

LEADERSHIP SKILLS IN ŚRIMADBHAGAVAD GĪTĀ

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ABSTRACT

Bhagavad Gita is a principles based text book of management. Being a good Leader, if we don't encourage our team, those great ideas will be soon end. Teachings of Yoga helps person mentally empower with concentrate on their each duty. So yoga has been more important in professional field. Gita says - where we utilize the body it is called karma yoga. This makes it easy "Where there's a will there's a way". Bhagavad Gita is based on a dialogue between Shree Krishna and Arjun mentioned in the 'Bhishmaparva' chapter of the epic 'Mahabharat' written by Vedavyasa. It is a divine text, which gives direction to live life with dignity and splendor.

This paper aims to introduce the holistic vision of Leadership skills, which is described in the Bhagavad Gita. The Principles of Leadership is used in modern management field and also try to looks at how the Gita provides us the important tips of Leadership for organizations.

Keywords: *Bhagavad Gita, Personality, Leadership, Karma Yoga and Business Ethics etc.*

INTRODUCTION

Definition of the word "yoga" literally means "to unite" and people interpret this unity in different ways. Some say it is the uniting

of individual consciousness with higher consciousness. Others believe it to be a state of Realization. Yoga is essentially a spiritual discipline based on an extremely subtle science, which focuses on bringing harmony between mind and body. It is an art and science of healthy living. The word 'Yoga' is derived from the Sanskrit root 'Yuj', meaning 'to join' or 'to unite'. As per Yogic scriptures the practice of Yoga leads to the union of individual consciousness with that of the Universal Consciousness, indicating a perfect harmony between the mind and body. The definition of Yoga explained in Yogasutra by Maharshi Patanjali

"Yogachittavrutti nirodhbh"

Yoga is the ability to calm and restrain the fluctuations of the Mind where all Misconceptions that can exist in the mutable aspect of human beings disappear, there by leading from Meditation to Samadhi.

REVIEW OF LITERATURE

Vedas are the bases of Yogashastra, Vedas instruct latest Leadership skills of modern business. The success in Business sector achieves through the daily performance of the two streams of Yoga; one is Bhagawad Gita by Lord Krishna

and second Yogasutra by maharishi Patanjali. Readding of Gita is getting with internal energy. Internal energy is called Self-confidence in the Gita. It is a positive attitude. It provides power to losers. Self-confident people always trust their own working abilities, like; Manager and a good Leader.

OBJECTIVES

- To clarify the concept of Leadership.
- To improve the leadership skill through Karma-Yoga in Gita.
- To increase self-Confidence this is highly required to be a good Leader.

RESEARCH QUESTIONS

- What is the meaning of Yoga?
- What kind of problems a Leader faces in the Management field?
- Which types of activities can be done for effective Leadership through Yoga?

METHODOLOGY

At the present time, due to the lack of self-confidence in the working style of most youth Leader, they can't accomplish any work efficiently. Because of this, they also have to face many problems in business field. Analytical method of qualitative research has been used in this research paper.

CONCEPT OF PERSONALITY

In the Bhagavad Gita, Lord Krishna has given solutions to the problems faced by a human being in a very systematical way. Great personality of Lord Krishna also defined in the Gita:-

*yadyadācharati śhreṣṭhastattadevetaro
Janah /*

*Sa ya t p r a m ā ṇ a m k u r u t e
Lokastadanuvartate //*

We should also perform our duties to set an example for the good of the world. Whatever actions great persons perform, common people follow. Whatever standards they set, all the world pursues. Humanity is inspired by the ideals that they see in the lives of great people. Such leaders inspire society by their example and become shining beacons for the masses to follow. Leaders of society thus have a moral responsibility to set lofty examples for inspiring the rest of the population by their words, deeds, and character. When noble leaders are in the forefront, the rest of society naturally gets uplifted in morality, selflessness, and spiritual strength. But in times when there is a vacuum of principled leadership, the rest of society has no standards to pursue and slumps into self-centeredness, moral bankruptcy, and spiritual lassitude. Hence, great personalities should always act in an exemplary manner to set the standard for the world.

CONCEPT OF LEADERSHIP

Leadership means “The action of leading a group of people or an organisation.” Often, it is believed that a good manager is always a good leader. However, that is not true because behaviours that make a person a good manager are often not in favour of innovation. Definition of a Leader –

L – Loyal and ready to learn

E – Empathy and Energetic

- A** – Advancement and Ambitious
D – Diplomacy and Determination
E – Ethics and Encourage
R – Responsible to the System.

DIFFERENCE BETWEEN A LEADER AND MANAGER

Leaders and managers have different visions to lead employee in business field.

	Leader	Manager
1.	Leaders are Visionaries	Managers are implementers
2.	Leaders set goals for their team	Managers ensure that the goal set by their superiors is achieved.
3.	Leaders motivate the people.	Managers achieve their goals by delegating responsibilities among the team.

Leader tactically distributes work among their subordinate employees and organise available resources required to reach the goal. Gita contains all type skills about Leadership for management. Here, a method in Gita is useful to all employees –

***Tadviddhi praṇipātena paripraśhna sevayā /
Upadekṣhyanti te jñānaṁ jñāninas tattva-darśinaḥ //***

On hearing that surrender should be performed in knowledge, the question that follows how we can obtain knowledge. The Absolute Truth cannot be understood merely by our own contemplation. First of all, we have to surrender to the Leader “Ready to Serve the Leader’s advice with a pure mind, follow the instructions and giving up doubts. He will then bring you great happiness by bestowing knowledge of the scriptures and discrimination.” Learn the Truth by approaching a spiritual Leader. Inquire from him with reverence and render service unto him. Such an enlightened Saint can impart knowledge unto you because he has seen the Truth. Without effective communication skills, leadership cannot become effective. Krishna says, the most important part of communication must be with honesty and polite toward others.

MODEL OF LEADERSHIP

1. Managing (Chief of Controlling)
2. Coaching (Support and praise)
3. Delegating (Expertise in action).

Managing – This process has Close Supervision, Direct, Instruct, Telling and One-Way Communication with employees and feedback from each employee. Lord Krishna says to Arjun in Bhagavad Gita –

***Klaibyaṁ mā sma gamaḥ pārtha naitat tvayyupapadyate /
Kṣhudraṁ hṛidaya-daurbalyaṁ tyaktvottiṣṭha parantapa //***

In Bhagavad Gita, Shree Krishna is a skillful Guru, and thus having reprimanded Arjun, He now enhances Arjun's internal strength to tackle the situation by encouraging him. Arjun as the son of Pritha, Shree Krishna invokes him to remember his mother Kunti. She had worshipped Indra, the chief of the celestial gods, and with his blessings Arjun was born. Shree Krishna is reminding him of this, encouraging him not to yield to this impotence, which does not befit his illustrious parentage. Shree Krishna says that Arjun has forgotten his moral duty. It is lamentation and delusion. It has its roots in weakness of mind.

Coaching – It has full involvement, Develop skills, Encourage, Listen, Support and Awareness of the employee. In Bhagavad Gita, Karma Yoga means Union through action. It purifies the heart by teaching the aspirant to act selflessly, without entertaining any of though personal gain or reward. By detaching yourself from the results of your actions and offering them up to Ishwar.

Essence of Karma –

***Karmaṇyevādhikāraṣṭe mā phaleṣhu kadāchana /
Mā karmaphalaheturbhūr mā te saṅgo'stvakarmaṇi //***

Here, Lord Krishna advises Arjun to perform every action with devotion and without being attached to the fruits of action. You can experience oneness with the Supreme Being if you perform noble deeds with a spirit of total detachment, without any expectations in return. The fact is that when we are no concerned about the results oriented, we can focus entirely on our efforts, and then the result automatically comes into place.

1. Work with a sense of duty and without getting any attached to the work.
2. Accept failure and success with equanimity and
3. Never allow the anxieties about the results to interfere with your mind during the currency of the job.

CONCEPT OF YOGA

Lord Krishna explains to Arjun in other way that you're established in yoga, renouncing attachment, and be even-minded in success and failure; evenness of mind is called 'Yoga.'

***Yogasthaḥ kuru karmāṇi saṅgaṁtyaktvā Dhanañjaya /
Siddhyasiddhyoḥ samobhūtvā samatvaṁ Yoga uchyate //***

Krishna explains to Arjun that how to get the Skill in action. Lord Krishna explains that Arjun! Endowed with equanimity, one sheds in this life both good and evil. Therefore, strive for the practice of this Yoga of equanimity. 'Yoga is proficiency in the performance of actions.'

***Buddhiyukto jahātīha ubhesukṛitaduṣhkṛite /
Tasmādyogāya yujyasva Yogaḥ karmasukauśhalam //***

Whether being the head of the multinational company, than we must know how to utilize our energies to accomplish our objectives. The Bhagvad Gita emphasizes the importance of managing oneself whereas most of the modern management theories and practices deal with the problems of managing the raw materials, manpower, finances, infrastructure and other external factors. The Gita clearly points out the strategic role which managing oneself plays in the well-being of the individual and the society. Gita says no task should be considered inferior or superior. One who performs each and every task with great enthusiasm, patience, attains success. Arjun was fighting because it was his duty to God, and Shree Krishna would be pleased by it. The fact that he did his duty without attachment did not make him any less competent than before. In fact, he fought with greater inspiration because his work was directly in service of God. Mind can be one's friend or enemy. The work proceeds through intellectual knowledge of the playing field (Jnana yoga), emotional devotion to the ideal (Bhakti Yoga) and right action that includes both feeling and knowledge (karma yoga).

Delegating – This process has full Expertise with Responsibility and Accountability in actions. Here, Shree Krishna is calling Arjun's attention to his free will and asking him to choose. A secret is that knowledge which is not accessible to majority of the people. Spiritual knowledge is profound and not realizable through direct perception. It needs to be learnt through the Guru and the scriptures

***Iti te jñānam ākhyātām guhyād guhyataram mayā /
Vimṛiśhyaitad aśheṣheṇa yathecchhasi tathā kuru //***

Hence, it is described as secret. In the second chapter, Shree Krishna had revealed knowledge of the soul, which is Guhya, or secret knowledge. In the seventh and eighth chapters, he explained knowledge of his powers, which is Guhyatar, or more secret. In the ninth and subsequent chapters, he revealed knowledge of his Bhakti, which is Guhyatamam. In the eighteen chapters, including most secret knowledge to Arjun, he now leaves the choice in Arjun's hands. He says, "I have revealed to you profound and confidential knowledge. Now the choice is in your hands." The opportunity to do well always comes with the danger of doing evil. More importantly, God wants us to love him, and love is only possible when there is a choice. In the Bhagavad Gita, Lord Krishna defines three specific disciplines that are required for effective leadership –

1. Discipline of learning
2. Discipline of speaking properly and
3. Discipline of equanimity.

All of these disciplines are important for effective leadership. Today's leadership authorities also agree that effective leaders have to be effective learners. Leadership is not only about teaching people to follow a certain path or to do a certain thing, but it is also about learning things to be taught.

Leader has to know the talent progression of each employee through a SMART Model –

SMART Model		
S	Skills Develop	Leader's Responsibility
M	Mindset	
A	Actionable	
R	Result	Employee's Responsibility
T	Time Bound	

ABCD Model of Leadership.

ABCD Model		
A	-	Ability
B	-	Believability
C	-	Connect ability
D	-	Dependability

1. Ability – It provides full Expertise, Result Oriented, Problem Solving and new Skills building.
2. Believability – It means honesty, Acceptances of mistakes, Sincere, Take Responsibility and Acts with Integrity.
3. Connect ability – It means care us in trouble with Empathy, Listener and Communicator.
4. Dependability – It means well organized, Responsive, Punctual, Accountable and Consistent.

QUALITIES OF A GOOD LEADER

1. Honesty and Integrity: Leaders value virtuousness and honesty. Leader must be prudent.
2. Communication skills: Leaders possess great communication skills. They are transparent with their team and share failures and successes with them.

3. Intelligence: A good Leader must be intelligent enough to arrive at business solutions to difficult problems. A leader should be analytical and should be creative before making any decision.
4. Open-Minded: A good Leader must be Versatile. A good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do things. Therefore, a good leader is always ready to listen, observe, and be willing to change.
5. Inspiration: Leaders are self-motivating, and this makes them great influencers. They are a good inspiration to their followers.
6. Vision: Leaders are visionaries. They have a clear idea of what they want and how to achieve it. Being good communicators, leaders can share their vision with the team successfully.
7. Empathy: A leader should be an emotional and empathetic fellow because it will help them in developing a strong bond with their team.

8. Patient: A good leader understands that a business strategy takes time to develop and bear results. Additionally, they also believe that 'continuous improvement and patient' leads to success.

CHALLENGES OF LEADERSHIP

The eighteenth chapter of the Bhagavad Gita culminates with an important lesson for an effective leadership. The Gita defines renunciation as abstaining from selfish acts and detaching from the results of an action. Krishna mentions specific areas where true renunciation must be practiced, such as:

1. Retraction of negative thoughts.
2. Retraction ignorance and be open-minded.
3. Retraction inequality and promote equality.
4. Retraction of indiscipline, dishonesty and lazy attitude.

ETHICS OF BUSINESS

Business ethics refers to the standards for morally right and wrong conduct in business. Honesty is the best ethics of any business. Leadership in business field is the capacity of a company's management to set and achieve challenging goals, take fast and decisive action when needed, outperform the competition, and inspire others

to perform at the highest level they can. If we look at the lives of effective leaders, they have demonstrated these characteristics. Mother Teresa left her homeland to serve the poor people of India. Mahatma Gandhi spent many years in prison to fight against colonization of India. Nelson Mandela spent twenty seven years in prison to fight against South African apartheid. The fourteenth Dalai Lama became the messenger of the world peace and harmony while remaining in exile away from his homeland Tibet. A good leader is always ideal to the young generation and ready to listen and observe every activity of the people. i.e. Teacher.

CONCLUSION

The leadership lessons of Krishna, as described in the Bhagavad Gita, attest that the subject about leadership was profound in the ancient Era and its principles are still applicable in business and other organizations also. A Leader should have effective skills of communication; they must be able to motivate their followers when they speak, so they can guide them toward the common vision and goals. Without effective communication, best leadership cannot become effective. Lord Krishna says, the most important part of communication must be with polite toward others.

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