



A HOLISTIC APPROACH TO MANAGEMENT USING THE CONCEPTUALIZATION OF LEADERSHIP FROM BHAGAWAD GITA

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INTRODUCTION

- The Bhagavad Gita (literally meaning “The Song of the God or of the Divine One”) is a Sanskrit text from the epic Mahabharata. Lord Krishna as the narrator of the Bhagavad Gita, is referred to as the Bhagavan (the God or the Divine One), and the verses themselves are written in a poetic form that is traditionally chanted.
- It is a text for spiritual growth as well as self realization.
- The central issue in Gita is all about doing work (karma yoga), in the most efficient manner.
- Management is a body of knowledge that enables entities to deal with a multitude of situations involving people, process and the environment, to ensure work is done efficiently to deliver goods and services useful to the society.

DOMAINS OF WISDOM DESCRIBED IN GITA

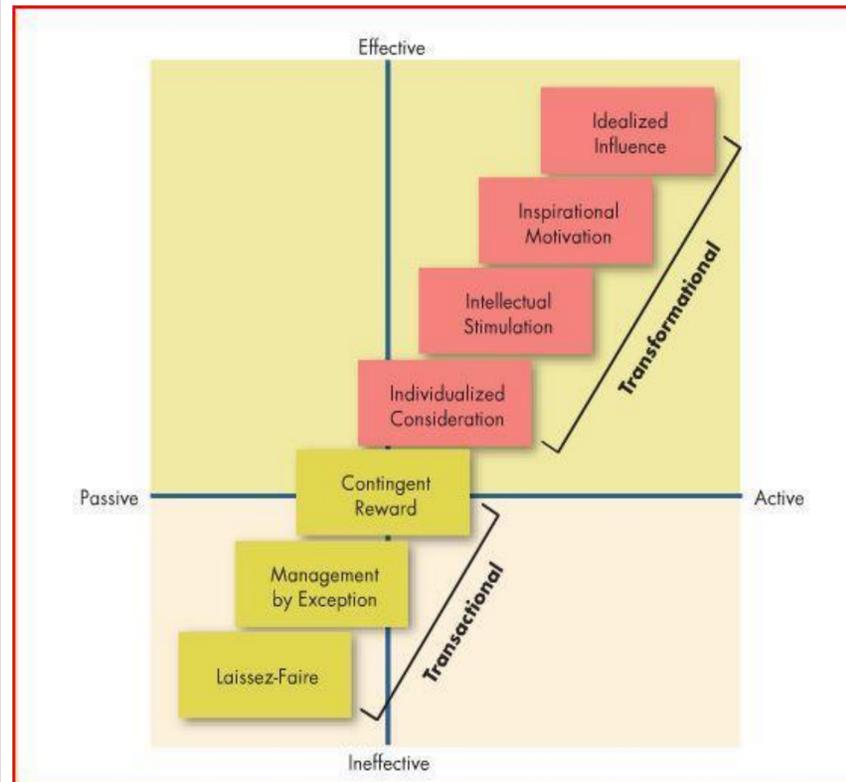
- Knowledge of life
- Emotional Regulation
- Control over Desires
- Decisiveness
- Love of and Faith in the God
- Duty and work
- Self-contentedness
- Compassion and Sacrifice
- Insight/Humility
- Yoga (Integration)

KRISHNA A GREAT LEADER

Reflecting on the life of Krishna, 10Cs(from ch13 and 16) that define and shape true leaders are :

1. Common sense
2. Communication
3. Commitment
4. Competence
5. Confidence
6. Conviction
7. Character
8. Courage
9. Clarity
10. Coach

FULL RANGE OF LEADERSHIP MODEL



TRANSFORMATIONAL LEADERS

- A transformational leader is the one who change the culture of an organization by first understanding the culture of the organization and then realign the organization’s culture with a new vision and revision of its shared assumptions, values and norms.
- Transformational leaders integrate creative insight, persistence and energy, intuition and sensitivity to the needs of others to “forge the strategy culture alloy” for their organizations. Bass demonstrates the relationship between leadership and culture by examining the impact of different styles of leadership on culture.
- He argues that transactional leaders tend to operate within the confines and limits of the existing culture, while transformational leaders frequently work towards changing the organizational culture in line with their vision.

KRISHNA’S LEADERSHIP STYLES

- **COMPASSIONATE STYLE LEADERSHIP**
Krishna is unlocking Arjuna’s potential. He is motivating him to perform his duty, and not to flee from the job in hand
- **SITUATIONAL STYLE LEADERSHIP**
Effective leadership occurs when the leader can accurately diagnose the situation and then exhibit the prescribed leadership style that matches that situation. Focuses on situation, takes a directive and supportive approach
- **COACHING STYLE LEADERSHIP**
Krishna is striking the mind and the thinking process because if the thinking is corrected, it will stimulate right emotions which will trigger right action and result
- **INSPIRATIONAL STYLE LEADERSHIP**
The Gita teaches that once the basic thought process is improved, it will automatically enhance the quality of actions, consequently their results. Therefore, Krishna discusses a set of principles and when those principles are aligned with our practices, we will be able to improve or develop our leadership skills

CONCLUSION

With the upcoming several studies concentrating on the traditional psychological studies in ancient India, this paper supports such claims of possible learnings from such great forgotten works. This has also laid the root for further studies in similar domains by various other researchers. With the completion of this study, we have understood the relationship between the great Vedic teachings taught in Ancient India and Management in the present world. This study gives us a clear understanding of the various intricacies that Arjuna encountered which can be used by us in management or in our daily life