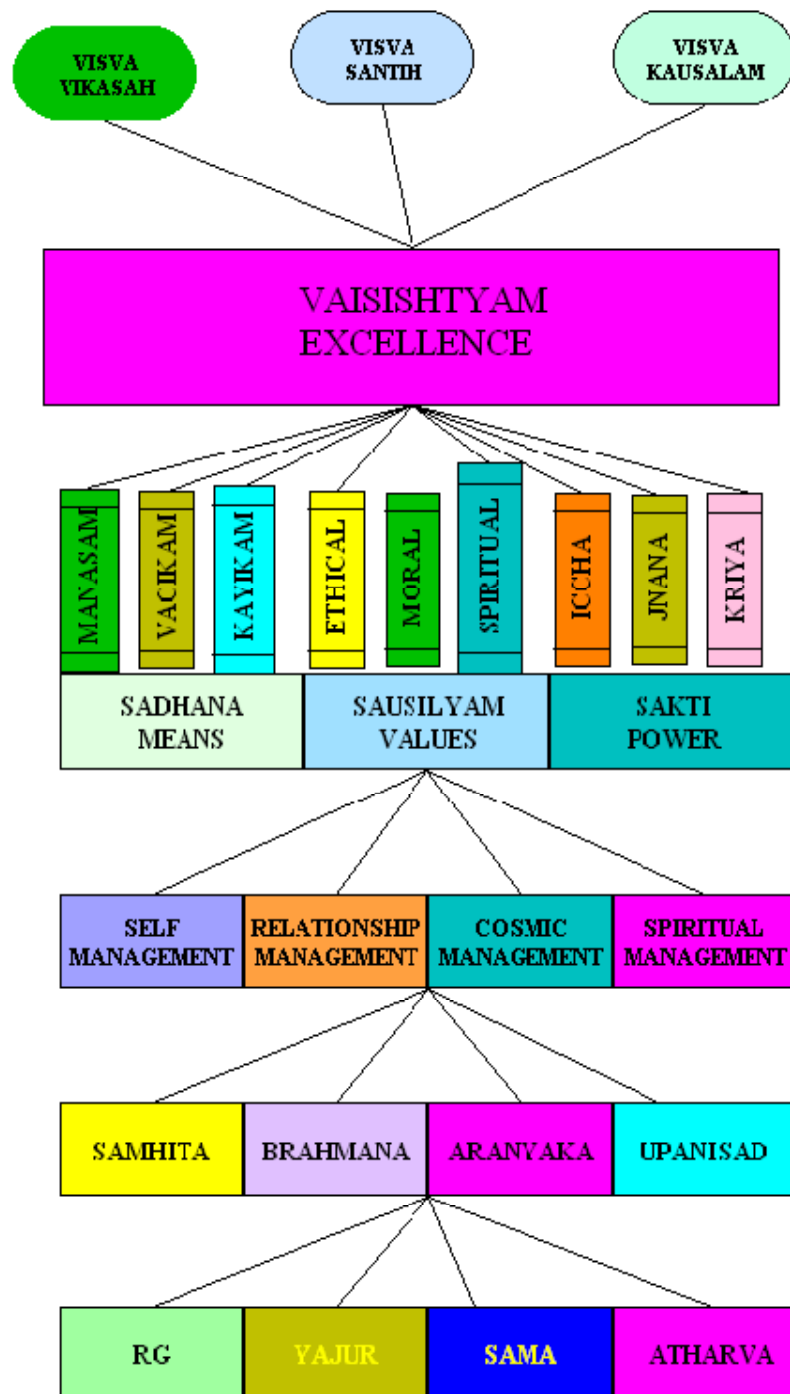

Vedic Management – The Holistic Approach to Managerial Excellence

Dr.S.Kannan

vedicmanagement@gmail.com

<http://vedvikas.blogspot.com/>



Trigunas

- ◆ *Satva* – Equanimity, Tranquility, Detachment, Purity, Creative, Sacrifice, Disciplined, Light, Knowledge, Transactive, White
- ◆ *Rajas* – Passion, Attachment, Result-centric, Restlessness, Destructive, Ego, Selfishness, Anger, Active, Red
- ◆ *Tamas* – Indolence, Indifference, Dull, Inactive, Ignorance, Darkness, Delusion, Suffering, Inactive, Black

Vedic Code of Conduct

- ◆ **One should be blemishless and pure**
- ◆ **Body is given for serving others**
- ◆ **One's conduct shall be auspicious and acceptable to all**
- ◆ **There is scope for redemption of the evil people**

Vedic Personality Traits

- ◆ *Annamaya* – Physical, Materialistic
- ◆ *Pranamaya* – Energetic, Action-oriented
- ◆ *Manomaya* – Emotional, Sentimental
- ◆ *Vijnanamaya* – Intellectual, Judgmental
- ◆ *Anandamaya* – Creative, Visionary

Personality Mapping based on Chakras

- ◆ *Muladhara*
- ◆ *Svadhishthana*
- ◆ *Manipura*
- ◆ *Anahata*
- ◆ *Hridaya*
- ◆ *Visuddhi*
- ◆ *Ajna*
- ◆ *Sahasrara*

Self Excellence Checklist

- ◆ **Critical Self-Diagnosis**
- ◆ **What are my strengths?**
- ◆ **What are my weaknesses? How to overcome them?**
- ◆ **What is my personality? How to improve?**
- ◆ **How to excel as an individual?**

Excellence in *Karma*

- ◆ What brings you happiness Friday evenings or Monday Mornings?
- ◆ Understand activity
- ◆ Karma= Past+ Present +Future
- ◆ Follow the path of righteousness

Excellence in *Karma*

- ◆ Only doing *Karma* here, one shall wish to live a hundred years
- ◆ Act with pointed mind and one thought
- ◆ Deeds shall be pure
- ◆ One who does not work is a social evil

Excellence in *Karma*

Types of Karma

- ◆ *Karma* – Action
- ◆ *Akarma* – Inaction
- ◆ *Vikarma* - Wrong action - Forbidden act
- ◆ Discern inaction in action and action in inaction.

Excellence in *Karma*

Understand action and reaction

- ◆ **Reaction is a happening**
- ◆ **Anger**
- ◆ **Sadness**
- ◆ **Frustration**
- ◆ **Jealousy**
- ◆ **Despair**
- ◆ **Hatred**

Accept Facts

Seek help

Excellence in *Karma* ..contd..

Three-fold Karmas

- ◆ *Sanjita* - Sum total of all accumulated *karmas*
- ◆ *Prarabdha* – *karmas* that have started to yield fruit, which have to be exhausted only by experiencing
- ◆ *Agami* – *karmas* which are accumulated now to be experienced in future

Excellence in *Karma* ..contd..

- ◆ Work for the sake of work without attachment to its fruits
- ◆ Work with a Yogic mind- Follow *Svadharm*a - Choice of action- To be free from Stress - Distress
- ◆ Be fully at the present moment without guilt of the past and anxieties of the future.
- ◆ Past = History. Future = Mystery. Present = Gift (Reality)
- ◆ Think past as product of destiny *Prarabdha* and future for *Purusartha*
- ◆ Rest = Intense work

Excellence in *Karma* ..contd..

- ◆ Don't be passionate – Be *Satvic* and not *Rajasic*
- ◆ Have control over senses
- ◆ Enjoy tranquility of mind
- ◆ Be bold
- ◆ Be Steadfast
- ◆ Be Industrious – Avoid inactivity
- ◆ Be dedicated

Excellence in *Karma* ..contd..

- ◆ Law of *Karma* is based on *Dharma*
- ◆ Maximize efficiency using your proficiency
- ◆ Choice of right action
- ◆ Practise objectivity
- ◆ Appreciate the work of others
- ◆ Victory = How to manage one's desires

Excellence in *Karma* contd..

- ◆ Perform without likes and dislikes -- Unattached to the fruits of action
- ◆ Be righteous
- ◆ Infinite Strength springs from the Self
- ◆ Perform with a firm belief that you are not inferior to anyone
- ◆ Undertake knowledge propagation
- ◆ Bliss of creativity

Crisis Management

- ◆ Identify the problem
- ◆ Understand and recognise it
- ◆ Cheerful acceptance of the situation as it comes to one
- ◆ Act upon to mitigate the consequences without losing tranquility ---
Equanimity
- ◆ Maintain emotional maturity --Recognizing *isvara* as the *karmaphala data* -
-- Accept the limitations of 3 “W”s- Wish (*Ichha Sakti*), Will (*Kriya Sakti*),
Wisdom (*Jnana Sakti*).
- ◆ Learn from past experiences and move forward

Gateway to Excellence

- ◆ **Excellence in Knowledge -Perform with Knowledge, Faith and Meditation - Knowledge leads to immortality**
- ◆ **Excellence in Transparency -Align Thought, speech and action**
 - Enter truth from untruth**

Gateway to Excellence ..contd..

- ◆ **Excellence in Culture-Accept cultural diversities**
 - **Speak blissful words to all including foreigners**
 - Globalise but take into account local requirements**
- ◆ **Cosmic Excellence-Ensure welfare of Plant life and animal life**
 - Accord importance to environmental protection**

Gateway to Excellence ..contd..

- ◆ **Financial Excellence -Acquire wealth only by deeds of glory**
- **Maximize wealth**
- **Distribute wealth**
- **Conserve wealth**
- **Multiple streams of income- - *Vittam/ Vedyam***

Gateway to Excellence ..contd..

- ◆ **Excellence in Human Resource Management -Work towards the common objective**
 - Be self-confident and self-motivated**
 - Life-time employment**
 - Participation in management**
 - Non-hierarchical**
 - Effective two-way communication**
 - Remuneration based on organisational capability**

Gateway to Excellence ..contd..

- ◆ **Excellence in Value Systems**
 - Be Law-abiding in letter and spirit
 - Value systems orientation
- ◆ **Excellence in Productivity – External excellence**
 - Internal Excellence

Gateway to Excellence..contd..

Leadership Excellence -Possess three “E”s:

◆ **Efficiency traits/Ethical traits/Emotional traits**

Strategic Excellence -Formulate appropriate strategies

-Reign supreme in the new environment

◆ **Excellence in Innovation - Improve upon with new performance**

Gateway to Excellence ..contd..

◆ Excellence in Benchmarking

- Blemish less and virtuous actions
- Total Quality Management
- Customer Delight is supreme
- March towards perfection

◆ Excellence in Corporate culture

- Good Corporate Governance
- Corporate Social Responsibility (Corporate Sustainability)

Gateway to Excellence ..contd..

**Common be your prayers .Common be your goal.
Common be your purpose. Common be your
deliberations. United be your hearts. United be your
intentions. Perfect be the union amongst you.**

--- Rig Veda x-191-3 to 4

THANK YOU