

SOCIETY

Leaders must be deep thinkers!

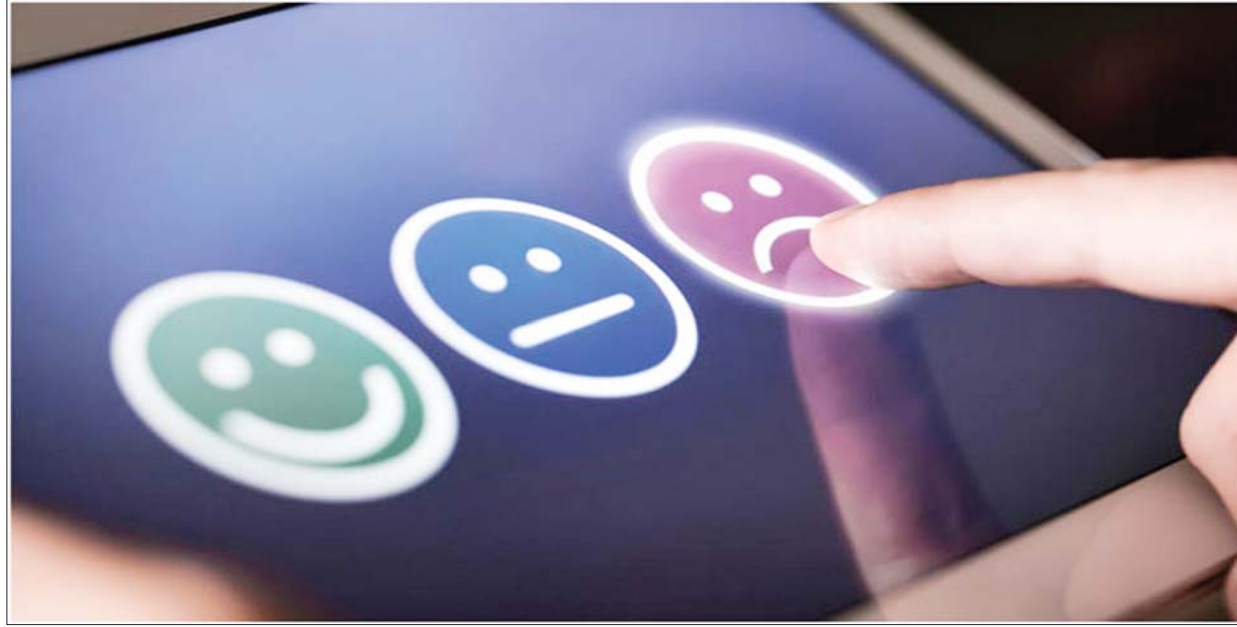
Dr. Shahid Amin Trali

Organizational systems today make people unhappy and increase their stress levels. There are many more negative outcomes for organizations due to inadequate systems. A system is an organized collection of subsystems needed to attain a specific objective. The designs vary from simple to complex, and each system has its processes, methods, inputs, and outcomes. Usually, a system is made up of smaller subsystems. If one minor subsystem fails, the entire system may fail to produce the results. An excellent example of a system is the human body, and even a tiny organ in the human body can make things great and worse. Organizations are not an exception; everything and everyone matters with their performances towards the betterment of the organization and its stakeholders.

A sound organizational system is needed to achieve the objectives of an organization. Leaders can derive immense benefits and success from sound systems within organizations. A proper plan will allow leaders to organize, document, and manage the team and the

leaders but in a flawed system, everyone needs to contribute and sense their responsibilities to improve the system.

There are also cases of corrupt and greedy systems in organizations. "A bad system will beat a good person every time" (W. Edwards Deming). Such an evil and greedy approach will also eat up decent people. The real challenge is to understand whether the cheap system is accidental or something that will continue for a long time. The choice is ours to accept or be mute spectators in a lousy system, which will quickly kill our inner spirit. Corrupt systems will defeat us every time. But the best option is to develop courage and raise our concern against wrongdoings; we must not compromise with our inner values. The organization itself is also mostly going to suffer because of its greedy practices in it. We should not hesitate to challenge greedy and corrupt systems. There is also a serious concern as sometimes we say that our patience is being tested and we will soon get out of the crisis. We remain silent, but till then, evil tends to increase in intensity and have dire outcomes for us. We



responsibilities associated with their roles. If proper techniques are in place, it is easier to manage an organization effectively. It's a fact that systemizing the entire organization is not an easy, quick process, but it is very achievable. By systemizing the organization, leaders will gain a comprehensive insight into how every aspect of the organization works. It will enable them to manage the teams more effectively, and organizations will continue to evolve and grow by implementing effective systems.

A system can be an open system that may interact with its environment, receive inputs, and deliver outputs. An available system can quickly adapt to the demand of the users. On the other side, a closed system isolates itself from its environment. Since organizations face more competition today, securing methods to survive in the competitive climate takes work. A system can be a sound system as well as a flawed system. A poor system makes life difficult for the performers. An imperfect system can be easily made effective with the right approach and good intentions. Not only owners and

are responsible for making this evil stronger. We are not supposed to become ignorant, but we are supposed to speak the truth at least. If it's wrong, then it's terrible, and we can't expect greedy systems to do any favor for anyone. When things are expected to go beyond control, it's better to quit greedy and corrupt systems.

Natural leaders and owners must be deep thinkers and observers in today's organizations. They must care for every stakeholder and strive for a safe and successful system. A sound system must be able to solve the genuine problems of its stakeholders. Promising approaches need to believe in honesty, empathy, and transparency.

Leaders must ensure sustainability and high quality of systems. A sound plan must enhance the lives of the employees. Organizations should appreciate the employees and must explore every opportunity to develop them. Sound systems must be adaptable as circumstances change quickly, and therefore, systems need to change to keep up. Creating sound systems will help organizations to stay streamlined, efficient, and effective.

(The author is an Associate Professor in the School of Management, ITM University Gwalior, Madhya Pradesh)

LITERATURE

Get into writing only if your soul has something to say: Amish

It wasn't until his second book, "The Secret of Nagas", was published and became an instant hit among readers in 2011 that author Amish Tripathi let go of his full-time job as a banker.

"I resigned when my royalty cheque was bigger than my monthly salary," Amish, who uses only one name in his books, told.

The "pragmatic and practical approach" of having a job to take care of the bills is the most important advice Amish has for new and upcoming writers.

"Writing is a high risk, high return game so don't get into writing if your purpose is money or fame. There are other much easier ways, become a banker, or join IT. Get into writing only if you feel your soul has something to say," said the author of the bestselling Shiva Trilogy.

The 48-year-old writer, who is director of the Nehru Centre in London, added that there was no dishonour in having a job. However, it means working double time if one wants to write.

"There is no escaping hard work. But once your book is ready, then you can become a practical, pragmatic guy because nothing sells by itself. You have to do proper marketing, you have to promote it properly," he said during a recent visit to India.

Amish, who is also minister (Culture and Education) at the High Commission of India in the UK, has written eight mythological and historical fiction books, including the Shiva Trilogy and the Ram Chandra series of four books retelling the Hindu epic of Ramayan. He has also authored two non-fiction books.

Amish was one of the first Indian authors in English to set the ball rolling in the genre of mythological fiction with "The Immortals of Meluha" in 2010. The section has since seen the rise of several titles based on mythological characters by young English writers.

Other bestselling books in the mythological fiction genre include Ashwin Sanghi's "The Krishna Key", Anand Neelakantan's "Asura: Tale of the Vanquished" and "Ajaya: Epic of the Kaurava Clan", Chitra Banerjee Divakaruni's "The Palace of Illusions" and "The Liberation of Sita" by P Lalita Kumari, who writes under the pen name Volga.

Talking about picking up the then-neglected genre of fiction writing, Amish said the demand had always been there. But there was lack of supply.

Indian readers and writers have been "obsessed" with the Ramayan, the Mahabharat and the Puranas, he said, giving the examples of Hindi writer Narendra Kohli's depiction of the Mahabharat in his magnum opus "Mahasamar" (1988) and Marathi author Shivaji Sawant's retelling of the epic battle from the perspective of Karna in "Mriyunjaya" (1967).

"Writing mythological fiction is a new trend only in English writing. In Indian languages this was always a big genre... We want to hear these stories again and again. It is just that in English language you didn't see it..."



"I would say this has always been what Indians wanted to read. You can say English publishing has become more Indian now," the writer said.

Research for writing mythological and historical fiction has been an ongoing process since he was a child growing up in a family "completely immersed in our traditions". Reading five-six books a month has also helped.

"I have been reading at that pace for decades. So all that knowledge goes somewhere at the back of your mind. How this emerged into stories? Genuinely lord Shiva's blessings. Before 'Immortals of Meluha' I had not written any fictional stories in my life. My school and college friends still ask if somebody else has written these books," Tripathi said laughing.

Born in Mumbai, he grew up in Rourkela, Odisha. He studied mostly in Mumbai, at Cathedral and John Connon School and St Xavier's College, before completing MBA from IIM Calcutta.

The London-based author recently came out with the closing book in his Ram Chandra series, "War of Lanka", and is planning to write books on 11th century ruler Rajendra Chola and Rani Abbakka, the first Tuluva queen who fought the Portuguese in the latter half of the 16th century.

PARENTING

Managing child through POSITIVE parenting

I D Soni

Khalil Gibran once said, "Your children are not your children. They are the sons and daughters of life's longing for itself. They come through you but not from you. You may give them your love, assist them in their manners, train their minds and shape their morals but not your thoughts. For they have their own thoughts". Expenditure on child-education is really an investment. What we spend today will return to us a thousand fold in the future. Pay well, secure able teachers - men and women of true education and character. The child's unfoldment proceeds, partly, on the line of imitation. Therefore be careful in the choice of teachers. Every child is a specific element within the whole of the manifest divine Being. Whenever children find themselves alone, as a natural reaction, they start looking for company. Whenever they are in trouble, they look for someone to help them. Whenever they reach an impasse, they

Court-room whom I can never forgive. They are my father and mother. They paid no attention to my upbringing. They did not object when I visited Cinema houses, where seeds of crime are planted in young hearts. They did not take care of the company in which I moved, with the result that I have grown full of vice and crime. The fault is theirs, though I have to pay for it by going to the prison".

Not many parents seem to realise their responsibilities towards the children. It was William Tame who said, "Men are generally more careful about the breed of their horses and dogs than of their own children". And of Plato - the Great Greek Philosopher, it is said that he found a child doing wrong, he went and corrected his father.

Fathers usually feel that they have no share of responsibility in bringing up their children in the right way. They believe that it is mother's job. They come and go in the house as boarders with no active interest in the

of simplicity and service, of purity and prayer. When we pray together - we stay together. The deeper spirit of Humanity should move above creeds and communities in the said atmosphere. They may be taught at home to cultivate love and reverence for the "race of hero-spirits" who, through the ages, "pass the lamp from hand to hand".

We, as parents remain worried when our child shows no interest in books. Our child does not mingle with his peer group and we wonder what kind of social life our child will lead. Then there are other worries: how should we inculcate good manners, etiquette, communication skills. How can we make him/her confident and independent.

But do we realise that our worrying is doing more harm than good to our child? Consciously or subconsciously our tensions and worries are being transferred to our child. And this can have an adverse effect. Our tensions will ultimately strain our child and mar his/her natural abilities. So if we want to be effective parents who intend to nurture a happy and successful child, first relax and let go. Shed our worries, analyse what best we can do for our child and then get into action.

BE A CHILD WITH HIM :-
Splash about in the water tub, imitate animals and birds, have a pillow fights, make castles in the sand, get soaked in the rain.

SEE THE CHILD IN HIM:-
Laugh aloud at his/her silly jokes, visualise talent in his/her messy drawings, encourage his/her creativity with paper and glue, relish the fun he has in jumping about, acting silly.

LOVE THE CHILD HE IS:-
Every child has some unique qualities. Be proud of those special qualities in our child rather than focus on what he does not have.

TELL STORIES OF GREATMEN/WOMEN:-
This is an other way, which has been used time and again for generations together. Each child is in love with stories.

LET US GO FOR PICNIC:-
"Let us go for picnic", brings in an atmosphere of entertainment for the child. A picnic need not be an extravagant outing. Any place we may go to, with packed lunch can be called a picnic.

TELL THE CHILD I HAVE AN IDEA:-
"I have an idea", this statement literally switches on a bulb in the child's mind. Our idea may be as simple as "Let us get dressed fast then we will have milk in a saucer today". We will be amazed with the results.

TO HELP THE CHILD TO WORSHIP AND ADMIRE:-

We appreciate that a child is a threefold entity of body, mind and spirit - not twofold one of body and mind only we know that any organ of the body that fails to carry out its assigned function will tend to atrophy and grow weak and useless, so it is important that, in the child all three of these aspects should function in balanced harmony if he/she is to grow and develop to the optimum wholeness of body, mind and spirit. The function of the body is to eat and work. The child's body should be protected from destructive foods. Most of the children do receive plenty of mental stimuli, plenty of food for their minds. It is the duty of the parents to provide opportunities for mental exercise by showing them toys and pictures and by encouraging responses from them. Mind needs to be protected from wrong and ugly thoughts so, too, should his/her spirit be protected from false values which may assault and hurt it. This can be possible to satisfy the deep seated need of the spirit by helping the child to worship and admire some thing other than self. The need of the spirit is to love and worship. These are the functions of the spirit and the parents should foster without in any way becoming involved in religious dogmas

TAKE CARE OF CHILDREN'S SANGA:-

If the parents want to sow good karma - take care of their sanga. If their company is right and good, their actions will also be right and good. Good company will lead them on the path of virtue. Bad company will lead them to evil.



look to someone to show them the way out. Every recurrent anguish, longing and desire finds its own special helper. There exists a divine power that can lift them up from confusion, misery, melancholy and failure, and guide them to their true place. Children, therefore, need proper guidance being our most precious possession.

It was a great horticulturist who said, "We pay greater attention to the growth of plants than we do to the growth of our children". The responsibility of the parents begins the day the child is born and keeps on growing with a passage of time. Not many seem to realise the tremendous responsibility that is theirs as parents of children. We do nothing to take care of them. We pay no attention to their upbringing. We do nothing to inculcate in their minds, qualities of character which alone lend a meaning and value to life. We do not train them to grow in the love and fear of God.

I recall having read how 15-year old boy in France, was sentenced to hard labour. He heard the sentence coolly. Then he asked for silence and shouted at the top of his voice, so that his words could be heard by all present in the courtroom. He said, "I forgive the judge, for he has sentenced me justly. I forgive the guard, they have done their duty. However, there are two persons in the

welfare of the children. It must not be forgotten that no amount of piling of the earth's treasure can compensate a man for the loss of his incomparable jewels - his children.

A stage comes in the life of every growing child when what he needs is a friend more than a parent. It is at this stage that the parent must learn to play a double role. In addition to being a parent, he/she has to be a friend. When a parent offers unsolicited advice to a growing child, specially a teenager, it may be mis-understood as interference. When a friend advises a teenager, he/she immediately responds. If we would wish to influence our children, make friends with them. It is only as friends that we can advise them and lead them to purity and perfection. Let us lead our children to the Pure and the Perfect and we will have done our duty by them. Make friends with the child - and the generation gap will disappear. Make friends with the child - and he or she will have no secrets from us: his/her life will be to us an open book.

True education is not by words and ink. Education is an atmosphere. Try to create an atmosphere at home which is not merely mental but aims at drawing out the higher innate emotions of the children, their inner sense

BOOK-REVIEW

Sublime poetry

Ashok Sharma

Name of the book: Gunjal Pleis
Language: Dogri
Name of the poet: Dr. Sushma Rani
Publisher: Highbrow Publications, Bari Brahmana, Jammu

'Gunjal Pleis' is an anthology of poems composed in Dogri. This book comes from the pen of a prolific writer, Dr. Sushma Rani who has already enriched Dogri literature a lot by adding poems, a play, commentary on Dogra Culture and literature. She has translated a novel from Punjabi into Dogri and a Dogri novel into Hindi. 'Gunjal Pleis' is her 10th book, so to say. The book under review has 51 poems

makes the readers dive deep into the sea of feelings and emotions that her words make. The poem 'Saunglaan' (Fetters) is a revolt against the old and orthodox beliefs which are obsolete and not in conformity with the changed social structure. Such beliefs need to be shattered forthwith in the wake of the modern healthy changes. The poem 'Vishwaas', on the other hand, mirrors a naive swimmer who jumps into the ocean of love by power of his confidence.

The poem 'Dhiyaan' pleads for gender equality and empowerment of girls who are conquering the bastions hitherto believed to be the exclusive domain of men whereas the poems 'Teri Goda Ch', 'Maan', 'Lado Raani' and 'Dhee Raani' portray the profound sensibilities of human relations which give meaning to life in joy and sorrow whereas the poems 'Dogrey', 'and Dogra Des' highlight the bravery of Dogra men and women and sublime beauty of Duggar. Similarly, the poem 'Chidi', 'Nadhi', 'Titli Rani' etc deal with the bounty of nature and man's dependence on various objects of nature. 'Jareela Rukh' is a satire on hypocrisy of modern life and 'Man Karda Ae', 'Peeng' and 'Mahiya' are romantic poems which portray total surrender which results in sublime love experience and divine communion. Similarly 'Maan Boli' brings out the poet's love for her mother tongue Dogri, 'Kadun Aug' craves for those times when there will be equality and egalitarianism all



over the world. Poetry is the music of life and real poetry is that which comes out effortlessly straight from the poet's heart and at once appeals to the reader's heart and soul so that the reader identifies himself with the poem's theme.

The poet has succeeded in her mission to compose poetry of such a lofty and sublime standard. The font of printing is quite suitable for reading even without the use of glasses. In short, the book is a valuable addition to Dogri literature and it is worth reading both by a commoner and by those deeply interested in Dogri literature. The poet deserves applause for her keen observation and understanding of profound and complex human sensibilities and for her ability to portray them realistically with the proper choice of words.