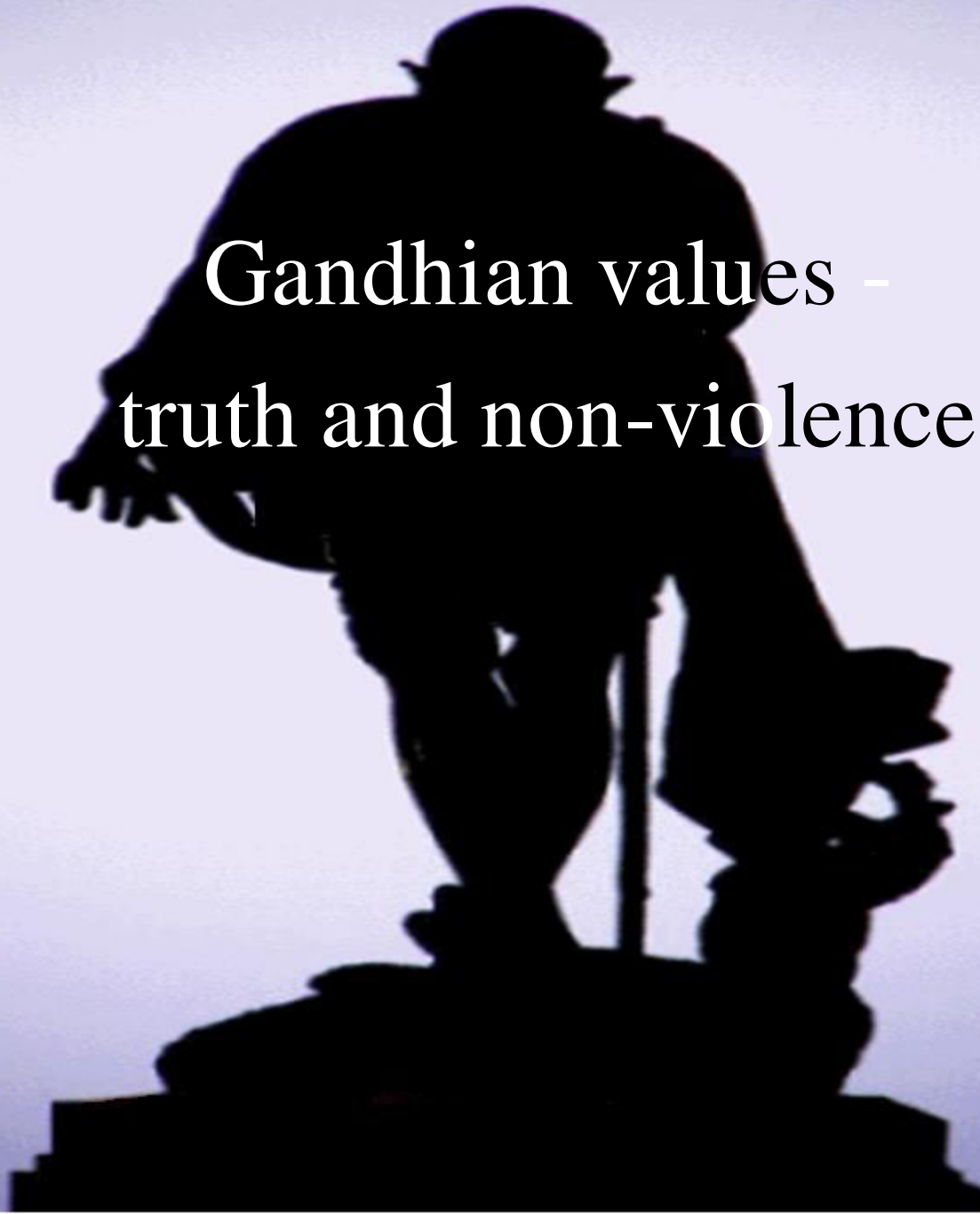



Gandhian values -
truth and non-violence



But, Why Gandhi?

- ▶ World prominence, helped to achieve freedom and left a lasting legacy for us.
 - ▶ Many of Gandhi's core principles are remarkably relevant in the realm of leadership competencies and self-development.
 - ▶ His National wide campaigns
 - Expanding women's rights
 - Building religious and ethnic
 - Ending untouchability
 - Swaraj (self-rule) etc.,
- 

Mohandas Karamchand Gandhi

- ▶ Born – 2nd October 1869
- ▶ Died – 30th January 1948
- ▶ First employed as lawyer in South Africa
- ▶ After he return to India in 1915, he set about organizing peasants, farmers, urban labours to protest against excessive land-tax and discrimination from Britishers.
- ▶ Assuming leadership of the Indian National Congress in 1921.
- He practiced number of lessons

Lesson 1: Continuous learning and improvement



Gandhi always told that if two of his sentences contradicted each other, please accept the second one and forget the first one. This reflects –

- learning and growth mindset
- anticipation of follower's needs
- rigid consistency was NOT one of his traits

Lesson 2: Looking at each person just as a human being



“Be quick, be brief, be gone!” Personal meetings with Gandhi were very short. However Gandhi made people feel as if they were the only person in the world that Gandhi would have liked to talk at that time

Lesson 3: Being an excellent listener



Gandhi was not a good orator, but people followed him because he practiced the principles of truth and non-violence in his life. First and proved that any ordinary man can follow his path of truth and non-violence and then inspired others to follow these principles

Lesson 4: Proactively identifying barriers to make sustainable change



Once a journalist asked Gandhi what was the biggest problem that India faced? He expected Gandhi to say slavery or British rule or pervasive poverty. But Gandhi said it was “callousness of intellectual”. Gandhi had a long term vision of building a sustainable society and not just getting independence

Lesson 5: Being the conscience keeper



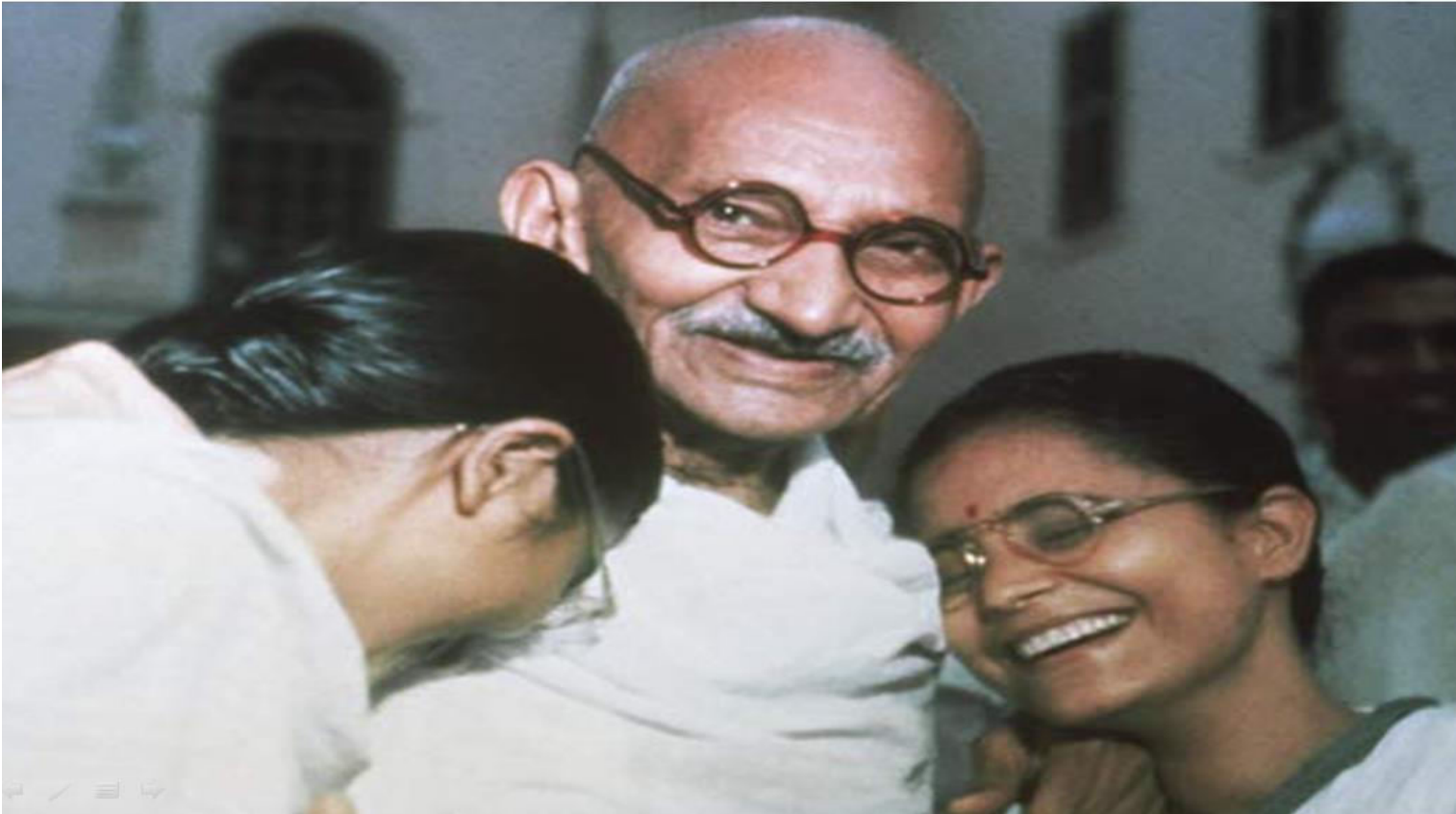
Non-cooperation was one of the key political movements that Gandhi initiated. Gandhi aborted the movement saying a key tenet of the movement – non-violence, was violated. He believed that the end did not justify the means.

Lesson 6: Emphasis on self-awareness and discipline



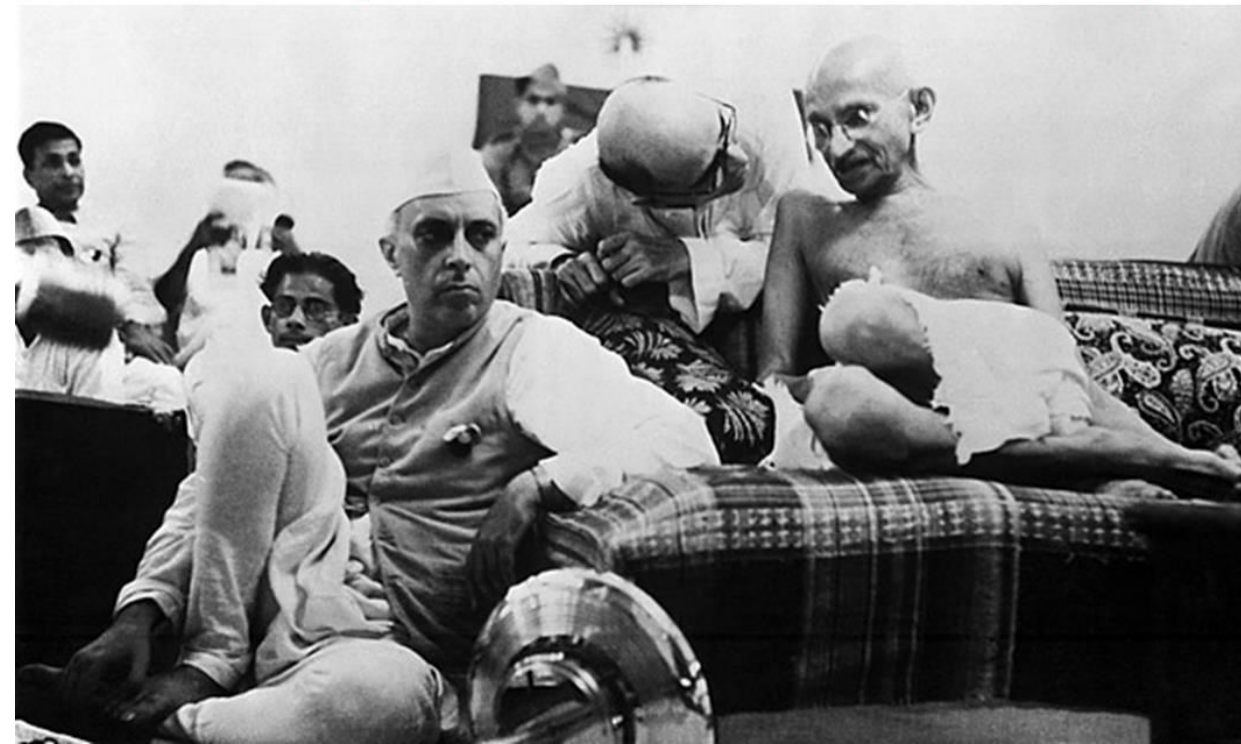
As you grow in **self awareness**, you will better understand why you feel what you feel and why you behave as you behave. Self discipline is the training of your mind to control, perceived harmful, urges until a satisfactory solution has been sought

Lesson 7: Balancing value-driven vision and execution efficiency



A leader with vision has a clear, vivid picture of where to go, and a firm grip on what success looks like and how to achieve it. Leader must share the vision and act upon it. He must communicate it clearly and passionately.

Lesson 8: Emphasis on path and result



Mahatma Gandhi was a great leader. He had chosen the path of non-violence for himself and his followers.

Lesson 9: Be open-minded



Always keep things in perspective. **Do not dismiss other or anything** –big or small– without giving a try. We never know where the next useful idea might come from.

Lesson 10: Grass-root level contacts



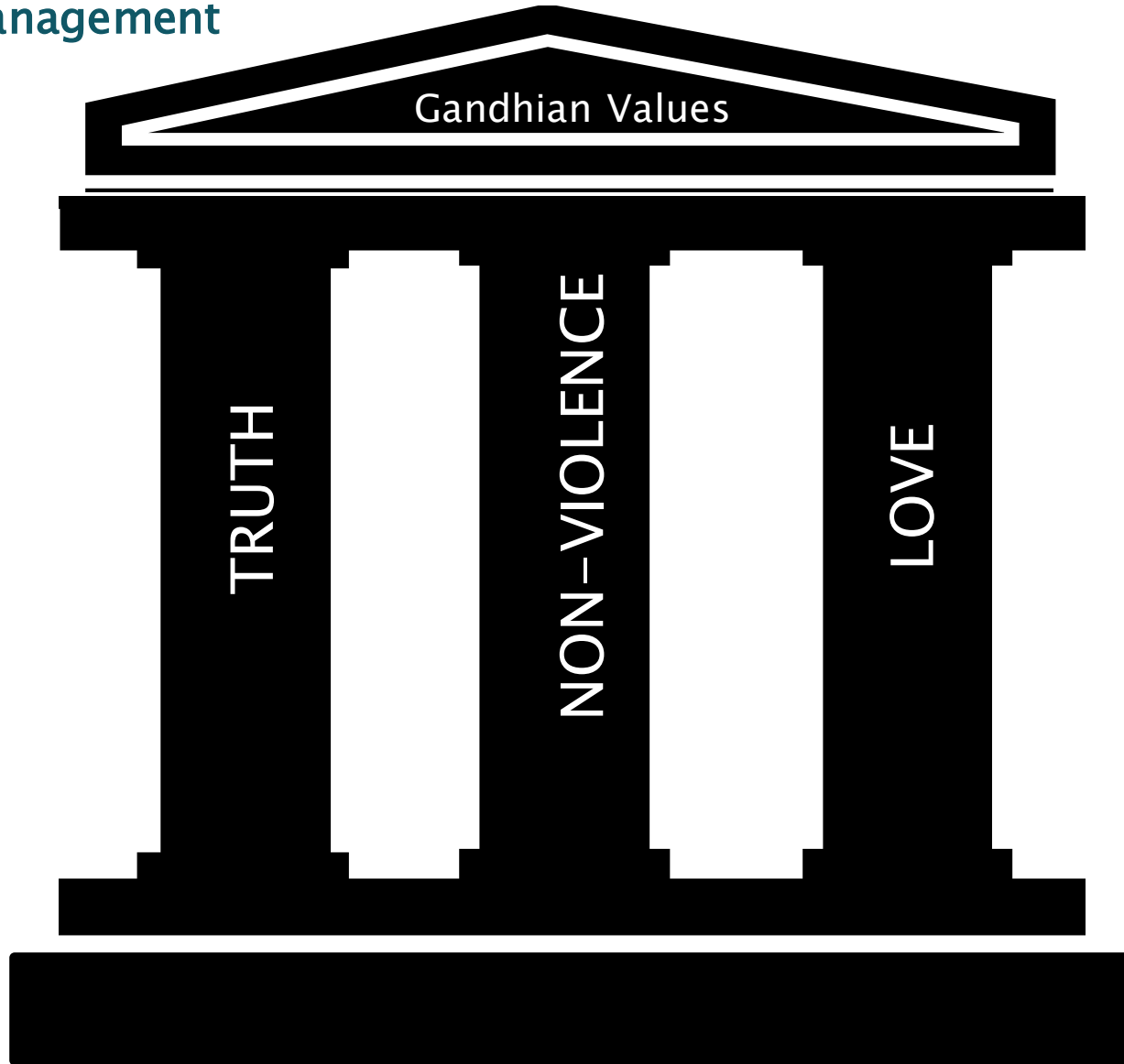
A leader has to see that not many layers of hierarchies are created between him or her and the people at the lowest rung; and the people's voice does not go unheard and doesn't get distorted to the extent of even belying the truth

Lesson 11: Primus Inter Pares; What I practice is what I preach




An enduring leader is not a superior person, but only first among equals; first to stand by the moral code of conduct; first to bear the brunt of change; first to surrender privileges, and first to sacrifice one's life. A leader is elected, chosen to serve and not installed to rule.


Gandhian Management




Gandhi's 11 principles

- ▶ Ahimsa – Non-violence
 - ▶ Satya – Truth
 - ▶ Asteya – Non-stealing
 - ▶ Brahmacharya – Self discipline
 - ▶ Asangraha – Non-materialistic
 - ▶ Sharira shram – Physical Labour
 - ▶ Asvada – Control of the palate
 - ▶ Sarvatra Bhayavarjana – Fearlessness
 - ▶ Sava Dharma Samanatva – Equality of all religions
 - ▶ Swadeshi – Support local economy
 - ▶ Sparsh Bhavana – Respect for all beings.
- 

Truth / Satyagraha

- ▶ Gandhi dedicated his life to the wider purpose of discovering truth or satyagraha.
 - ▶ He tried to achieve this by learning from his own mistakes and conducting experiments on himself.
 - ▶ He called his autobiography “The story of my experiments with truth”.
 - ▶ He summarized his beliefs first “God is truth”.
 - ▶ Later change “truth is God”.
- 

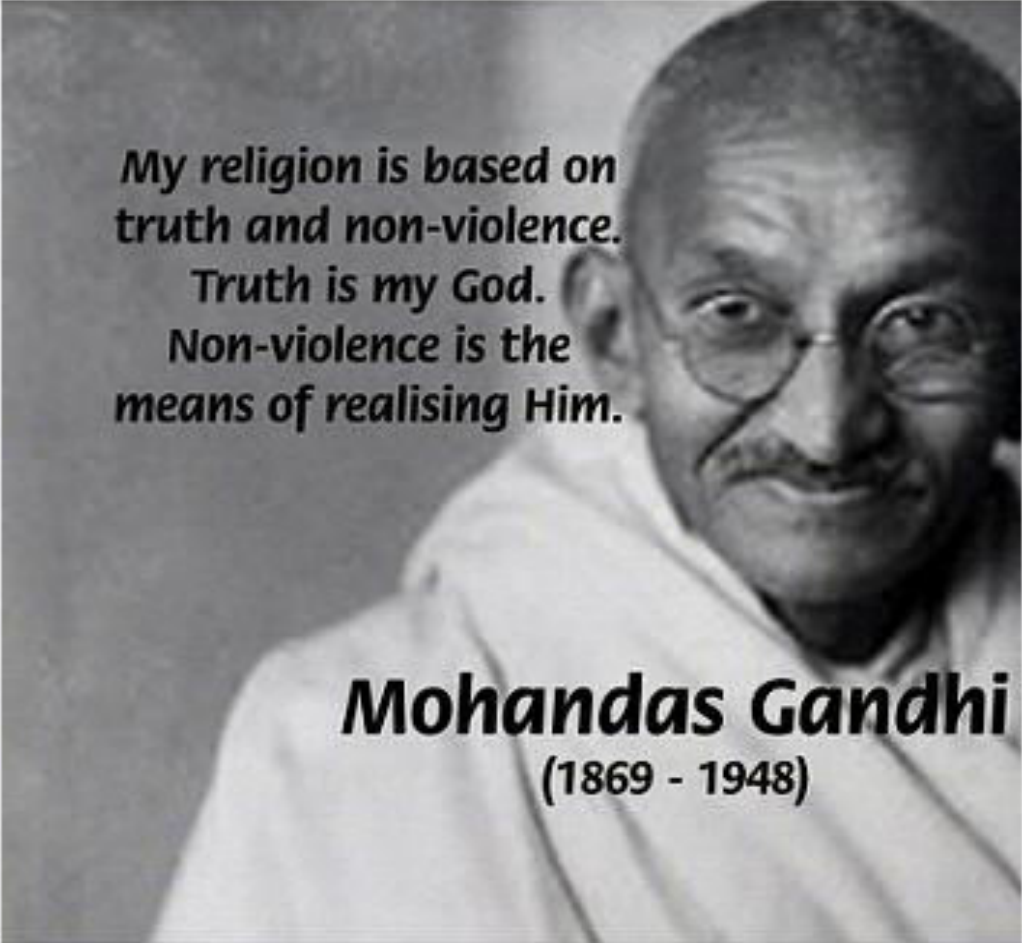
Non-violence/ahimsa

- ▶ Gandhi was not originator of the principle of non-violence, but he was the first to apply it in the political field on a large scale.
 - ▶ The concept on non-violence has a long history in Indian religious.
 - ▶ He advised that everyone need to keep to non-violence (ahimsa).
 - ▶ He said that “where there is only a choice between cowardice and violence, I would advice violence”.
- 

**"In a gentle way, you can
shake the world."**



He attempted to
practice of truth
and non-violence
in all situations,
and he advocated
that others do the
same

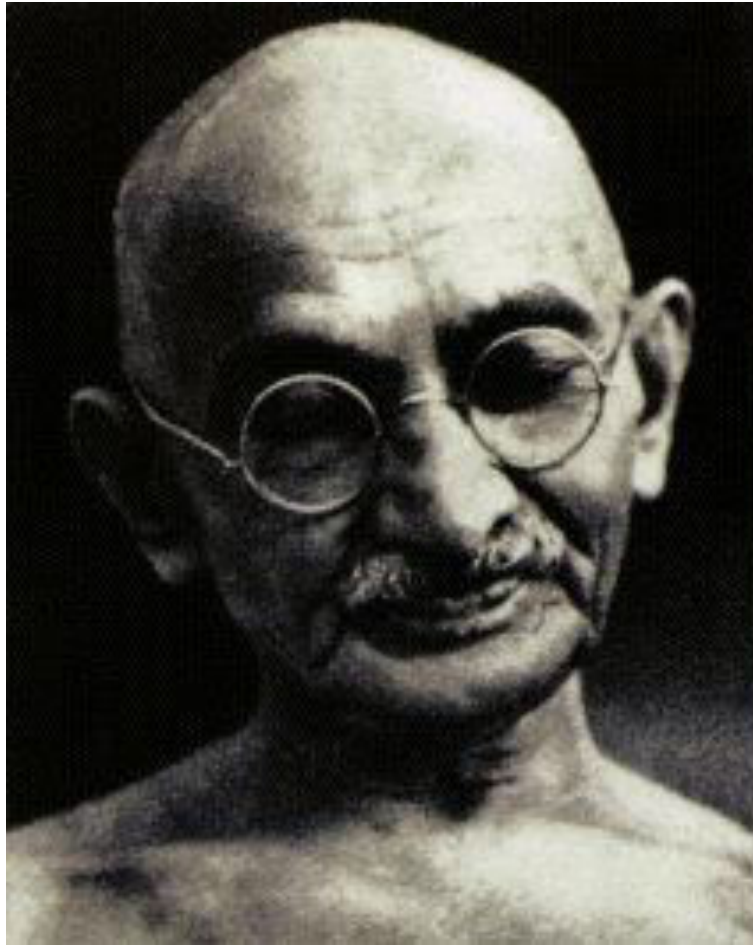


*My religion is based on
truth and non-violence.*

*Truth is my God.
Non-violence is the
means of realising Him.*

Mohandas Gandhi

(1869 - 1948)

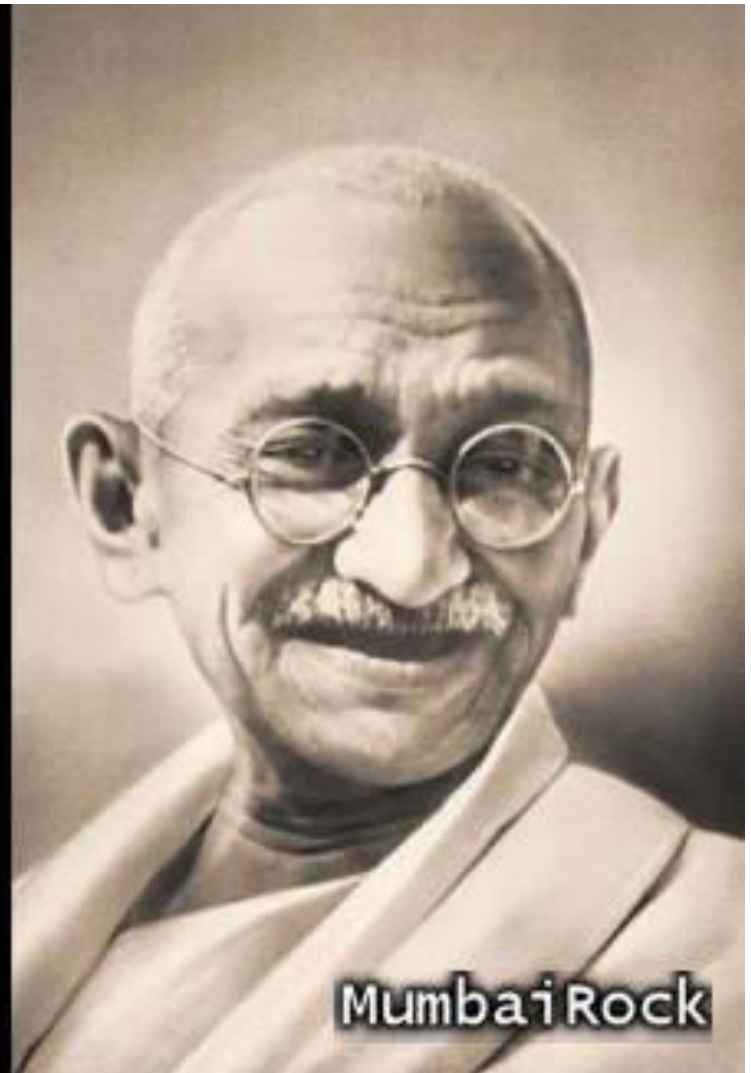


**THERE IS
NO GOD
HIGHER
THAN
TRUTH**

**-MAHATMA
GANDHI**

It becomes more
necessary to see the truth
as it is if you realize that
the only vehicle for
change are these people
who have lost their
personality.

—Mahatma Gandhi



MumbaiRock

Satyameva Jayate – Truth Never Fails



Thank you