

“LEADERSHIP CONCEPT”-AS EXPLAINED IN ‘DASBODH’

Mr. Shrinivas Rairikar, who is Director of Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA), is M.Com, MPM, LL.B. and also Lead Auditor for ISO 9000. He has been holding various responsibilities in MCCIA for last 20 years. He is expert in HRD, TQM and Labour Laws. Renowned Institutions in Japan awarded him with scholarships for training on HRD. Mr. Rairikar visited Japan for study tour through Asian Productivity Council in 1989 and through AOTS Tokyo in 1993. In addition he has made study tours to Russia, Germany, England and Pakistan. Mr. Rairikar is also an honorary faculty in various management institutions for last 12 years. He has written books on the subject like ‘Salary & Other Facilities in Industries in Pune’ and ‘ Voluntary Retirement Schemes in India’. He writes articles and poems on various subjects. He has special interest and expertise in Poetry, Drawings, Music, Philosophy and Yoga. He is also active in Rotary Club and held various posts on District level.

Today he has chosen a subject ‘Leadership- as explained in Dasbodh’. Mr. Rairikar has studied Dasbodh, a spiritual book in Marathi, written by Saint Samarth Ramdas. For last 5 years he has studied Management Techniques explained in Dasbodh by Samarth Ramdas and has been giving lectures in various industries, Chambers of Commerce, Rotary Clubs, TV Channels and various Institutions.

Monthly lectures of IPE are always presented in English. However Mr. Rairikar felt for a subject like Dasbodh it is appropriate to have his lecture in Marathi. Moreover he has an experience that even a non-Maharashtrian person residing in Pune can understand Marathi to a certain level, which is enough for today’s lecture. We are preparing this report in English as well as in Marathi.

Samarth Ramdas: For a Marathi person it is not necessary to explain who is Samarth Ramdas? However for others Mr. Rairikar started his speech by explaining about life and work of Samarth Ramdas. He was born in 1608. He continued his ‘*Saadhana*’ from 1620 (When he was 12 years old) to 1632. He traveled throughout India from 1632 to 1644 and established 1100 spiritual centers (*Math*). He made Chatrapati Shivaji Maharaj his disciple in 1649 and guided him in ruling Maratha Kingdom and his work of ‘*Swarajya*’. He wrote a small but very effective poetry book called ‘*Manaache Shlok*’ in 1678. He left this world by taking *samaadhi* in 1682.

Dasbodh:

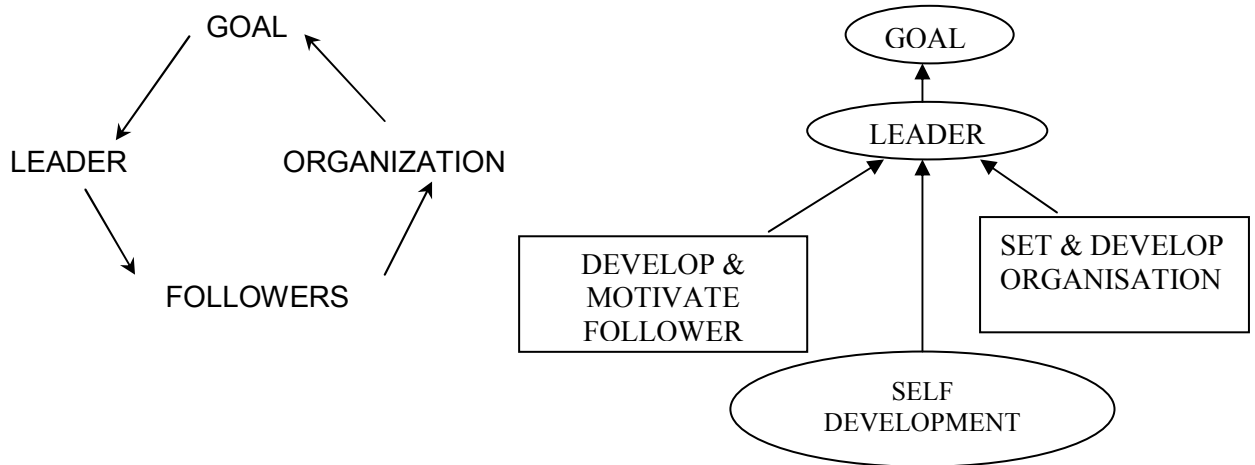
He wrote a famous spiritual book called ‘Dasbodh’ in three stages from 1632 to 1680. Samarth wrote this book after he studied behavior of people around him all over India. Along with other behavioral matters this book guides us in to present Management concepts. Though it was written 350 years back, Samarth with his experience has given hints for Leaders, which are even useful today in modern Leadership practices. Samarth Ramdas’s 48 years deep thinking, experience and observations are clearly visible in Dasbodh. He installed 1100 spiritual centers all over India and at every Center he appointed a Leader (*Mathaadhipati* or *Mahout*). Samarth was Leader of all these Leaders. Installing such a big no of spiritual centers for Hindus was really an extra ordinary work considering then the Muslim Rule almost all over India. He had leadership abilities required for the same and also knew how the other leaders should be. Samarth was extra ordinarily clever and visionary and therefore he could select leaders on these 1100 centers from thousands of his followers.

Samarth Ramdas had motivated and inspired thousands of followers towards the aim of religious work. His ability is proved as these leaders are well trained for running these centers effectively.

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Leadership Model of Dasbodh:

Mr. Rairikar explains the Leadership models of Dasbodh as follows



In the stanzas of Dasbodh, Samarth Ramdas has said that a leader has to always keep final goal in his mind and he must work hard towards achieving it. He should always think of developing himself and the organization for longer lasting. This will be possible only if he can inspire and motivate his followers. This concept is same as what we think of modern management concept.

Mr. Rairikar states that for developing him self as a leader one should follow the steps mentioned in Dasbodh. These are as follows.

A) **SELF-DEVELOPMENT:** To be a good leader one has to change and develop him self.

- 1) He has to continuously go through the introspection. This means he has to examine himself for his own thoughts and feelings.
- 2) He has to find out faults in him self. It is generally found that when a person reaches to a certain level he starts thinking that he never makes mistakes. However he can become a good leader if he can change him self after introspection.
- 3) He should be honest to continuously remove the faults in him.
- 4) He should develop the habit of learning the new things and latest techniques. *(This is extremely essential for today's fast changing world).*
- 5) He should be a role model for his subordinates. He should convince his subordinates by working himself on the same principal.

B) **CARRYING OUT LEADERSHIP:** For carrying out leadership successfully and continuously a leader has to use following guidelines.

- 1) Train and develop the followers. Find out the capable persons and train and develop them to carry out work for achieving goal.
- 2) Inspire and motivate the followers/ subordinates so that they will be enthusiastic to achieve the goal. The atmosphere in the organization has to be such that all the work force remains motivated.
- 3) Leader has to create the next generation. He has to make his successor. (There is a line in one of the stanzas in Dasbodh ' *Mahante*

Mahant Karaave') This is important for the bright future of the organization.

4) The leader has to build and maintain the organization of the followers.

C) **EFFECTIVE LEADERSHIP:** Important points for the effective leadership as explained in Dasbodh,

- 1) Behavior of the leader has to be excellent. He should always think and then talk. He should avoid loose talk.
- 2) Leader has to have a proper communication channel with all the subordinates so that there will not be any misunderstanding.
- 3) Team building and enhancing Team spirit in all the subordinates is very important for the growth of the organization.
- 4) Leader has to find out the persons with required ability and give them work suitable to them. In this manner he can delegate the work to able persons and keep himself away from overloading. This will also keep the team motivated. 3.
- 5) Leader has to keep on trying to achieve the best and the right. (*'Do it right first time'*) He has to work hard for achieving the best.
- 6) Leader has to keep on learning new things. (He has to keep himself updated with latest techniques in this fast changing world)
- 7) He should try to improve his own intelligence and after proper listening to others he should suggest changes in the working of organization.
- 8) Avoid criticizing and public humiliation of the subordinates even though they have made a mistake. He should always talk meaningful so that others honor him. He should always see that able and important subordinates should not get disturbed because of his behavior. He should have the art of handling conflicts and find the way out without disturbing others.
- 9) Leader has to insist on always selecting the best and avoid substandard by thinking properly.
- 10) The leader should be able to see the things much ahead of time. That means he should be visionary.

Samarth Ramdas has given many symptoms of silly (*'Moorkh'*) and learned silly (*'Padhat Moorkh'*) person. These will be very useful for the leader for introspection and to improve him self.

According to Mr. Rairikar these thoughts, which Samarth has written 350 years back regarding the leadership, are not outdated but they are same as what Mr. Peter Drucker or Mr. Shiv Khera have written in their books on modern management techniques. In the present age of globalization the same concepts are being used. Hence Dasbodh can be used as guide to set the work culture in different industries.

According to Mr. Rairikar this book is also useful for multinationals (MNCs)

Mr. Rairikar refers various stanzas in Dasbodh while explaining the leadership concept. He requests the audience to study the Dasbodh by keeping in mind the requirements of modern management concepts. He gives a list of stanzas referring the volume and chapter No. (*'Dashak & Samaas No.'*) which are useful in this context. He mentions that Dasbodh is an effective tool to know behavior of people and to lead life.