

# SUMMARY OF PROCEEDINGS

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National Conference on Indian Management for Nation Building was held on November 27-28, 1999 at WISDOM. A brief account of technical sessions is given below :

## Technical Session-I

First technical session was chaired by Dr. N.C.B. Nath.

The proceedings of the conference were set in motion by first speaker Dr. J.B.P. Sinha. He identified three major influences on the idea of Indian Management, viz. first, the Western in the form of Trans-national, second, the ancient Indian wisdom in its various forms such as Arthasastra, Lokyata, Vedantic and the third, the folkways. These three influences provide choice of principles, systems and procedures for developing an indigenous Indian management based on integration of concepts, methods and theories of originating from these influences. Integrative indigenization is at the heart of Indian Management. Indeed integrative indigenous management has the potential to develop human resources and enable organizations to remain productive and competitive. As the trend towards integrative indigenous management gains momentum, Indian organizations would be able to contribute more effectively to the nation building.

Mr. G.Narayana emphasized the need for a shift from ego and conflict oriented management style to ethics and consciousness oriented management style. He suggested a vision for 21<sup>st</sup> century based on his 'work to wisdom' framework. He also provided siddhi yoga frameworks for individual and organization development. In consonance with these frameworks, he emphasized that :

- ◆ Western system should be combined with spiritual system.
- ◆ Past activities are not sufficient for present. New methods and practices are required.
- ◆ Future is full of opportunities and we should utilize these opportunities and succeed.
- ◆ Management itself is a net. Management means manage men & t i.e. Manage men in teams, tasks, time, targets, territory, trends, totality, etc.
- ◆ He also named some of the companies where these spiritual and philosophical ideas of Indian ethos have been put to extensive practical demonstration.

Prof. Subhash Sharma traced the roots of a number of management ideas to the 'empirical intelligence' of people available in the form of Sanskrit Subhashitani, local verbs and proverbs and other sources such as dialogues and inspirational songs of Indian cinema. These three sources for concepts on Indian Management provide a rich store house for expression of creative ideas for management. Indeed they not only deal with the practical aspects of life but also with philosophical aspects. They are also a source for human and ethical values in management that constitute the essence of Indian Management. Indeed in this respect, contribution of Indian management thought is well recognized.

Ms. Ipshita Banasal gave her views on 'Manu Smriti', an ancient Indian text of high authority and merit, which touches upon almost every aspect of human life. She described that in Manu Smriti we can also notice the understanding of visionary leadership in the form of leader as yug-srishta.

## **Technical Session-II**

Prof. Udai Pareek chaired the second technical session on 28<sup>th</sup> November. In this session Swami Someswarananda clarified the definition of Indian management and stressed the need of 'Indian Ethos in

Management'. He also shared some of his experiences in corporate and non-corporate world where Indian Ethos have made considerable difference. He said, "Sukshma is more important than Sthula". In the same way courage is more important than capital. He also said that we are indebted to society so we should work for it i.e. we should work for the great cause. He also focused on the importance of self management in managing the outer world. Swamiji said that we are born because the society and the world need us. Live like a king : don't live like a beggar. Believe that we are born because society needs us.

Mr. H.S. Aneja shared the view of mingling ideas of East and West to achieve the best. He pointed out that we have to upgrade the situation in which we are and have to self manage things. There should be goal clarity and role clarity for better management of self. People should be cared well, paid well and motivated well. He also shared some of his experiences of team building in the corporate world.

Prof. Subhash Sharma presented his ideas on empowerment theology and said that in social relationship we observe the common phenomenon of the oppressor and oppressed. An oppressor could be a female or male and oppressed could be male or female. Once this idea is presented in the form of a matrix, we get 'Wisdom Matrix'. This matrix can be used in corporate context to design empowerment strategies. Once the gender context of the oppressor-oppressed dynamic is analyzed it also becomes easier to devise empowerment action plan.

Dr. N.C.B. Nath expressed his views on cross-cultural imperatives. He said that for practitioner cross-cultures are part of the reality. How to make up with this cultural difference is critical to success. A large part of management ideas in written form came from West, however, now the construct of Indian management is no more rhetoric. He opined that wisdom is something that you achieve by yourself. Earlier, it was believed that for managers, work and home are separate spheres but later it was slowly realised that a synergy is needed between the two. He added that if one has understood life, one has understood management.

In the summing up, Prof. Udai Pareek said that business is not simply money making. It is working for a greater cause. We need to integrate competitive and co-operative values at work place. For this the idea of 'Ardhnareshwar' is a useful concept from Indian Management. He



idea of 'Ardhnareshwar' is a useful concept from Indian Management. He stressed that it is important for women to have a drive to excel and to have competitive spirit, which are usually attributed to men and for men to have co-operative spirit and patience which are usually attributed to women. We should continue to learn from outside but we should not imitate. As we all know there have been roots of quality in Indian culture. Even a poor Indian artisan cannot compromise on quality. We need to combine such positive aspects of our culture and heritage with the concepts in management.

### **Technical Session-III**

The third technical session was chaired by Dr. J.B.P. Sinha. In this session, Ms. Tarjani Vakeel shared her experiences at EXIM bank and its functioning and how a small staff of 150 people only could manage such an important organization effectively and profitably. Prof. Sinha suggested the need to document such experiences.

Technical sessions were followed by an open house and several interesting issues and questions related to defining the term 'Indian Management', were deliberated. There was a general consensus that the time for the idea of 'Indian Management' has arrived and Indian Management has much to contribute to management thought. Ideas of Indian Management should originate from India and Indian experience and not come to Indian Managers, via the route of the West, like the Transcendental Meditation. They should also be properly packaged and marketed just like the yoga was globalized. In this respect, WISDOM could emerge as a leading intellectual resource centre for giving shape to the idea of Indian Management.