



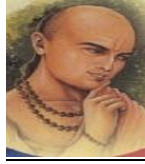
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Ancient Practical Knowledge and Wisdom for New Age

Live Audio Visual Web Session Handouts

(29-Nov-09, 06-Dec-09, 13-Dec-09, 20-Dec-09)

On



“Chanakya’s Seven Pillars of Success”

by

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“Arthashastra is a book about the Management of the ‘Human mind’, which has remained quite the same over the ages.

Objective of Sessions:

TO MAKE EVERYONE AWARE OF THE WORLD’S FIRST MANAGEMENT GURU - CHANAKYA AND HIS TEACHINGS From KAUTILYA’S ARTHASHASTRA (WRITTEN IN 3RD CENTURY BC) WHICH CAN BE PRACTICALLY APPLIED BY EACH PERSON EVEN IN MODERN DAY SCENARIO.

NOTE: These are the 7 pillars of a kingdom taught to his students who are being trained to rule kingdoms. But the same principles can be applied to any house, institute, Government, educational institute, business or even an NGO or spiritual organisation.

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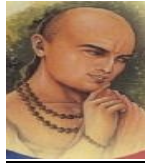
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Thank you

An Introduction to Chanakya



According to History

- Chanakya was born around 3 BC.
- He was also known as Kautilya, Vishnugupta.
- He had trained Chandra Gupta as King Maker, He was responsible for Alexanders Defeat.
- He was the professor in Takshashila University which is considered as one of the Ancient school of Learning for all round development.
- He was the author of Arthasastra and Chanakya Nithi
- He was the first one to Visualise the concept of a 'nation' for the first time in human history. During his time India was split into various kingdoms. He brought all of them together under one central Governance, thus creating a nation called 'Aryavartha', which later became India.
- He was responsible for Uniting all and building Akhand Bharat.

Kautilya's "Arthasastra" was

- Written in Sanskrit, Contains 15 books, 150 chapters and 6000 Sutras (Shlokas)
- Known as a Book of Economics, State craft, Punishments, warfare, strategy etc It's a Book of 'Total Management' - Management Education, Time Management, Strategic Management etc.
- **Arthashastra is a book about the Management of the 'Human mind', which has remained quite the same over the ages'.**

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Live Web SESSION NO 1 -Chanakyas – 7 Pillars of Success

(29 NOVEMBER –2009)

“Om Namah shukra brihaspati abyam.” - Salutations to Chanakya.

He invoked two masters ie one shukra who was daityas guru and Brihaspati who was devatas guru. Conflict management ie view and salute both the view points as it is imp to see both sides of the coin.

"Swami, Amatya, Janapada, Durg, Kosha, Danda, Mitra iti prakritaya."
(Kautilya's Arthashastra 6.1.1) 6th Book, Chapter 1, First Sloka

Meaning: The King, The Minister, The Country, The Fortified City, The Treasury, The Army, and The Ally are the constituent element of the State.

All these 7 points can be applied to a house, a business, an educational institute or any organisation.

7 Pillars of Kingdom - STATE BUSINESS HOUSE

- ✓ The King Chairman/leader/ Husband
- ✓ The Minister/ Manager /Wife
- ✓ The Country Market/clients/ customers/ Children
- ✓ The fortified city Head office/ factory house
- ✓ The treasury finance (source of income)
- ✓ The army staff/team relatives
- ✓ The Ally consultants/ advisors friends, well wishers.

Seven Pillars of Success applicable to Inner Organization.

Special Thanks to Honourable Participants Dr Shiv Talwarji and His Team from Spiritual Heritage Education Network based in Canada for sharing Seven Pillars of Success applicable to Inner Organization.

Seven Pillars of Success	Inner Organization	Outer Organization
	Human Life	Human Enterprise
Swami	Human Soul, Arjun, Jivatma	Leader, CEO, Inspirer
Amatya	Intellect, Buddhi	Manager, decision maker
Janpad	Person and society, jiva and jagat	Client Base
Durg	Body mind complex, jiva	Infrastructure
Kosha	Mind, karamashya, vasanas	Treasury, wealth
Danda	Cognitive & Active Senses, indriyas	Work force, team
Mitra	Spark of the Divine, Chetan, Krishna	Well wisher, ally, advisor but not actor

Qualities of Leader

Chanakya had described approx over 100 qualities of an efficient leader in verse (6.1.3). Some of them are

- Intelligence and Spirit

2 sides of the same coin, Rational , cannot be emotional(understand the emotions but should not be emotional, understand the sentiments but should not be sentimental) Think but also do, have great thoughts but implement it , apply it, great theory but focus on practical application.- Tough and situational leadership. Plan out your work and work out your plan.

- Given to Seeing elders-

Elders doesn't mean by age but also by knowledge and experience.

- Truthful in Speech.

Think 100 times before making a promise/decision. eg King Dashrath made mistake by promising his wife - Kaikeyi

- Not breaking Promise - Should not break his promise, decision should not be changed every now and then.
- Being Grateful – Attitude of Gratitude.

Peoples support. Attitude through which he operates.

➤ Desirous of Training – Continuous Education

Keep on learning, Always be a Student, Sharing your knowledge, "Getting trained and also giving training". "Swadhyay pravachanech" . "You may not be Role model to Every body but to somebody".

➤ Easily Approachable.

Last man in the last village has to be happy.

“Leadership means Change in Mindset, Change in Attitude”

Attitude of a king (leader, Head of an Organization, Head of the Family)

"praja sukhe sukham raja prajahite".

(In the happiness of the subjects lies the benefits of the king and in what is beneficial to the subjects is his own benefit. What is dear to himself is not beneficial to the king, but what is dear to the subjects is beneficial to him"(1.10.34)

Action Point 1.

" He (leader) should constantly hold an inspection of their works, men being inconstant."

Action Point 2.

"He should have constant association with elders in learning for the sake of improving his training, since training has its root in that." "learn from elders/seniors. "

Action Point 3.

"From continuous study ensures a trained intellect."

Web Session No 2 - Second Pillar of Success - Amatyā (Manager, Wife)

(December 6-2009)

- What is management:-

" The means of starting undertakings(assignments/ projects) , the excellence of men & materials(suitable) apportionment of place & time, provision against failure (back up plan)." - Management is a mind set.

Need of a Manager:

"Rulership can be successfully carried out only with the help of associates". One wheel above does not turn. Therefore he (the king) should appoint ministers and listen to their opinion." (1.7.9)

Qualities of a Manager:-

- Desire to learn -
- Retention'
- Understanding and communications skills
- Intentness on Truth (Clear trust)
- Able to lead an army(Seva mantra, able to inspire othes to work).
- Sweetness in speech (bridge between management and staff/labour) (6.1.4-6)
- Delegate fully and supervise efficiently

An Effective manager:

"He(king) should make those his ministers who, when appointed to tasks, the income from which is calculated(beforehand) who would bring in the income as directed or more since thru this their qualities are proved." (1.8.13)

"He should declare without loss of time what is in the king's interest".

Action Point 1.

" Under the supervision of the officer, he should carry out the task assigned with special zest." (1.18.4) - Delegate fully and supervise efficiently.

Action Point 2.

"They hall obey the orders of one who proposes what is beneficial to all." (3.10.39)
Keep an eye on your manager who considers the good of everyone and listen to him and take decisions).

Action Point 3.

"He should hear (atonce) every urgent matter, and not put it off. An (affair) postponed become difficult to settle or even impossible to" (1.19.30) - when your manager comes to u listen and take quick decisions eg: police.

"kal kare so aaj kar aaj kare so ab pal me parlay ho jayega bahuri karega kab".but lazy people say:

'Aaj kare so kal kar , kaal kare so parso , itni bhi jaldi kya hai jab jina hai barson."

Live web Session NO 3 - Third Pillar – Janapada

(December 13 –2009)

Janapada is the country (Your market, Your clients ,Your customers, Your area of operation) You basically dominate this territory and would like to keep Your monopoly.

Qualities of Janapada:

- eg Gandhiji , the leader of freedom struggle has large no. of followers.
- Strong position in centre and frontiers
- Easy to protect , Providing excellent means of livelihood(cash flow ie pay well in time).
- Capable of bearing taxes and fines
- Focus on markets that are cost effective.

"He should secure an undertaking refining little expenditure and yielding large profit & get a special advantage" (7.13.31)

Better to enter a market you know well than, which requires research.

" In case of two alternative routes, he should march in a region suitable to himself" (10.2.10)

Even in case of relationships and project - team who has worked with you, you are comfortable with.

"He should establish contacts with forests chieftains, frontiers chiefs and chief officers in the cities and the countryside. " (1.16.7) Good network.

Action Point 1.

" And they should bring out the commencement of what is not done, the carrying out of what is connected, the improvement of what is being carried out and the excellence of (the execution of) orders in case of works" (1.15.51).

- Focus on satisfied customers and complete your current enquiries before you go for new customers.
- Learn from past experiences and on Regular basis, eg infosys.

Action Point 2.

"One doing whatever pleases him doesn't achieve anything" (7.11.35)

- Be ready to tell no to a customer who may not fulfill your requirements.

"Learn to Say No"

Action Point 3.

"And those who are without relations have to be necessarily maintained" (1.12.1)
- maintain good PR(CRM with your customers, be in touch with them regularly).

Live web Session 3 --Fourth Pillar – Durg

December 13-2009

According to Some Economic Experts Culture of any country plays a vital role in its economy. Uniqueness in Indian Management – Everything was written by our ancient thinkers all we need to do is to Go back and look for knowledge in our scriptures and adopt according to current age.

Durg – Fort (Office/House)

Atmosphere of the office/House should be

- Charming (peaceful)
- Beneficial to men (employees and self)
- Staff devoted to work – Work place/house.
- Men loyal and Honest.

Workplace or a House should be maintained like a place of worship/temple and should give a pleasant look and feel.

All people either in a work place or a house need to be connected to each other.

Sutra on Right Information

Coming to know what is known, definite strengthening of what has become known, removal of doubt in case of two possible alternatives, finding out the rest in a matter that is partly known – this can be achieved by external sources” (1.15.20-21)

In a House/work place People need to be connected to each other and this can be achieved by knowing about each other .i e. Right information about each other.

Keep Record of all Transactions

“Every object should go out of or come into (the palace) after it is examined and its arrival or departure recorded” (1.20.23)

Have a filing system in place to record everything

Keep a system in Place and Keep a note of all things that is coming into or going out of Workplace/House.

Definition of well Organization – You should be able to find what you want at the time you want.

Make Right policies

“A calamity of a constituent, of a divine or human origin, springs from ill luck or wrong policy” (8.1.2)

Ask yourself Did I have a Back up Plan or good policy/Rules? Best houses are those which have a good exits.

Optimists invented Aeroplane and Pessimists Invented Parachute.

Both are required.

Action point 1

“He should cause the treasury and the army to be collected in one place, in the fortified city, in charge of trustworthy men” (5.6.7)

- Centralise your information system and the key persons.

Action point 2

“For the king, there is (danger of) revolt in the interior or in the outer regions” (8.2.2)

- Keep your eyes and ears open about yourself

Action point 3

“He should win over those of them who are friendly with conciliation and gifts, those hostile through dissensions and force” (11.1.3)

Reward people and Appreciate other people.

Chanakya was the first one to introduce the concept of exchanging gifts, improves connection among people. Gift can be very small like a flower etc

- Give gifts to your key people. It is not easy to refuse gifts given by any person.

Fifth Pillar - KOSHA – The Treasury

It is the backbone of any business. A strong and well managed treasury is the heart or any organisation.

Right Qualities :

- Acquired lawfully by Ancestors and oneself (expand)
- One that can withstand calamity (Insurance)
- One Even when there is no income for long time (6.1.10)

In India we had the concept of Insurance right from Ancient times. Have a Back Up Plan.

Money is not everything – Money can give everything but can gives time and Space to enjoy.

Everything about Chanakya – Planning Planning Planning

Plan well Plan well -For Companies/Individuals – Always have 6 months cash flow in advance.

Do your calculations first

“All undertakings are dependent first on the treasury. Therefore, he (the leader) should look to the treasury first”
(2.8.1-2)

Look at the budget – Always be Practical.

Four stages of wealth

•Wealth Identification

Identify Your career, Look for Passionate work. Take input from experienced people.

•Wealth Creation

Dig the Gold, Refine the Gold.

•Wealth Management.

After Money starts flowing, learn to manage well. Invest in right places

•Wealth Distribution

Once you are taken care off give it back to the society. Right way to right person. Bhagavad Gita Talks about Various ways to distribute the wealth. Give small amounts with large Hearts.

Social contribution - Ex Tatas – So many wings of Pillars – Pillars of Research in India.

In Ancient India Kings used to Give up Kingdoms to into Spiritual Life.

Be ever active

The root of wealth is economic activity; inactivity brings material distress. Without an active policy, both current prosperity and future gains are destroyed”
(Arthashastra 1.19.35,36).

Be Alert on your finances. If you are lazy money will go away.

Macro and micro accounts system

In addition to reporting in detail as well as in aggregate, there is also an individual accountability for the revenues and the expenditures” (2.7.24)

Action 1

Wealth will slip away from the foolish person, who continuously consults the stars; for wealth is the star of wealth; what will the stars do? Capable men will certainly secure wealth at least after a hundred trails” (9.4.26)

- Start your work right now – do not wait for a Mahurat.
- Astrology is a Science , Astrologer is a person who may or may not be an adept in this Science.

Always Start work now, Live in the present.

Action point 2

“ He should check the income and expenditure with reference to the period, place, time, head of income / expenditure, source, bringing forward, quantity, the payer / paid, the person causing payments to be made, the recorder and the receiver” (2.7.31-32)

- In your accounting system make provision for as many details as possible.

Action point 3

He (leader) should check the accounts for each day, group of 5 days (a week), fortnight, month, four months and a year” (2.7.30)

Keep regular check of your accounts reports/ House Accounts.

Keep checking and apply Micro techniques.

Split the Goal into mini goals.

For Ex : if the goal is to do complete a large task in 6 months, split it into mini tasks, cut into small tasks for daily tasks.

Detailed Planning is the key for the success.

Live web Session 4 -- Sixth Pillar – Army(Team/Relatives)

December 20 - 2009

Army is meant only for Defensive purposes. To Protect from Outside.

Army (Team members/Relatives) – Obedient

Team members should always listen to Seniors, have an attitude of “Do or Die”, Should put up Troubles without getting disappointed with troubles.

Successful Army should always practise, prepare continuously and be ready to face any situation. Always be Alert.

Great weapons means Great Skills and should have thorough knowledge of how to use them

Always Keep up with the market, Continuous learning , Upgradating skills so that skills can be used effectively.

Spirit of Team Member – Always Should think in terms of Team Not Individuals.

(Sutra 6.1.12)

Train your staff with experts

Training and discipline are acquired by accepting the authoritativeness of the teachers in the respective fields” (1.5.6).

Army and treasury are the key for a king

(For a householder, Manager Team members/Relatives/Department of Finance are the keys)

“The king brings under his sway his own party as well as the party of the enemies, by the (use of the) treasury and the army” (1.4.2).

Discipline with your people, In a household usually children Learn discipline from Father and Love from Mother.

Arthasastra – Art of Punishment – Dandanithi., Punishment always depends on Background of the person and also on positions of the different levels of Society. Arthasastra gives detailed instruction in this subject.

Action Point no 1

“In case the employee misses the time (or completion) or does the work in a wrong manner, he may complete the work through another” (3.14.10-14)

Work should not stop or suffer due to absence of a person.

For ex – if a maid is absent work should be completed either by the householder or by some one else.

“ WORK IS IMPORTANT NOT THE PERSON”

Always have a backup so that work will continue.

According to Arthasastra – Difference between King and an efficient King is “Right Leadership Qualities”

Action point no 2

“After ascertaining the relative strength or weakness of powers, place, time, revolts in rear, losses, expenses, gains and troubles, of himself and of the enemy, the conqueror should march” (9.1.1)

Plan and study well before you send your Army to attack

Action Point no 3

“From the capacity for doing work is the ability of the person judged. And in accordance with the ability, by suitably distributing rank among ministers and assigning place and work to them he should appoint all the ministers” (1.8.28-29)

Salary and designation should be based on results produced

It is also said that Roles can be assigned based on Ayurveda Principles

For ex : People with Vata are usually Creative and this kind of people are not suitable for table work.

Always understand the nature of the person before assigning Tasks/Role.

“Right Person for Right Role” is the key.

Seventh Pillar – Mitra(Friend/Consultant)

He is the one whom you can depend upon for all your problems. A friend in need is a friend in deed.

Allied from days of Father /Grandfather , Great , Constant , Under control (not spending), Not having separate interest, Able to mobilise quickly - (6.1.12)

Fill the Gap of Weakness by forming Allies, Do not Get Frightened with Huge tasks instead Form a Team to Complete it.Be Friendly First and Right time to Make Friends is before your actually need them.

Be in the Company of Good People (Sat Sang) and Mobilize quickly.

Consult and then start

“All undertakings should be preceded by consultation. Holding a consultation with only one, he may not be able to reach a decision in difficult matters. With more councilors it is difficult to reach decisions and maintain secrecy” (1.15.2,35,40)

“Therefore sit and Counsel with those who are matured in intellect” (1.15.20-21)

Listen to the opinion of Every one

He should despise none, (but) should listen to the opinion of every one. A wise man should make use of the sensible words of even a child” (1.15.22)

“Always be Open minded and Listen to opinion of everyone” -“Take the Best and Leave the Rest”

According to Chanakya – “Wise Man Should Make Use of Even Child”

Partner with those having strengths

In a work that can be achieved with the help of an associate, he should resort to a dual policy” (7.1.18)

“Always Partner with those having Strengths” – Cooperation not Competition is the Key.

Action point 1

“In an urgent matter, he should call together the councilors as well as the council of ministers and ask them. What the majority among them declare or what is conducive to the success of the work, that he (leader) should do” (1.15.58-59)

Take a decision only after consulting even if it is an urgent matter.

Action point 2

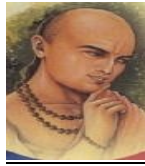
“To as many persons the lord of men (the leader) communicates a secret; to so many does he become subservient, being helpless by that act (of his)” (1.8.9)

- Keep the information of your key projects only with you (or most required people)

Action point 3

“Having found a matter for consideration, he should not allow time to pass” (1.15.45)

If you have a found a project / assignment worthwhile, do not think too much. Act on it and benefit before the opportunity time goes away.



Words of Wisdom by Chanakya

- Before you start some work, always ask yourself three questions - Why am I doing it, What the results might be Before you start some work, always ask yourself three questions - Why am I doing it, What the results might be and Will I be successful. Only when you think deeply and find satisfactory answers to these questions, go ahead.
- Purity of speech, of the mind, of the senses, and of a compassionate heart are needed by one who desire to rise to the divine platform.
- The earth is supported by the power of truth; it is the power of truth that makes the sun shine and the winds blow; indeed all things rest upon truth.
- The fragrance of flowers spreads only in the direction of the wind. But the goodness of a person spreads in all direction.
- There is no austerity equal to a balanced mind, and there is no happiness equal to contentment; there is no disease like covetousness, and no virtue like mercy.
- We should not fret for what is past, nor should we be anxious about the future; men of discernment deal only with the present moment.

SUCCESSFUL PEOPLE ARE GOOD FINISHERS”

“TRUE LEADER IS ONE WHO REMAINS AS A STUDENT FOR LIFE”



PLEASE FEEL FREE TO SHARE THIS HANDOUTS WITH YOUR CONTACTS.

THANK YOU

Aano Bhadrah Kritawo Yantu Vishwataha - Rigveda 1-89-i
Meaning -Let Noble Thoughts come to us from all sides'

LET THERE BE PEACE AND HAPPINESS EVERYWHERE.

THANK YOU AND HAVE A FULFILLING DAY

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