

Achieving Abdul Kalam's Vision through Tapping People's Potential

A one day Workshop on "Achieving Abdul Kalam's Vision through Tapping People's Potential" was organised on 12-9-2015 at the Indian Heritage Academy Hall, Kormangala, Bengaluru, by Shingo Institute jointly with the Asian Journal of Professional Ethics & Management in memory of Dr. A P J Abdul Kalam, former President of India, who had contributed immensely to make India strong taking care of the poor people of the country. The workshop was planned to discuss how the younger generation of Indians can be motivated and guided to create and achieve the great visions for themselves and for their country.

Eminent personalities from the professional field including those who had worked with Dr. Abdul Kalam and who had direct knowledge about his work and contributions, addressed the gathering. The workshop was conducted in a classroom format with majority of the participants college students and teachers.

Dr.C.G.Krishnadas Nair, former Chairman, HAL, Chancellor, Jain University and Chairman, Asian Journal of Professional Ethics & Management, inaugurated the workshop. In his inaugural address Dr.Nair said that inspiration is created by sharing the vision and involving your team to build the action plan. For converting an inspiring vision into reality a leader should accept everybody who is associated, everybody's competence and capability and ensure that they all contribute in taking the Vision forward. In society there are different grades of intelligence, different grades of smartness and different grades of physical strength. We have to tap

everyone's capabilities by encouraging them rather than highlighting their weakness and criticizing them.

We have to consider everyone skilled and as an important member of the team. There has to be dignity of labour whatever may be the work one does. This is one of the lessons from Dr. Abdul Kalam I learnt and implemented. Enable, empower and inspire your team members whatever their background may be and whatever their capabilities are. Through this kind of inspiration and understanding of their skills, we can empower all people associated with us.

Dr. Narayana Moorthy, Retd. Director ISRO (Indian Space Research Organisation) who has worked in close association with Dr. Abdul Kalam, in his address spoke on the important aspects of Dr.Kalam's "Vision 2020 for India," elaborating the following points.

- A nation where the rural and urban divide has reduced to a thin line.
- A nation where there is an equitable distribution and adequate access to energy and quality water.
- A nation where agriculture, industry and service sector work together in symphony.
- A nation where education with value system is not denied to meritorious candidates because of societal or economic discrimination.
- A nation which is the best destination for

the most talented scholars, scientists and investors.

- A nation where the best of health care is available to all.
- A nation where the governance is responsive, transparent and corruption free.
- A nation where poverty has been totally eradicated, illiteracy removed and crimes against women and children are absent and none in the society feels alienated.
- A nation that is prosperous, healthy, secure, devoid of terrorism, peaceful and continues with a sustainable growth path.
- A nation that is one of the best places to live in and is proud of its leadership.

“When you are inspired by some great purpose, some extraordinary project, all your thoughts break their bounds. Your mind transcends limitations, your consciousness expands in every direction, and you find yourself in a new, great and wonderful world. Dormant forces, faculties and talents come alive, and you discover yourself to be a greater person by far than you ever dreamt yourself to be.”

He highlighted how Dr. Abdul Kalam wanted the poorest of poor people of India to be reached and provided with opportunities for emerging as great performers.

The next speaker **Mr. Rajendra Menon**, HR Consultant, covered his points with a power point presentation. The topic was “Taking People Along in Achieving the Vision”.

Evolution of Enlightened citizens

- Igniting the minds of the students, youth, teachers and other professionals.
- Instilling creative leadership qualities among the students, youth and the experienced.

- Become enlightened citizens and work for sustainable development.

Developed India Mission

Empower and enrich the youth, experienced people and government officials towards realizing the goals of developed India by working on the distinctive aspects of Developed India - 2020.

Each one of us must take the 10 point Oath for making India a developed nation.

Oath to be taken by the Students and Youth

1. I realize that small aim is a crime. I will have a great goal in my life and work hard to achieve that goal. I will acquire knowledge continuously. I will Sweat, Sweat, Sweat. I will persevere to achieve the goal.
2. I will work with integrity and succeed with integrity.
3. I will be a good member of my family, a good member of the society, a good member of my state, good member of the nation and a good member of the world.
4. I will always try to save or better someone's life, without any discrimination of caste, creed, language, religion or state. Wherever I am, a thought will always come to my mind - that is “What can I do for you” ?
5. I will never get addicted to liquor, smoking and gambling. I will try to retrieve at least 5 people from addiction and help them to lead a good quality life.
6. I will always remember the importance of time. My motto will be “Let not my winged days be spent in vain”.
7. I will plant at least 5 trees in my neighbourhood and grow. I will always work for making my village clean, city clean and state clean so that my earth will be clean and green.

8. As a youth of my nation, I will work and work with courage to achieve success in all my tasks and enjoy the success of others.
9. I am as young as my faith and as old as my doubt. Hence, I will light up, the lamp of faith in my heart.
10. My National Flag flies in my heart and I will bring glory to my nation.

Dr. Ali Khwaja, Founder & Head of Banjara Academy, Bangalore, Trainer and HR Consultant, whose topic was “Creating Vision for the Future”, explained his points in a story telling format.

There was a young man belonging to a rich family. He finished his studies and started thinking – “What shall I do now that I have finished my education?” After long deliberations he planned to continue his family business. After sometime he started wondering - “Why should I continue to do the same business that my father did? I have to do some other work.” He went to Swami Vivekananda and asked help from him and said – “Swamiji! Please guide me how should I utilise my learning? Should I go for a job or continue my family business? Swamiji said “go and search for a job somewhere based on your studies but don’t tell about you to others.” He replied to the Swamiji – “I thought you will teach something spiritual to me, but you are asking me go for some job.” Swamiji said, “If you earn a very small salary and struggle to make both ends meet, then only you will know the value of money. Your suffering will make you able to do anything for the society.”

When I was studying in my school, my class teacher made a dotted mark on the white board in blue colour and asked the students, “What do you observe here?” Each person gave a different answer. One said he noticed a dot, another replied, “blue round dot.” And so on. Nobody looked at the problem from overall angle of a big black board being there. We must understand what Abdul Kalam said, “Each person’s vision is different. A

good leader understands this and takes them along.”

For youngsters eye vision is 180 degrees and mind vision is above 360 degrees. Satya Nadella, who took over as CEO of Microsoft (he graduated from Manipal University of Technology) has said – “My belief is not in the institution. It is in the people who are part of the organisation.” Let us realise that it is the people who make organisations succeed.

Many of you would have heard the following story. Two persons met each other. One is a business man and the other his old school teacher. The business man said “I am giving jobs for 1000 people who all earn well.” And the teacher laughed and replied, “I create persons like you, for the society to prosper. I am happy with my salary.”

Dr Abdul Kalam loved teaching, which is what he loved to do most in his life. Till his last breath he continued to work as a teacher. To create competent human beings for the society was his vision.

He was clear that one’s vision has to start from somewhere and spread out. You cannot say always that it has to be high. While creating your vision, you must stay connected to roots. In this process, we can learn from others and teach others. This is how he would address the students.

Five lakh students were his inspiration. Let us take his Vision forward by creating highly competent young India, inspiring all youth to create own visions and achieve them.

K S Madhavan, Chairman, Shingo Institute of Japanese Management, Former MD Tecumseh Products India Ltd., Principal Consultant K S Madhavan & Associates, covered the topic “Involving People in Achieving a Vision”.

“Each of us can dream big. However, the visions of only a few people, say one in a thousand (in the case of most of the success stories) and one in a few millions (in the case of great visionaries) get translated into reality. We have to understand why is this and adopt a proper process for converting

our Vision into reality.

There are FOUR steps for realising one's Vision.

Step-1: DEFINE your VISION in realistic measurable terms.

Step-2: Work out a road-map for achieving the Vision – Create your MISSION

Step-3: Identify the OBJECTIVES that define the sign-posts of achievement in real terms.

Step-4: Set TARGETS both in terms of time and results to be achieved.

Process of achieving our vision

Process is the most important aspect of realising one's vision. The process involves tapping the potential of all stakeholders. Involve one and all – every Indian, particularly tomorrow's leaders – the younger generation.

How organisations can address the problem?

Involve every employee and every stake holder of each organisation to accept changes as their own and participate in bringing about a change.

People to be trained to address value addition as part of their jobs.

The best way to make organisations perform best is through TEI (Total Employee Involvement).

At the national level, the same can be carried forward in a similar way, but reaching far wider.

1. Involve every young Indian, all school children, including the Jr. KG students in this change management.

2. School and College syllabi to include sociological, cultural and behavioural education and training.

3. All governments and Municipal Corporations to join in this campaign of changing India.

4. Agricultural and rural development programmes together with infra-structural development to be addressed.

-Editor



Dr. C.G. Krishnadas Nair delivering his inaugural address



A view of the audience



The interaction session in progress