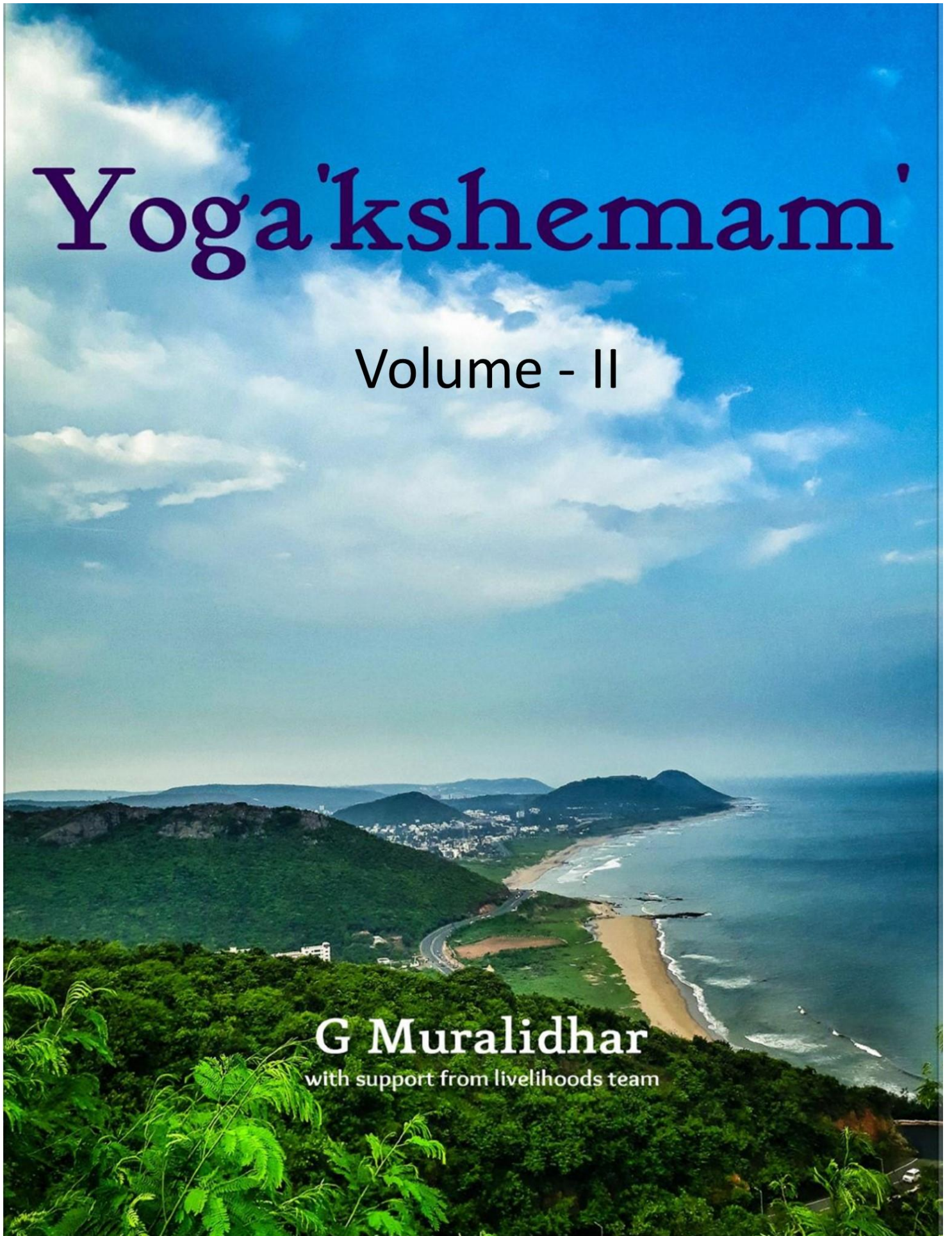


Yoga'kshemam'

Volume - II

G Muralidhar
with support from livelihoods team



First Edition

October 2020

Published

By

Livelihoods Team

All rights reserved.

muralivan@yahoo.com

www.aksharakriti.org

www.livelihoods.net.in

www.7lcx.com

G Muralidhar

<http://www.facebook.com/gmuralidhar>

[linkedin.com/in/muralidhargm](https://www.linkedin.com/in/muralidhargm)

www.livelihoods.net.in



An Alumnus from NIT Warangal and IRMA

Leadership/Management Lifeworker, Professional and Thought Leader with intense diverse experience portfolio, in Government and outside, pan India in Livelihoods-Poverty Reduction-Development of Poor, Vulnerable and Marginalized, across Tribal, Rural, Urban and Emerging Livelihoods, over 30 years

Social Impact's Exceptional Social/Portfolio Entrepreneur

Work Journey includes Dr Kurien, NDDDB, IRMA, Girijan Corporation, NTGCF, Outreach, Naandi Foundation, SERP, apart from Akshara, the Livelihoods People.

Co-authored (lead) NRLM Framework of Implementation and led building its Core and Capacity through UNDP during 2012-16

Worked with 1000+ Rural (Development) Management students at NIRD, IRMA and outside as Practitioner Academic since 2007

Built pools of 1.0+ lakh Resource Persons

Facilitated Learning – 50,000+ individuals, groups; Visioning 100+ LPRD organizations; 25+ large LPRD project plans

Published Resources and Livelihoods; Livelihoods Lens; Livelihoods on Ground

Mentors Akshara Livelihoods, discusses TRUE Livelihoods-LEAP Framework, and Value-chains; edits 'livelihoods' e-magazine, info-portal

Writes 'Yogakshemam' since 2007

Currently since 2016, Mentor/Co-lead, AP Community-managed Natural Farming, RySS-Philanthropy, to scale-up Nationally and beyond.



**Dedicated to coexisting ourselves,
All the beings flowing together**

Let us go towards

**Truth
Light
Liberation
and therefore bliss**

Preface

Yoga'kshemam'.

Atmayogam and Viswakshemam. Viswaatmayogam and Antahkshemam.

Being. Consciousness. Aananda. Satchidaanada. Amrita. Understanding, attention and care, and action for the innermost and for the Universe.

Yoga'kshemam's are classified into two volumes.

Yoga'kshemam' :127 Yoga'kshemam's from November 2007 to May 2018

Yoga'kshemam' - Volume II: 44Yoga'kshemam's from June 2018 to September 2020

Yoga'kshemam's are presented together here celebrating the union of the innermost within and the outermost without.

Thanks to the yoga of Yoga'kshemam', Books came my way. Events came my way. Discussions came my way. Experience came my way. And they became part of Yoga'kshemam's of understanding, realization and articulation.

Yoga'kshemam' is a play of the innermost, reflecting and sharing the transition within to without and back. In life, living, livelihood, leveraging, leading, learning and love. Being useful now with whole of us, body, mind, heart and soul. With sarvendiyas. May be this is life, ending in joining the universe, the Krsna. If we are in sync, we dance with the tune of the cosmic flute; we play the instruments to the cosmic dance; we are in raas; and we are in Kurukshetra. It is possible. Innermost and outermost cannot be out of sync. If they want, they can be one, become one, any time. If only we live truly. If only we lead ourselves. If only we lose ourselves in learning. If only we love life, all life fully. If only we work together with more and more. If only we surrender to the innermost within. If only we become one with the universe. If we reflect, plan, practice, reflect, plan, practice and so on. If we read, listen, see, feel, think, be with nature and life, write and articulate what is coming to you from deep within. If we meditate. If we go silent deep into ourselves up to the innermost within. If we stretch out fully up to the outermost within. We are there. Krsna confirms.

Love is the essence of our being. We cannot be life without loving. We cannot be life without learning. We cannot be life without leading. We cannot be life without being useful. Being useful is the celebration of life, love, leadership and learning. This is existence transcending survival. This is active existence. This is active co-existence, in sync with the infinite intelligence of the Universe. We are blessed beings.

Let us love. All life. Let us unlearn and learn. Let us live, learn, love, lead and be led. Let us join in the world of Yoga, to experience and practice Aatmayoga. And let us celebrate.

Index

Contents

128.	Leading and to be lead in times of VUCA	8
129.	Productive Love >Possessive Love = Way of Being.....	10
130.	Love the Only Language of Heart.....	12
131.	Surrendering to Awakening	14
132.	Gandhiji: Moving from 'I' to 'WE'	16
133.	Bridge Across Forever – Growing Apart	18
134.	Commitments to Voters, Teams	20
135.	Development Agenda	22
136.	30 Saal baad at Anand, IRMA	24
137.	Years of Kovel @ 25-Planning for 2044	26
138.	Basics ← Election Outcome Should Expand	28
139.	Communitization.....	30
140.	2 year courses in RD, NF	32
141.	Leadership & Critical Thinking	34
142.	Budget - Farms - Nature	36
143.	National Mission for Elders	38
144.	Sarvodaya, Antyodaya, Satyagraha, Swadesi.....	40
145.	Paderu as 100% Natural Farming Area	42
146.	Engineer → Entrepreneur → Employment → Community	44
147.	Moving into Natural Farming.....	46
148.	Catching Rain in all its Forms	48
149.	IRMA@40 – Redefining continuously	50
150.	Understanding CAA, NRC, NPR.....	54
151.	ICT Platform for Natural Farming.....	56
152.	Breaking Inertia	58
153.	Planning Change	60
154.	Investing in Learning.....	62
155.	Being Fit, Mentally Physically	64
156.	From the Present to the Future.....	66
157.	Let us work on “New Normal”	68
158.	Towards truth, light, and life.....	71
159.	Repurpose	76
160.	Sangha and Songs for Life	77
161.	Transitions	80
162.	Unlock.....	83
163.	Rare skills for leaders	85
164.	Living in 2020 and Beyond	90
165.	National Coalition for Natural Farming.....	92
166.	Friends make all the difference.....	96
167.	Interdependence.....	98

168.	Humility.....	101
169.	Learning – Practice.....	103
170.	Coexistence.....	106
171.	Intent and Spirit	109

128. Leading and to be lead in times of VUCA

Leadership, Entrepreneurship, Communications and Mentoring continued. May also discussed Leadership Development. Adaptive Leadership. Adaptive Leadership in VUCA World. Volatile, Uncertain, Complex and Ambiguous World. The month confirmed: We are leaders. We communicate. We are accountable. We love. We give. We walk. We talk. We have within us to be Useful Adaptive Servant Leaders for Transformation. Let us plan and get going there. The gist includes -

Leader has followers who are people and born leaders themselves. While leadership is innate, it remains dormant and at times remains invisible and never comes out clearly. It becomes important to nurture and polish the leadership potential of our born leaders. Born Adaptive Leaders.

Leadership is of the leaders, for the leaders and by the leaders. Complete commitment and ownership for all activities. Leadership is taking up portfolio of risky activities in the VUCA World for its benefit. World and the context of Leader is volatile, uncertain, complex and ambiguous. New Technologies help but make it more VUCA. New Emerging Cultures are adaptations but keep it VUCA. Leader is useful to the world in meeting its needs. In tackling its challenges. With this, Leader's essential agenda is mobilizing, expanding and nurturing the team/extended team(s) of leaders and the great leaders with gusto and single-mindedly. The agenda includes stretching them. The agenda includes stretching self by expanding knowledge, skills, tools, and resources for doing the same. Great leaders cannot do anything else but nurturing leaders, leaders greater than the self. Intensity keeps on increasing. Extent keeps on expanding.

The leadership means working in the arena of influence in addressing the needs of the VUCA World. The arena itself need to stretch. It works in all directions including working deep inside (self). With peers. With leaders on ground. With leaders on upper echelons. With people not in the formal ambit. With people within and without. With all life within and without.

This requires raising temperature to a level where leadership and results happen. This is to create reasonable chaos leading to productive equilibrium towards actions that meet need of the world. This requires being accountable to the world, the team and the self. This requires bowing with humility to the wisdom of the governance and intelligence of the governing universe. This requires communication. With all five sense organs of the Body. With the gut. With the Hands. With the entire Body. With Heart. With Mind. With Soul. With all Indriyas. With Sarvendriyas. With others around. With the self. Doing what we say and saying what we do.

Leadership includes entrepreneurship; includes mentoring; includes serving the people serving the world.

Great leaders lead leaders, not followers; they lead to last, for legacy, with an echoing concern of what after us; they lead change with open arms, for the larger good of the poor and vulnerable; they lead teams and teams, not just a few individuals; they lead partners, by creating forums for partnerships; and they lead themselves. Flowing in the leadership, with leading self is their hall mark. The evidence of their great leadership is in their effective communication, deep accountability and raining love on the leaders around. We can do it if we want. Practice, Practice and Practice. Plan, Practice, Reflect, Plan, Practice and so on.

If we do not do this, when opportunity knocks, which is quite often, we will be inadequate. We live in Leadership-Management-Action Continuum. We catapult ourselves into leadership. Integrating. Being a role model. Being a boundary manager. We need to respond. To respond, we need to have the ability and we need to develop the ability. Let us plan and be ready, every time. To be able to do this, we need to show courage; we need to be vulnerable; we need to do dialogue and we need to practice. We need to be self-aware; we need to self-manage; we need to be assertive, not aggressive, and not passive.

For us to lead ourselves: we need to practice habitually - Silence; Stillness; Meditation; Unedited Thoughts; Be with Nature; Watch Life; Unlearning; Reading; Music/Art; Yoga etc.

We have a mission. We need articulated and shared vision, plan, vehicle, system, and trust with capacities. For this.

*The future of this universe is in we becoming moving spirits, leading ourselves and leaders around us living our vision-values, creating culture-ecosystem, influencing greatness, advocating wholeness and laying path to performance, with **sarvendriyas** towards simple meaningful fulfilling life for all of us and the universe.*

Let us be strategic. Let us work upwards. Let us be ethical. Let us build Charisma. Let us celebrate, stimulate, empower and live integrity. Let us make haste slowly.

This is Sevaaaayakayoga. This is leading leaders. This is flowing together meeting the needs of ever expanding whole.

This is Mahanaayakayogam.

Can we be there? **Yes, if we pursue Atma Yoga.** If we lead ourselves into the flow of being useful! If we lead meeting the needs! If we flow adaptive! If we nudge one another along in flowing into the whole! If we plan and practice flowing! If we love, learn, give and flow! Krsna confirms that Krsna is in the flow itself.

Join us in the world of yoga – for life – towards jagannaatakayogasiddhi. You will not regret it.

129. Productive Love > Possessive Love = Way of Being

Remembered Erich Fromm. The Art of Loving. Escape from Freedom. To Have or To Be.

Love is union while retaining the separateness and integrity of one's own self. It is "an experience of sharing and communion which permits the full unfolding of one's own inner activity. It is the experience of solidarity with our fellow creatures. What matters is the quality of loving, not the object. Out of the polarity of separateness and union, love is born and reborn. In loving I am one with All. And I remain my unique, separate, limited self. Productive love always includes care, responsibility, respect, and knowledge.

Care: actively concerned with the other's growth and happiness.

Responsibility: responding to the other's needs, expressed or otherwise.

Respect: relating to the other as s/he is.

Knowledge: knowing this person, relating to the core.

The being and having modes are competing for the spirit of humanity. The having mode relies on the possessions that a person has. It is the source of the lust for power and leads to isolation and fear. The being mode depends solely on the fact of existence and is the source of productive love and activity and leads to solidarity and joy. Responding spontaneously and productively and having the courage to let go in order to give birth to new ideas. We are all capable of both these modes.

Having and being are two fundamental modes of experience, the respective strengths of which determine the differences between the characters and various types of social character. Commitment to the having mode inevitably leads to perpetual war. The war between classes, essentially the exploiting and the exploited, has always existed in societies that were based on the principle of greed.

Loving mother offers unconditional love. Motherly love is mercy and compassion. By contrast, fatherly love depends on the achievements and good behavior of the child. Father's love can be lost, but regained by repentance and renewed submission. These two sides, the need for mercy and justice, coexist in every person. The deepest yearning of human beings seems to be a constellation in which these two poles are united in a synthesis.

The work of peasant and artisan cooperated with nature, not raping but transforming nature. On the other hand, "sacred elements" of industrial religion are work, property, profit and power. Its positive elements include: furthering individualism and freedom, within limits.

We know that Infinite growth does not fit into a finite world. We have also become aware that economy should not be the content of life. If inner spirit is neglected, selfishness takes charge, a system of love for one's fellow human beings and life loses its significance and gets diluted.

All of us have an essential inborn nature to satisfy the basic human needs of relatedness, transcendence, rootedness, identity and a frame of orientation. We create society in order to fulfil this essential nature. However, our lives are usually a compromise between inner needs and outer demands. Yet it is possible to devise such a society where freedom and spontaneity are fully attainable.

To be we need to be; productive; unalienated; relating to the world lovingly; using reason to grasp reality objectively; feeling as an unique individual; feeling one with fellow human beings; not responding to irrational authority; willingly accepting the rational authority of conscience and reason; and is in the process of being born/knowing oneself as long as one is alive.

To be, one's relationships to others in the social sphere are similar in their qualities to relationships in the private sphere. To be, we do not infringe on others rights or liberties.

To be we work together for being useful to the world; and for collective and personal fulfilment. The idea is not increased productivity or higher wages. It is living with joy/happiness, educating oneself, pursuing common

endeavours of usefulness, actively related to the world. The central nature of activities include discovering, fostering, and developing human relationships.

The centrality of being is being useful to the limits of endurance. This calls for a revolution of our hearts. Incidentally this does not require new wisdom, but new seriousness and dedication.

The future of life in the Universe is in being and doing rather than in having. Having is not our basic instinct. Sharing is. Being one with nature is. Leading ourselves into being. To becoming one with our inner spirit and the spirit of the Universe. Universe conspires to help us. Our sarvendriyas take us into being. Simple meaningful fulfilling useful life.

Let us Be. Let us go towards having nothing to have everyone. Let us be simple to have the bliss of life. Let us be stress free. Let us live.

This is prakritiyoga. This is life in harmony. This is life and nature flowing together.

This is kaivalyayogam.

Can we be there? **Yes, if we pursue Atma Yoga.** If we live in the present into the flow of being useful! If we live to the diktats of the inner us! If we keep flowing! If we nudge one another along! If we practice not to have! If we practice not to acquire! If we just be - love, learn, give and flow! Krsna confirms that being beings are part of Krsna himself.

Join us in the world of yoga – for life – towards Krsnayogasiddhi. You will not regret it.

130. Love the Only Language of Heart

Krsna has demonstrated different types of leaderships/leadership styles with varying degrees. His leadership styles basically fall in knowledge and action; or devotion and action. He has shown Charisma, Venture, Entrepreneurship, Coordination and Philosophy. He has shown emotional, spiritual, operational and intellectual leadership styles. He has also deployed various elements of leadership including action, direction, motivation, manipulation, coordination, confrontation, arbitration, creation, cultivation and neutralization. Its purposes include – doing well, realizing the full potential and self-actualization. He demonstrated sharing leadership with submission and oneness (as in the case of Radha); affection (as in the case of Yashoda); inclusive delegation - family and community leadership (as in the case of Rukmini); extension (as in the case of Kunti); and partnership (as in the case of Draupadi alias Krishna). In all these cases, the shared ones are more primary than the sharer, Krsna,

Krsna led various individuals differently. Mentor to some to lead others; Submit to some; Proactive, and/or Reactive; Individualistic and/or Community; Local and/or global; autocratic, manipulative, transformational, strategic.

The qualities demonstrated include: courage, joyfulness, oratory, bravery, forgiveness, service, rationality, knowledge, loyalty, shrewdness.

Essentially, his leadership demonstrates the leadership of love, love for everybody, purposefully, with full knowledge and intelligence. With Vision/roadmaps. With micro-macro detailing skills. With Humility. With Hope, Faith and Promise driving the leadership engine.

As a leader, Krsna has demonstrated a wealth creation approach – high visibility of wealth; very high collective efforts for wealth maximization; reasonable enjoyment of wealth; very high trusteeship of wealth; good plan for sustenance of wealth; very high management and sharing of wealth.

It is important to love all and get love from all. There is only language of heart; the caste of humanity; religion of love; omnipresent universe. Attached detachment and detached attachment at the same time. Oneness with Universe. Every Life. Flowing in the love, Dhara, like Radha. Total Surrender. Total Capture. Merge to monopolize. Love multiplies. Love lives on, provided – we keep smiling, never saying no to bliss; we keep fighting the wicked; we take life as it comes and remain natural.

Life becomes similar; schedules become similar; hobbies become similar; It is not easy to differentiate the two. It is less formal, more accessible. Co-activism does not require expression in clear words. The two know each other's thoughts without expression. Perpetual and Purposeful Partnership. Drop losing identity totally and becoming the ocean itself.

This translates as love the universe and all life first, community second, individual third. Balance is achieved thus, through pursuing equity. It is inclusive not exclusive. Equilibrium of Biological Time Operational Time and Social Time is critical. Love with discipline in equilibrium is the key. No hatred.

Attempt to be a Yogi; assess relationships with neutrality; fulfil their expectations with love; convert the fulfilment feeling into love and extend it perpetually; add new and better dimensions and explore further avenues of love; establish that love extends love. This is the circle of connectivity of love. Krsna is demonstrating.

Krishna Niti confirms the core of us – the leadership of love, the love of leading the leaders to love all life purposively, deliberately, perpetually.

Therefore,

Let us Love. Let us Lead. Let us Love and Lead. Let us Lead and Love. Let us smile. Let us take sides. Let us live the life as it comes. Let us be Radha. Let us be Arjuna. Let us be Krishna, Krishna Sakhi, Let us be Krsna. Let us be one, one with universe. Let us be simple, one with nature. Let us be. Let us have Aananda, the bliss. Let us be deliberately useful. Let us be perpetually useful. Let us live.

This is radhadharayoga. This is life in flow. This is flowing love into life. This life, love and leadership flowing together.

This is dwarakayogam.

Can we be there? **Yes, if we pursue Atma Yoga.** If we love life, all life! If we lead all to love all life! If we flow in the flow of love! If we lead the flow of love! If we lead the leaders of flows of love! If we are purposefully, deliberately useful! If we and inner us merge and achieve oneness! If we keep flowing! If we nudge one another along in the flows of detached attachment! If we practice attachment with detachment! If we practice surrender! If we just love, lead, and flow! Krsna confirms that flowing beings are with Krsna himself.

Join us in the world of yoga – for life – towards Krsnakrsnayogasiddhi. You will not regret it.

131. Surrendering to Awakening

Let us meet – all livelihoods-poverty reduction-development associates of life. Co-students. Colleagues. Co-volunteers. Friends. Community Coordinators. Livelihoods Associates. Project Executives and Project Managers. Young Professionals. Students. Teachers. Mentors. Can we meet on 29 September? 30 September? 1 October? 2 October? 2 October may be the best date. At Hyderabad. Let us connect and reflect together. Let us see how we are flowing and how we want to flow.

As I gather thoughts on the above, I remembered Gitanjali by Rabindranath Tagore. Some of the key thoughts there include:

“You have made me endless, such is your pleasure...You have breathed through the little flute in your hands, melodies eternally new. At the immortal touch of your hands, my little heart loses its limits in joy and gives birth to utterance ineffable.

I forget myself and call you, friend.... Life of my life, your living touch is upon all my limbs... it shall be my endeavour to reveal you in my actions....

I ask for a moment's indulgence to sit by thy side. The works that I have in hand I will finish afterwards.... Now it is time to sit quiet. Face to face with you. ...

I live in the hope of meeting you; but this meeting is not yet. ...I am only waiting for love to give myself up at last into your hands....

You came and sat by my side but I woke not. ... why are my nights all thus lost? why do I ever miss your sight whose breath touches my sleep? For all the care I take, I lose sight of my true being....

They try to hold me secure in this world. But it is otherwise with your love which is greater than theirs, and you keep me free.... your love for me still waits for my love....

Let only that little be left of my will whereby I may feel you on every side, and come to you in everything, and offer to you my love every moment....

Where the mind is without fear and the head is held high; Where knowledge is free; Where the world has not been broken up into fragments by narrow domestic walls; Where words come out from the depth of truth; Where tireless striving stretches its arms towards perfection; Where the clear stream of reason has not lost its way into the dreary desert sand of dead habit; Where the mind is led forward by you into ever-widening thought and action---Into that heaven of freedom, let my country awake. ...

Give me the strength to make my love fruitful in service... And give me the strength to surrender my strength to your will with love. ...

Ah, my sleep, precious sleep, which only waits for your touch to vanish.... At last, when I woke from my slumber and opened my eyes, I saw you standing by me, flooding my sleep with your smile....

This golden light that dances upon the leaves, these idle clouds sailing across the sky, this passing breeze leaving its coolness

upon my forehead. The morning light has flooded my eyes Your eyes look down on my eyes, and my heart has touched your feet.... when I kiss you to make you smile. ...

When one knows you, then alien there is none, then no door is shut.... Pray I may never lose the bliss of the touch of the one in the play of many.... You give yourself to me in love and then feel your own entire sweetness in me. ...

The same stream of life that runs through my veins night and day runs through the world and dances in rhythmic measures. It is the same life that shoots in joy through the dust of the earth in numberless blades of grass and breaks

into tumultuous waves of leaves and flowers. It is the same life that is rocked in the ocean-cradle of birth and of death, in ebb and in flow. ...

With the tune of you and me all the air is vibrant, and all ages pass with the hiding and seeking of you and me. ...

The innermost one, you awaken my being with your deep hidden touches. ... I feel the embrace of freedom in a thousand bonds of delight....

I was tired and sleeping In the morning, I woke up and found my garden full with wonders of flowers. ...

All that I am, that I have, that I hope and all my love have ever flowed towards you in depth of secrecy. One final glance from your eyes and my life will be ever yours own....

I have tasted of the hidden honey of this lotus that expands on the ocean of light, and thus am I blessed. ... and if the end comes here, let it come. ... And you sit there smiling. ... Let all my senses spread out and touch this world at your feet....”

Let us be. Let us be with our innermost. Let us be with the Universe. Let us Love. Let us smile. Let us be simple, one with nature. Let us be deliberately useful. Let us be perpetually useful. Let us live.

This is anjaliyoga. This is flowing together. This is gitanjaliyogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we love life, all life! If we lead all to love all life! If we flow in the flow of love! If we are purposefully, deliberately useful! If we and inner us merge and achieve oneness! If we keep flowing! Krsna confirms all flows are unto him.*

Join us in the world of yoga – for life – towards Krsnagitayogasiddhi. You will not regret it.

132. Gandhiji: Moving from 'I' to 'WE'

And as we enter 150th year of Gandhi, we need to distil Gandhi and take the path that works better for a happy life, living, livelihoods, linkages, leadership, learning and love.

Substantial population not having decent work, air-water-food security and poverty is a concern to all of us. Gandhi is also concerned. For Gandhi, Poverty is an affront to human dignity, and a cost to economy and polity; it creates vulnerability, dependence and helplessness; it deprives society of productive energies, contributing to social unrest. This is not OK. Therefore, it is urgent that we need to work on this agenda forthwith.

As I reflect on the ways forward, our 7L thought - we live, we lead and we are led - has come to the fore:

- *while we are important, we are a short-lived insignificant speck in this universe;*
- *we are part of a symbiotic universe and our existence is a function of existence of and dependence on other animate/inanimate objects;*
- *there is diversity and existential equity around us everywhere;*
- *our present/potential achievement is infinitesimally small vis-à-vis what we have been 'graced' with;*
- *what we have including knowledge is merely with us as its trustees for the time being to be shared with all;*
- *'I' of life resists surrendering to the universe's infinite intelligence and humility helps in flowing with it; and*
- *living with and loving all life and nature, apart from intense reflection, is a way to above appreciation.*

As I appreciate the above, Prof. C Balaji's CIP – Causing Incredible Performance – has surfaced (www.causingincredibleperformance.in). Key elements include:

- *CIP Framework has three obsessive foci - measurable results against set incredible goals stated unambiguously; actions to produce results and achieve incredible goals; and individuals as individuals have goals and only they take actions*
- *CIP's Ten Action Principles –*
 - *Reset Mind – Only actions produce results; and Thoughts of facts produce actions*
 - *Discover A Compelling Purpose – key beneficiaries, deeper impacts*
 - *Declare An Incredible Goal – intended result(s) – business-as-usual → stretch → impossible → incredible; and publicise*
 - *Fore view For The Future – Commit to results and action plans, authentically developed based on what helped and what did not help*
 - *Simplify – the results – may be into smaller elements; create do-able processes; seek support; use technology*
 - *Commit and Account – Tell the world; keep a record of actions and results*
 - *Be Present (always) – remove physical and mental clutter – periodically; say 'no' and delegate*
 - *Rally Others – get each one to commit to the result from the one, build capacity and seek accountability*
 - *Overcome Obstacles – track progress, identify obstacles and seek solutions*
 - *Execute with Ruthless Focus – set a rolling plan and be persistent*

Let us appreciate our universe. Let us figure out our compelling desire and purpose. Let us celebrate life. Let us live. Let us have enough to live. Let us not borrow from future. Let our livelihoods be decent; let all of us have air-water-food-nutrition security with equity; and let us be not poor. Let us be connected. Let us be reflective. Let us lead. Let us be led. Let us be learning, unlearning and relearning. Let us Love. Let us Smile. Let us be joyous. Let us

be simple. Let us be with the nature. Let us be with our innermost. Let us be with the Universe. Let us be deliberately useful. Let us be perpetually useful. Let us live. Let us celebrate life. Let us lead and let us be led.

This is jeevanayoga. This is flowing. This is flowing together. This is visistayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we love and celebrate life, all life! If we learn, lead, link all to love all life! If we simply flow in the flow of love! If we are purposefully, deliberately be with nature and useful! If we and inner us become one! Krsna confirms one is Krsna.*

Join us in the world of yoga – for life – towards Kaivalyayogasiddhi. You will not regret it.

133. Bridge Across Forever – Growing Apart

As I recover from severe bout of tiredness, wheezing, cough and fever, and as Prime Minister Narendra Modi dedicated the Statue of Unity of Sardar Vallabhbhai Patel, the tallest (182m) in the world, the Bridge Across Forever (by Richard Bach) flashed before me. And the letter.

... I see us stuck in a never-ending opening. At first, it was the real thing, and sheer delight. It is the part of a relationship in which you are at your best: fun, charming, excited, exciting, interesting, interested. It is a time when you're most comfortable and most lovable because you do not feel the need to mobilize your defenses, so your partner gets to cuddle a warm human being instead of a giant cactus.

It is a time of delight for both, and it's no wonder you like openings so much you strive to make your life a series of them. But beginnings cannot be prolonged endlessly; they cannot simply state and restate and restate themselves. They must move on and develop or die of boredom.

you have the makings of something glorious, a symphony, in which case there is work to be done: depths must be plumbed, and separate entities carefully woven together, the better to glorify themselves and each other.

We have undoubtedly gone further than you ever intended to go. And we have stopped far short of what I saw as our next logical and lovely steps. I have seen development with you continually arrested, and have come to believe that we will never make more than sporadic attempts at all our learning potential, our amazing similarities of interest, no matter how many years we may have-because we will never have unbroken time together.

So, the growth we prize so highly and know is possible becomes impossible. We have both had a vision of something wonderful that awaits us. Yet we cannot get there from here. I am faced with a solid wall of defenses and you have the need to build more and still more. I long for the richness and fullness of further development, and you will search for ways to avoid it as long as we're together. Both of us are frustrated; you unable to go back, I unable to go forward, in a constant state of struggle, with clouds and dark shadows over the limited time you allow us.

To feel your constant resistance to me, to the growth of this something wonderful, as if I and it were something horrible to experience the various forms the resistance takes, some of them cruel-often causes me pain on one level or another.

Away and apart or together and apart, it is too unhappy. I am watching me become a creature who cries a lot, a creature who even must cry a lot, for it almost seems that pity is necessary before kindness is possible. And I know I have not come this far in life to become pitiful.....

I cannot bend further. I have failed in my effort to let you know the joys of caring. There are no accusations, no blames or faults. ...

you and I are never going to have ... glorious climactic expression of a relationship grown to full blossom.....

I feel proud of myself and glad to know I recognized the rare and lovely opportunity we had while we had it, and gave all I could, in the purest and highest sense, to preserve it. I am comforted by this now. I do not know of one other thing I might do to get us to that beautiful future we could have had.

Despite the pain, I'm happy to have known you in this special way, and will always treasure the time we've had together. I have grown with you, and learned much from you, and I know I have made major positive contributions to you. We are both better people for having touched one another. ...

I am still your friend, as I know you are mine. I send this with a heart full of the deep and tender love and high regard you know I have for you, as well as profound sorrow that an opportunity so filled with promise, so rare and so beautiful, had to go unfulfilled.

Boredom between people comes from being apart, mentally and spiritually.

Stephen Hawking gave some Brief Answers to ten Big Questions - There is no God. We have this one life to appreciate the grand design of the universe. There is a sense in which we live on, in our influence and in our genes that we pass on to our children. Our future is a race between the growing power of our technology and the wisdom with which we use it. Let us make sure that wisdom wins. Unlimited clean energy is a world-changer.

Let us appreciate the sense and design of Universe. Let us be with Universe and be useful. Let us celebrate life and live. Let us live simple yet decent. Let us love and be connected. Let us lead and be led. Let us be wise and joyous. Let us Smile. Let us be with the nature and our innermost.

This is viswabuddhiyoga. This is flowing together. This is garudagamanayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are with the innermost. If live, lead, love and celebrate life, all life! If we flow in the flow of love! If we are with nature and be useful! If we be wise and become one with inner us! Krsna confirms nara and naryana cannot remain ununited for long...

Join us in the world of yoga – for life – towards antaryogasiddhi. You will not regret it.

134. Commitments to Voters, Teams

As five states go through elections for their Assemblies, the people appear to be more decisive to choose governments with fractured mandates, no majority coalitions and tentative people-centric alignments. People seem to be rejecting centralization tendencies. People seem to be wanting to retain power in their hands rather than a few individuals. People seem to be preferring individuals with promise, focus and intelligence aligned with universe. People seem to be preferring simplicity. People seem to be choosing no or low political experience. Let us wait for 11 December for the final verdict on these elections.

As I think of Manoharan, Nagesh (and Aparna) has been calling to come and experience the simple life in their village. It reminded me to get going and meeting people in their ground across. Can I get time to do that? Yes, if Manoharan takes charge; if innermost takes charge.

May be in 5 years –

*All districts, 20% blocks, 1% GPs
100,000 development workers, volunteers, interns, students, leaders*

May be in 10 years –

*5% GPs
1 million development workers, volunteers, interns, students, leaders*

I need to expedite and work on 'Notes' [Journey beyond Existence!] and I need to pursue freedom.

Then my reflection is taking me to the commitments made on behalf of the team(s) I am part of –

The books in pipeline –

*Livelihoods and Livelihoods Frame;
Livelihoods; Leadership; Collective Action; Living
Learning; Linkages and Organizations – Collectives and Supportives
Livelihoods on Ground; Vulnerable and Vulnerabilities;
LEAPs-Value Chains-Sub-sectors*

Reflection – daily to yearly and periodic Notes –

Leadership-Management; Education; Learning; Life and Living; Linkages; Livelihoods

Steps in L-Arena –

*L-team across the country
Solidarity and Learning L-Forums (Aikyas) across the country
Aarjava Campaign(s)
L-programmes – case studies, profiles, books, videos; conversations; supplements; blogazine;
comprehensive L-website
Digital L – certificate programmes
Livelihoods Learning programmes
Development Leadership programmes
7L Conversations – 1-session to 1-year weekend, 1-year full-time
Partnerships with L-organizations
Visioning and Strategic Planning for individuals, units, and programmes
Fully functional high-end video communication facility
Learning Centre(s)
Movements – Development Leaders; Livelihoods; Collectives; Vulnerable*

These are indicative and more deeper reflection with the innermost and other team members in multiple iterations is required soon.

These commitments and intentions emerging from the reflection also need to be made into concrete vision plans and learning plans for realization through action and closer follow-up. Action and follow-up includes getting ready, expanding self, team(s) and the network(s). Reflection, Articulation, Action, and seeking co-existence at various levels including mental and spiritual in multiple circles hold the key. This visualization, mapping, planning, learning skills and tools for action, and action has to be pursued relentlessly.

This leads to 'life' for the people and between people by being connected and doing, mentally and spiritually.

Let us be with Universe and be useful. Let us celebrate life and live. Let us love and be connected. Let us be with the nature and our innermost.

This is L-yoga. This is flowing together. This is jeevanayanayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we are with the innermost. If we reflect and act! If we flow in the flow of life with the innermost! If we are with aikya! If we are with aarjava! If we are with the Murali's Notes! If we are with nature and be useful! If we become one with inner us! Krsna confirms Narayana cannot resist seeking and taking the seeker with the innermost into him.*

Join us in the world of yoga – for life – towards antarnaayakayogasiddhi. You will not regret it.

135. Development Agenda

Five states went through elections for their Assemblies; four states got the opposition to power, except Telangana where the ruling party got a thumbs up. Now India is getting ready for General Elections. And a few states are also getting ready for their Assembly Elections. Telangana is getting ready for Panchayat Elections soon, before these.

NDA exists. UPA exists. New Fronts are emerging. Post-poll coalitions are envisaged and talked about. New Parties are emerging. More individuals are coming into the fray. Pre-election demonstrations and announcements are being tailored. Schemes are in the anvil. Manifestos are being drafted. Ground reports are being pooled-up to see the pulses of the peoples. Opinion polls are being commissioned. Membership drives are being launched.

Budget on 1 February in Parliament and budgets subsequently in state assemblies will indicate some elements of the manifesto(s) and some quick populism. Strategic consultations at various levels now and in the coming couple of months, and the leaks of the same in the media and social media point out some emerging direction for the future five-ten years.

We are yet to make it to the people and villages committed and planned to visit for a long time a la Nagesh and Palaguttapalle. We need to make special efforts to be there in the coming 3-6 months. Awaiting the innermosts to assert and take charge. We visualize meeting, interacting and working meaningfully in the 7L domain with all states and districts, 20-25% of the blocks, 4-5% of GPs and a million development workers, volunteers, interns, students and leaders of various kinds, in the coming decade. This is Vision 2029/30 for us.

We are conscious that this vision is for reduced poverty and vulnerability and improved well-being of the people at large, in the years to come. This is also for realizing our commitment to meeting the Sustainable Development Goals 2030. For sure.

This would mean increased focus, framework and funds on Air, Water, Food, Nutrition and Health Security that includes hygiene – for the adolescent girl, mother, child for 1000 days and beyond, for women, men and third gender, for human beings and other beings, for all life now and in future. This will reflect in the budget allocation at every level for the same. This may mean clear public investment for at least minimum standard of well-being for all. This may mean universal basic income provision.

This would mean investment for decent quality education for all children till they become major. This education (3R literacy, digital literacy, livelihoods and living knowledge, skills and tools) has to prepare the children for life. Subsequent level education may remain accessible to all if they meet the minimum eligibility requirement with funds as loans, grants, scholarships, fellowships, internships, associateships etc.

There should be mechanisms for accessing credit with decent interest for all families for their livelihoods, living and well-being. There should be funds in the system at community level or at the state level to meet the risks of life, living, livelihoods and exigencies natural, accidents and other contingencies. This should be universal. There should be infrastructure for public purposes, and the public may pay fee to use the infrastructure appropriately, by everyone. This calls for decentralized governance, with equity, at various levels. This calls for transparency, accountability and information in the hands of the public, as live as possible.

Of course, people need entertainment, communication, choices, freedom, meaningfulness in life, spirituality and happiness. This needs to be facilitated. That is the short-term and long-term goal for the state. That is the goal for all of us.

In this, volatile uncertain complex and ambiguous world, enhanced leadership orientation and wisdom in the people at large is the way forward. This orientation should include: unlearning-learning; life-living-livelihoods; and relationships-linkages-leadership-love. This should be available to all in general, and the promising young men and women with higher usefulness potential, aptitude, qualifications and experience, in particular. May be as part of schooling. May be as part of work. We can think of a million leaders amidst us. That is less than 0.1% of India.

The beginning can be with 365-day intense robust integrative development leadership programme, 100-day, 28-day, 11-day, 6-day, and 1-2-3-day programmes for 10% of this 0.1% over a decade, i.e. 100,000; 10,000 per year. At least 100 institutes should be doing this.

365-day 1000 session 100 credit programme may service some 10,000 in 10 years. The programme is a la Gurukulam Programme, 24x7 for the full One-year for the carefully selected candidates with promise for leading collectives, enterprises and governance structures, and nurturing leaders for future and legacy. The components include:

- *Trimester 0 - Preparing for Course (pre-course: 3R, Basics, Orientation, Immersion; 32 days including 7-day immersion, 6 credits, 140 sessions)*
- *Trimester 1 – Understanding (72 days, 27 credits, 300 sessions); and On the Ground (Field Attachment, 60 days, 9 credits)*
- *Trimester 2 – Application (65 days, 24 credits, 300 sessions); and With the Leaders (Apprenticeship, 45 days, 6 credits)*
- *Trimester 3 – Advanced, including Leading and Leading Collectively Projects, and Preparing for Leading in Real Life (91 days, 28 credits, 300 sessions)*

Total – 365 days, 100+ credits, 1000+ sessions; includes 150+ days of field/project work.

Leadership and management sessions and self-led sessions, 125+ sessions each, run across the entire duration of the programme.

Indicative courses include: 7L Framework, Society, Information and Research, Accounts, Economics, Governance (Collectives-Supportives), Ecology and Production Systems; Leaders and Leadership Arena, Marketing and Communications, Projects, Costing and Finance, Employment and Enterprises; Strategy-Impact and Policy, Integration, Paying Back, Partners and Networks

Shorter programmes will be modelled broadly within this outline. Learning facilitators, Partners and Networks are needed to take this agenda forward. 2019 and 2020 have to lay the foundation for the same.

Let us be ourselves, be useful and lead. Let us nurture leaders for impact and being useful to all 'life'. Let us love, be connected, celebrate life and live.

This is inner yoga. This is flowing in the flows. This is netritvayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we become one with inner us! If we flow with the innermost! If we be ourselves being with nature and useful! Krsna confirms Naras as leaders and seekers become one with him.

Join us in the world of yoga – for life – towards naayakayogasiddhi. You will not regret it.

136. 30 Saal baad at Anand, IRMA

Visited Institute of Rural Management, Anand (IRMA) as part of 30 Saal Baad and MILAAP, during 26-27 January 2019. Discussed:

- *Development Leadership as an executive programme*
- *Development Practice as courses; Professors of Practice to be positioned*
- *Taking design and implementation of programmes of scale in Development like Operation Flood, NRLM, MGNREGS, Natural Farming etc.*
- *Being an Adjunct Faculty*
- *Consulting with Alumni and Faculty; Chair of Consulting*
- *Sponsoring 1-2 Chairs of Professors*

Not-so-interim Budget has been introduced in the Parliament on 1 February –

- *Poised to become a \$Five Trillion Economy in five years*
- *Full tax rebate up to Rs.5 lakh, for income tax assesses; no change in tax slabs.*
- *Vision 2030 -*
 - *Next-gen infrastructure*
 - *Digital India*
 - *Pollution free India that drives on electric vehicles.*
 - *Expanding rural industrialisation*
 - *Clean Rivers with safe drinking water*
 - *Developing the coastline and harnessing the blue economy*
 - *Placing an Indian astronaut in space*
 - *Making India self-sufficient in food, exporting food and organic farming*
 - *Healthy India, a distress-free healthcare and comprehensive wellness system*
 - *Maximum Governance*
- *A regime of taxes where a tax payer need not interact with an official*
- *One Nation – one Market – one Tax, GST is working well*
- *45 crore Jan Dhan accounts*
- *Digital Villages*
- *Solar Energy*
- *More Airports; Inland waterways*
- *Board for nomadic and semi-nomadic tribes*
- *Interest subvention for MSMEs, Dairy Farmers, Farmers*
- *Pensions to Workers*
- *Rs.6000 allowance to small and marginal farmers*
- *Ayushman Bharat; Jan Aushadi Kendras*
- *Increase in seats in Educational Institutions*
- *More funds for rural roads*
- *Electricity for all households by 2019*
- *Housing for all by 2024*

Budget reveals that the change in party in power will not change much. The direction is clearly – universal basic

income/minimum income guarantee, pensions to the needy, free minimum education and health with increased percentages towards achieving Sustainable Development Goals by 2030. Taking India to first 5 economies of the world; and Happiness as key indicator of performance are the other drivers.

We need to make special efforts to go to the people and villages committed and planned to visit in the coming 3-6 months. Awaiting the innermosts to assert and take charge. We need to start making haste slowly towards Vision 2029/30 for us. Enhanced leadership orientation and wisdom in the people at large is the way forward. This orientation includes: unlearning-learning; life-living-livelihoods; and relationships-linkages-leadership-love.

The beginning can be with 365-day intense robust generic integrative development leadership programme, customized 3-9 month programmes, 100-day, 28-day, 11-day, 6-day, and 1-2-3-day programmes for 10% of this 0.1% over a decade, i.e.100,000; 10,000 per year. At least 100 institutes should be doing this.

This can be followed up with enterprise/programme/project management programmes.

Let us gear up and galvanize all help for the same.

Let us be ourselves, be enterprising, be useful and lead. Let us nurture entrepreneurs, leaders for impact and being useful to all 'life'. Let us initiate, run and mentor individual, group, collective, and social enterprises. Let us love, be connected, celebrate life and live.

This is antah yoga. This is flowing in the flows. This is antahkaranayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we be with inner us! If we become one with inner us! If we flow with the innermost! If we let innermost flow with us! If we let innermost lead us subtly but fully! If we be ourselves being active, being with nature and being useful! Krsna confirms all pursuers with total surrender to the pursuit are taken forward to become one with him.*

Join us in the world of yoga –for life–towards vijayanaayakayogasiddhi. You will not regret it.

137. Years of Kovel @ 25-Planning for 2044

Kovel Foundation completes 25 years of coming into being. Participated in the Silver Jubilee Seminar on Tribal Livelihoods and Beyond in Next 25 Years on 28 February 2019, followed by Kovel Foundation's 25 Years Celebrations. Very humbling experience. Very charged emotional atmosphere for some of us, old timers. Amidst Tears of Joy and Choked throats, discussed:

- *We are being people - We live, we lead and we are led; if not we have to become. while we are important, we are a short-lived insignificant speck in this universe; we are part of a symbiotic universe and our existence is a function of existence of and dependence on other animate/inanimate objects; there is diversity and existential equity around us everywhere; our present/potential achievement is infinitesimally small vis-à-vis what we have been 'graced' with; what we have including knowledge is merely with us as its trustees for the time being to be shared with all; 'I' of life resists surrendering to the universe's infinite intelligence and humility helps in flowing with it; and living with and loving all life and nature, apart from intense reflection, is a way to above appreciation.*
- 2044,

Livelihoods and Beyond

Climate Changes; Global Warming, may be 2 degrees Celsius; Increased Pace of Life with no secure livelihoods; More but small Tribal Districts, Blocks/Mandals, GPs; Towns in Tribal Areas; Increased Life Expectancy, with more grey People around, and youth migrating significantly; 100% literacy, particularly 3R (read, write, arithmetic) literacy; Ashram Schools and Gurukulams for all; we hope education and curriculums customized to our needs; Improved Health Architecture and Traditional Practices in tandem; Non-farm livelihoods and services come in and Market penetrates more; The differences in Tribal – Rural – Urban – Emerging (TRUE) livelihoods to come down; Balance of Krishi (Farming) and Krishi (Enterprises); Livelihoods portfolio becomes more diversified; more livelihoods in the basket. These include: Forests/NTFP; Chemical Free Farming; 5LMs; Carbon Credits; Integrated Farming; Local Value-addition Enterprises; Tourism-Home stays; Services; Urban Migration; Urbanization-based livelihoods; % Consumer rupee increases; more local value-addition around gaps; Entire value-chains – direct producer-consumer linkages, and e-commerce; More institutions; Institutions at various levels, and various purposes; More Collectives and more Individual enterprises; More livelihoods literacy in our communities; more ecological literacy; More skills, more meta skills to learn, unlearn and relearn; More focus on purpose, wisdom and knowledge rather than the tools, instruments, data; More understanding that we do not know everything, none knows everything; more understanding that none can do all; therefore, we need partnerships, relationships and collaborations; Focus First – Existing; Least Cost; Skills; Market; Best within; Movement towards total Prosperity Paradigm from Poverty, Vulnerability and Marginalization Paradigms; Movements towards Faster Deeper Saturated Mobilization, Inclusion, Participation, Collectivization, Communitization, Convergence, Collaborations and Leveraging in all that matters to us; Improved Food-Nutrition-Health Security; Movement against eroding tribal identity; More Decentralization to village communities and integrated planning; National Missions on Tribal Development; Natural Families, apart from Livelihoods Mission, MGNREGS, GPDPs; Graduation towards Freedom through Identity, Solidarity, Capacity, Rights (and Entitlements) and Capitals/Resources, Wellbeing (livelihoods, lives); More people would like to adopt and practice community/indigenous ways, communities fine-tune their ways of living and lifestyles for others to emulate and practice; Extended period of 'life' on planet

Special Features in Kovel

People's Trust; Indigenous People's Trust; Not-for-profit; Men-Women; Community Professionals-Professionals hand-in-hand; Relationships and Partnerships – core way; Models for scaling-up and replication; Technology-friendly; Vision-led; Learning Organization

Kovel Foundation in 2044

*Kovel International Orgn/Alliance; Kovel India Network/Coalition/Group
Kovel Resource Centre (National/Global) on Tribal Livelihoods for Knowledge, Learning, Research, Showcase, Mentoring, Policy Advocate and Voice of Tribal Communities across
Kovel Community Cadre – 10000+; Kovel Livelihoods Corps (Volunteers)
Institutional Architecture comprising Community Institutions at higher levels and Kovel affiliate Institutions;
5Million families influenced with real net annual incomes exceeding Rs.100,000 through Kovel Network
Business Turnover exceeding Rs.1000 Crore/Year through Kovel affiliates
Kovel generates Corpus to maintain its core
Kovel's work includes Forests & Commons, apart from land, livelihoods and lives; Conservation, Regeneration and 5-layer models; Integrated Farming; Quality at source; Value-addition and Marketing as directly to consumer as possible; Includes meeting needs of forest-dependent (or depended earlier) families
Kovel partners with community institutions, Gram Panchayats, apart from Girijan Corporations, Integrated Tribal Development Agencies, NRLM-SERPs, ZBNF-RySS, Civil Society Organizations, Technology, Marketing, Philanthropic and other organizations
Kovel complies with RTI&ASH, including transparency, social audit...
Kovel remains committed to Ecological Integrity of high order
Kovel has passionate high-end professionals with 'class', apart from having most professionals from community
Work with Joy is the key working pattern in Kovel Institutions
Kovel and its cadres demonstrate Hope, Faith and Promise
Kovel's Saptasutra: Saturation; Collectivization; Convergence; Collaboration; Communitization; L-Portfolio; Value-chains*

Realized we are working on several silent movements locked to one another – tribal and other vulnerable communities; women; nature; collectivization; livelihoods; enterprisation; leaders for development; communitization. Communities are taking charge. Technology is helping. Realized we need in the movement towards unlearning-learning; life-living-livelihoods; and relationships-linkages-leadership-love.

Let us join them and be part. Let us rush slowly. Now is the time. Let us love, lead, be led, be connected, celebrate life and live.

This is janaandolanyoga. This is flowing in the flows. This is janayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we be with inner us! If we become one with them! If we flow with the innermost! If we let people flow with us! If we let innermost lead us subtly but fully! If we let people lead us to being active, being with nature and being useful! Krsnaconfirms all being with 'him' become purer and become one with him.*

Join us in the world of yoga –for life–towards nijajanayogasiddhi. You will not regret it.

138. Basics ← Election Outcome Should Expand

Hope these elections pave way –

- Governments at three levels have to have independent functions, functionaries and funds, with powers and responsibilities;
- 15th Finance Commission takes this more seriously and ensures 50%+ central funds come to states as untied funds, local governments get decent sums, say 20%+, and more 100% Union Schemes/Programmes/Missions;
- Livelihoods-Poverty Reduction-Development Cadres from national-state-GP/village levels;
- Currency in large denominations becomes less and less;
- More rationalized 2-3 slabs in GST (zero/low; standard; high) and no exceptions;
- Universal Basic Incomes – Direct Benefit Transfers;
- Investments into entrepreneurship and self-employment in a big way, including skilling, mentoring, handholding, troubleshooting etc.;
- Universal Education to All up to 18 years, with adequate investments into Education Sector, including more residential schools - Ashram Schools and Gurukulams; 100% literacy, particularly 3R (read, write, arithmetic) literacy, digital literacy, and livelihoods and ecological literacy; education and curriculums customized to our needs; Low/no cost loans for Higher education;
- Counselling Service to All Students;
- Universal Health for All; Improved Food-Nutrition-Health Security;
- Universal Pension to All elderly/vulnerable;
- Universal Shelter/Housing to All;
- Vulnerable and Elderly Care and Entitlements;
- Sustainable Development Goals – big push towards 100% realization;
- Natural Integrated Farming Mission, apart from Livelihoods, Health Missions;
- Climate resilience;
- MGNREGA and its equivalent available to all;
- Rationalizing or removing indirect subsidies;
- Collectivization and Communitization of Livelihoods and Development;
- More Facilities in rural areas;
- Physical and e-Connectivity; information highways; open bandwidth;
- Smaller units of administration – Blocks, Districts; and may be States; Can they be half? Reducing the top heaviness of government;
- Restructuring Ministries-Departments – small in number, with integrated functions; Ministries for Happiness and Wellbeing, Livelihoods, Leadership, Collectivization etc.
- Identity cards of all kinds including passports delivered to all citizens as a matter of entitlement; ensuring access to all entitlements at no/low cost;
- Bank Account and Cards as a right to all;
- Financial Services including Savings, Credit, Insurance (multiple aspects), Equity, Pension, Remittance etc., to All;
- More rights to Citizens for Social Justice and Equity, Open data and Social Audit;
- Facilitating Volunteerism and Philanthropy;
- Acts for Self-help, Collective Action; Collective Companies; reduced tax% for these
- Facilitating Visioning for all families, their collectives and their support organizations; and help them to realize their vision with building their capacities
- Working towards self-reliance localization – families, villages, areas;
- Minimum Wages and Support Prices for all Services, Produce; and mechanisms to implement the same; Basis at least Rs. xxx per day at the lowest level to meet the decent living needs of a small family;
- No income tax up to Rs.5,00,000; Higher taxation for high incomes; increased % of CSR, may be 5% - better

still 1% of turnover;

- *More leadership and management institutes; leadership training to 2% of the population every year;*
- *Organizing unorganized sector;*
- *Increasing % of staff significantly for education, health, care, etc., in the government, and reducing all other areas;*
- *Mandatory check for continuation in government employment at age 45/50;*
- *Plans and Allocations for Vulnerable Communities;*
- *Increased Public Transport and restrictions/limitations on private transport;*
- *More and more outsourcing services to people's collectives;*
- *Rating Happiness and Wellbeing everyone Annually; and at various levels;*
- *Bottom-up planning processes and local tracking;*
- *Augmented Right to Information without asking for it; and more transparent regulation with least hassles.*

In the end, everyone of us should have/get access to free education, free basic food-nutrition-health, public transport, basic communication and entertainment, shelter etc., and some basic income, all this without foregoing the freedom. This is minimum, Governments have to strive for.

These items need to be further augmented, improved, fine-tuned and tossed up and down. Freedom and Choices for All cannot be compromised. Integrity has to be high. Values have to be upheld. We need to be vision-driven.

Hope the manifestos capture some of these. Hope some of these catch the imagination of our leaders at the helm. Hope people start demanding. Hope mechanisms for demanding gets in place.

Several silent movements are going on. Information. Livelihoods. Natural Farming. Afforestation. Self-help. Collectives. Women. Children. Youth. Elderly. Disabled. Rights. Alternative Education. Social Enterprises. Communitization. Appropriate Technologies. ICT-IT. Literacy. Mobiles. Leadership. GPDP. Unlearning-learning. Spirituality. Volunteerism. Philanthropy. Paying Back. CSR. Love

Silent movements outside and within Governments are the way. Let us be part in these flows. Now is the time. Let us love, lead, be led, be connected, celebrate life and live.

This is ganatantrayoga. This is flowing in the flows. This is janaganayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we be with inner us! If we flow with people to become one with them! If we let people flow with us! If we let people lead us to being active, being with nature and being useful! If we flow with the innermost! If we let innermost lead us subtly but fully! Krsna confirms 'he' is in people and all beings with 'him' become one with 'him'.*

Join us in the world of yoga –for life–towards ganajanayogasiddhi. You will not regret it.

139. Communitization

General Elections - Electioneering is still underway. 4 Phases are over, and three more phases to go. There is a long wait for results. 23 May is the Counting Day. Field feeds suggest that BJP/NDA may cobble up majority to form the Government, with some difficulty. There is some anti-incumbency and NDA is discussing 'nation' more than the issues of the people. Nyuntam Aay Yojana announced by Congress has caught imagination of some voters. Ghatbandhans in NDA, UPA, Mahaghatbandhan and local tie-ups have some ramifications. "Do not look at candidate, look at party and look at party leader" is another emphatic trend that is being seen. So far, Voter turnout is similar to that of previous election, more or less. All this point out that Regional parties and camps seem to have some decisive say in the future government. However, as far as Telugu States are concerned, they may not have MPs to influence the would be Government at the Centre.

Let us see and discuss how the Common Minimum Programme of the Government(s) emerge in a month from now.

On reflection, it appears that Livelihoods-Poverty Reduction-Development (LPRD) domain has increased the age of programme leadership. Two decades ago, many state level and national programmes were led by people in late thirties and early forties. Today, the leadership age has increased at least by 10 years. This may be because there is some saturation in programmes/ missions/organizations and development effort is not growing up enough. The leadership has extending tenures beyond the traditional retirement age. Retired persons are able to get co-leadership positions on retirement. People are at helm of a certain function-position for longer periods, which may be a good thing from one perspective.

But, this situation is making younger people to wait in the wings for longer periods, leading to suppressed energy, enthusiasm and fresh talent on one hand, deep frustration on the other. This situation is also pushing brighter minds to go for start-ups, without adequate experience and planning. This situation is also making some young minds to move back out of the domain, with disillusionment.

This situation is further precipitated with community professionals, leaders, animators and activists occupying slowly professional slots and/or reducing the professional slots. While this is a good thing, we need to take the professionals on board for the tasks they are cut out for. We need to reimagining the roles of various players in this setting. Professionals have to get on to more 'new' roles and keep evolving into 'newer' roles while community penetrates into the 'existing' roles of the professionals.

When the students of ABC Institute seek to get back the old mentor, and think that there is only one God and God is not replaceable, the mentor in me is debating how we nurture young men and women into young professionals for LPRD domain with hope, faith, promise and integrity, with freshly charged-up energy and drive to establish themselves as significant players in the domain, in a 10-15 horizon. If this does not happen to people with ability and promise, we reach a reflection post, with fingers crossed, with a fond hope that we find new ways of going forward. Let us see.

Even then, we need to facilitate Communitization single-mindedly in the LPRD domain. Communitization happens in layers. These include: Community (and institutions, cadres, leaders, volunteers etc.) takes charge of the work that is being done by the Programme/Professionals now; Community Cadres occupy slots hitherto meant for professionals in a significant way, over the levels; Community takes charge of the institutions; Community take charge of the results; Community takes charge of implementing the plans; Community takes charge of planning and the plans; Community takes charge of tracking, monitoring and assessing; Community takes charge of scaling-up; Community takes charge of Fish, Fishing and Meta-fishing; Community takes charge of Learning; Community takes charge of Resources; Community contributes and invests; Community takes charge of Accountability; Community ensures Convergence; Community discusses Legacy; Community ensures Sustainability; Community ensures mobilization; Community trains; Community learns; Community leads; Community cares and loves; Community takes their destiny back into their hands; and in the end Communitization is a Community Movement of the People, By the People, For the People. Technology can play huge role in this. Learning Apps can be the catalysts. Social Enterprises can trigger

some of these. Favourable Policy Environment can be important. Importantly, we need ever-learning leaders and mentors committed to Communitization and committed to quintessential philosophy - Problems of Communitization would only be resolved by more Communitization.

Let us be part of these flows of communitization and the communized silent movements. Let us be part of making them communitized at the highest levels. Yesterday is the time. Let us hurry up. Let us love, lead, be led, be connected, for Communitization. Let celebrate life and live with Communitization.

This is sanghayoga. This is flowing in the flows of the flows. This is ganayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we flow with people to become one with them! If we let people flow with us! If we let people lead us to being actively useful! If we flow with the innermost! If we let innermost lead us subtly but fully inside! Krsna confirms 'he' is in community and community brings one to 'him'.

Join us in the world of yoga – for life – towards sanghajanayogasiddhi. You will not regret it.

140. 2 year courses in RD, NF

The month has also gone in for reflection on academic programmes Livelihoods-Poverty Reduction-Development (LPRD) domain – 1 and 2-year RD management in NIRD; and 2-year Masters in RD at Jammu University.

NIRD Programmes Reflection has endorsed that we should not have specialization streams in RD and the students can have some optionals to choose in penultimate and ultimate trimesters. Session time has been fixed at 75 minutes, with not more than 4 sessions a day, unless it is a workshop or exercise. 2-year programme is about 120 Credits, 1380 Sessions whereas First year and 1-year programme is about 66 Credits, 810 Sessions. Pre-course (4 weeks), Fieldwork (5.5 weeks), Internship (6 weeks) and

Project Work (6 Credits) form part of the Year 1. Year 2 includes a two-trimester long Project Work (24 Credits), and bouquet of optionals for choosing 4 of them. Key courses include:

- Y1T1- Pre-course (including immersion); Society; Livelihoods; Organizations; Accounting; Research Methods; Economics; Communications
- Y1T2 – Fieldwork; Production Systems and Ecology; Production and Business; Market; FM and Costing; IT-MIS-GIS; Planning and Project Management; Communication
- Y1T3 – Internship; Financial Services; Employment-Entrepreneurship; Education and Health Security; Development Theories and Practices; OB and HRM; CSR; Gender; Project Work
- Y2 – Project Management for Transformation; Data Analytics for Development; Managing Collectives; Managing Development Organizations; Campaigns-Advocacy; Entrepreneurship-Marketing; 4 Optionals; Project Work (in organizations)
- Seminars, led by Student Learning Forum, will be across all the trimesters

Department Lifelong Learning at Jammu University has attempted a curriculum reform of its RD. It is only programme of its kind in the North-west India. Reform has been to make it current and the participants job ready. It will be Masters in RD over 2 years and 4 semesters, with about 115 Credits and 1765 Sessions (of 60 minutes), plus 8 Open Credits. Key courses include:

- Y1S1 – Pre-course including immersion (4W); Devt. Concepts; Devt. Administration; Context and Status; Livelihoods-Collective Action; Accounting-Costing; Research Methods; Managerial Economics; Communication-Analysis; Learning Seminars
- Y1S2 – Fieldwork (4W); Ecology, NRM and Production Systems; Markets; Employment-Entrepreneurship; Mobilization-Extension; Social Justice-Empowerment; Quantitative Research; Planning and Project Management; Tribal Development Management; Communication-Analysis; Learning Seminars
- Y1S3 – Summer Internship (4W); Devt. Organizations; OB and HRM; Education; Leadership; PM Practice; Infrastructure-Governance; Marketing Products-Services; Managing Information – ICT-MIS-GIS; Communication-Analysis; Learning Seminars
- Y1S4 – Project Work Plan (4W); Health; 2 Electives from Data Analytics for Development; Communication-Advocacy; Planning in Enterprises; and Communitization; Project Work (15 Credits); Communication-Analysis; Learning Seminars

We are also thinking to offer a sandwich Programme in Natural Farming Management for Natural Farming Fellows (2-3 year fellowship) giving credit to the work on the ground. The work of NFF involves farming, training, research and integration and leading the cluster team(s) converting farmers into ZBNF farmers. The Programme includes NF Context, Philosophy, Farming, Science, Technology, Health-Nutrition, Institutions, Community Marketing, Training-Extension-Tracking, Management-Leadership, Scaling-up etc. The IRMA has shown interest to lead. More institutes like MANAGE, NAARM, NIRD etc., have to be roped in.

These reflections indicate that the programmes in Livelihoods-Poverty Reduction-Development domain require passionate participants. The numbers required are large. Programme offerings have to go up. Robustness and rigour has to be up. Fieldwork and experience should have 50% weight. Management-Leadership and Soft skills should

have lion's share. Communitization has to be the key part in it.

We need ever-learning leaders and mentors committed to 7Ls of Livelihoods-Poverty Reduction-Development.

Let us be part of the flows of loving, learning, leading and mentoring communitized quiet movements. Let us love, learn, lead, be led, be connected, for these movements of living naturally and usefully. Let us celebrate life and live with simple joys of flowing and being with nature.

This is samayoga. This is flowing in the flows of the flows. This is mohanayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we let people flow with us! If we let people lead us to being actively useful! If we let people love, learn, lead and connect, to be useful! If we flow with the innermost! If we let innermost lead us subtly but fully inside! Krsna confirms 'he' is in people and people bring one to 'him'. Join us in the world of yoga – for life – towards sammohanayogasiddhi. You will not regret it.*

141. Leadership & Critical Thinking

The month has also gone in for figuring out Critical Thinking for Leaders. I thought we can offer a focussed skilling and practice course, may be a workshop for the Leaders in Livelihoods-Poverty Reduction-Development (LPRD) domain. A 50-hour exercise can be the beginning. The workshop focuses on Leadership initially and slowly moves into Critical Thinking arena.

Leadership focuses on Vision and Influence in general and the following in particular – Understanding leading – authentic leading; Leading Leaders, Life, and Learning; Understanding and Developing a Leader (Functions, Vision, Values, Mindset, Behaviour, Styles); Self; Relationships; Interpersonal Leadership Skills; Team(s); Organization; Change; Biases; Ethics; Direct, Delegate, Develop and Deliver; Performance; Communication; Accountability; Legacy

Critical Thinking is the ability to think in an organized and rational manner in order to understand connections between ideas and/or facts. It helps us to decide what to believe in. It is “thinking about thinking”—identifying, analysing, and then fixing flaws in the way we think. While every one of us needs to be thinking critically, the leaders, the mentors, the guides et al need to have critical edge on critical thinking. Their essential job in some sense is to build vision-led leaders with critical thinking abilities/skills. Intensive Time, Disciplined Practice and Diligent Application take us on to Critical Thinking and make us Critical Thinkers gradually.

The steps of Critical Thinking Cycle include:

- Identify the problem or question.
- Gather data, opinions, and arguments. Several/multiples of them from competing sides.
- Analyse and evaluate the data. From reliability, evidence-base point of view.
- Identify assumptions. From biases point of view.
- Establish significance. From significance of base point of view. From Importance for addressing the issue point of view.
- Make a decision/reach a conclusion. Generate possible alternative conclusions/options, weigh strengths and limitations of each of the options and choose the best or a best combination
- Present or communicate. To all concerned.

Critical Thinking Skills help us to challenge what is given or presented to us. Critical thinking helps us try and identify new, better solutions. Self and Personality Development necessarily includes Critical Thinking skills. These include:

- Analysis: the ability to collect and process information and knowledge.
- Interpretation: concluding what the meaning of processed information is.
- Inference: assessing whether the knowledge you have is sufficient and reliable.
- Evaluation: the ability to make decisions based on the available information.
- Explanation: communicating your findings and reasoning clearly.
- Self-Regulation: the drive to constantly monitor and correct your ways of thinking.
- Open-Mindedness: taking into account other possibilities and points of view.
- Problem-Solving: the ability to tackle unexpected problems and resolve conflicts.

How do we go about improving our Critical Thinking skills?

asking simple critical thinking questions like - What do I already know; How do I know that; What am I trying to prove; What are my motivations etc.

Opposing ‘Common Sense’ and challenging assumptions

Being/becoming aware of our biases like – confirmation (we are right) bias; quick action bias; association bias

Reading and observing a lot; writing; honing 3R Skills

This is the most sought after ability. This needs to be taken to all in leadership positions as soon as possible. To Development Workers. To Chief Executives. To Teachers. To Bureaucrats. To Boards. To Governance Leaders. To Movement Leaders.

These reflections indicate that the programmes in Livelihoods-Poverty Reduction-Development domain require Critically Thinking Passionate participants. The numbers required are unusually large. We have to begin somewhere. Programme offerings have to go up. We need to evolve into a movement of vision-led critical thinking leaders. We need ever-learning leaders and mentors committed to 7Ls of Livelihoods-Poverty Reduction-Development. We need to identify them. Build them. Nurture them. Mentor them. Be with them.

Let us be part of the flows of loving, learning, leading and mentoring critical thinking community of leaders. Let us be part of the communitized quiet movements. Let us love, learn, lead, be led, be connected, for these movements of thinking critically, living naturally and usefully. Let us be connected. Let us celebrate connected life and live with simple joys of flowing and being with nature in thought, dialogue and co-action.

This is nijaalochanayoga. This is flowing in the flows of the flows. This is vichakshanayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we flow! If we think clearly! If we have the ability to think clearly! If we invest intensive time for it! If we practice with discipline! If we apply the thinking diligently! If we let people think with us and flow with us! If we let people lead us to think and being actively useful! If we let people love, learn, lead and connect, to be useful! If we be with and flow with the innermost! If we let innermost to take charge and lead us subtly but fully inside! Krsna confirms 'he' is in critical thinking people and critical thinking brings one to 'him'.*

Join us in the world of yoga – for life – towards nijahitayogasiddhi. You will not regret it.

142. Budget - Farms - Nature

Increased subsidies to fertilizers and pesticides! Some 20,000 Crore! Can't this be given directly to farmers? Emphasis on zero-budget natural farming in the Budget Speech!

KfW Development Bank has appraised a Rs.2500 Crore ZBNF Project in AP. If everything goes right, the loan will be flowing from December 2019. Government of India may announce a National Mission on ZBNF soon. As an initial step, all the KVKs (706) in the country are getting on Board to initiate a lakh farmers additionally into ZBNF from 2 October. ZBNF trickle is becoming a stream, may be a river, a perennial river of life. A definitive step towards universal natural farming.

Natural farming is moving towards chemical free agriculture; four wheels (seed treatment with bijamritam, ghanajeevamritam and dravajeevamritam, dry and live mulching and intercrops – achchaadana, and whapasa); layered farming with 30%+ tree farming; water efficiency and productivity; harvesting water from atmosphere; integrated farming with poultry, small livestock, dairy, fish etc.; self and local consumption; increased and diversified nutrition and therefore, health; indigenous seeds; biodiversity; 365-day green cover; increased intensity cropping, may be 1:3; local value-addition; direct links between producer and consumer groups; increased residence to droughts, floods and cyclones; climate change resilience; carbon sequestration; and global cooling.

How long will this take to universally adopted? Will we catch the 135-month (2030) window or the 2050 window? Can this become a local, regional, national, global movement? Can the governments invest in this knowledge-driven agriculture? A mere Rs. 30,000 per farm family, over 5-7 years? Can the governments change the fertilizer subsidies into direct transfer to farmers so that the farmers choose their inputs? Can the governments ban chemical inputs soon? Can the consumers demand for natural produce? Can the consumers pay some 10 paise more?

Can the farmers learn from other farmers? Are the models robust? Good enough numbers? Can the farmers customize, adapt and get going? Are the local inputs available in reasonable quantities? Are the seeds available? Can the communities make the input formulations collectively? Do they need entrepreneurs to sell the inputs as and when they need? Can the individual and collective enterprises meet the demand of the farmers? Can they service on the farms, or at the farm gate? Can they customize and service, as required/indented by the farmers? Can the landless do some of these services, with effectiveness and efficiency? Can the tools and instruments reduce the drudgery? Can more such appropriate tools be available?

Can the existing social capital – women SHG network, cooperatives, FPOs help?

Can the civil society chip in?

Can the landless join this movement? Can the kitchen gardens, 1-cent, small plot models work for them? Can they get land on lease for longer tenures? Can the landlords agree? Can their assigned lands become more productive?

Can the MGNREGS convergence help? Can it happen? Can the convergence with various departments happen?

Is natural farming enough? May not be. Some more things may be needed, but on the foundation of natural farming. On the foundation of agroecology. On the foundation of regenerative agriculture. Natural Farming may be a critical element in the portfolio of farm families. Off-farm and non-farm elements may have to supplement and complete the portfolio. Youth may have to be drawn into this krishi. The incomes may have to be comparable or better than the jobs in the urban centres. Reverse migrations may have to begin. Rural areas need to have urban facilities, and comforts, including power, bandwidth, entertainment etc. Governments may have to – give rythu bharsa, insurance, minimum support prices, storage, processing and transport infrastructure, training, knowledge, market intelligence, market organization etc.

Natural Farming has to succeed. The movement cannot fail. Communitize more. Equip with more knowledge. More Tools. More Models. More demonstrations. Enrolment a' Partial a' S2S Practices a' S2S+, Whole a' Z. ZBNF Frontier Results needs to established double quick. Farmers swell soon thereafter. Science behind this may take its own time.

These reflections indicate that we must go on. Ramping up surely. Soon enough. As a movement of vision-led leaders leading NF agenda. Natural living agenda. We need ever-learning leaders and mentors committed to NF and NL. We need to identify, build, nurture, mentor and be with them.

Let us be part of the flows of loving, learning, leading and mentoring farmers, entrepreneurs and beings in the N domain. Let us be part. Let us be connected. Let us live, flow and be.

This is krishiyoga. This is being in the flows of being. This is aarjavayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we flow! If we be! If we practice! If we let people think, be and flow with us! If we be with and flow with the innermost! If we let innermost to take charge and lead us subtly but fully inside! Krsna confirms 'he' is in the flow and flowing in the flow brings one to 'him'.*

Join us in the world of yoga – for life – towards nijakrishiyogasiddhi. You will not regret it.

143. National Mission for Elders

Government is gearing for announcing a National Mission of sorts on Natural Farming.

National Rural Livelihoods Mission → National Urban Livelihoods Mission, on similar lines. Natural Farming Mission is emerging and it may have to work closely with NRLM. NRLM-NULM Social Inclusion is leading us towards having a Nation Civil Society Coalition around Food-Nutrition-Health Security, and Poorest of the Poor that cooperates with NRLM and supports; may be pressurises too. Missions for the vulnerable have to emerge now. One big ticket item is Elders.

National Mission for Elders, NME - Mission's Mission is to facilitate, support and ensure Senior Citizens lead a secured, dignified and productive life, while ageing actively, with established access to age-sensitive rights, entitlements and livelihoods and care services, through age integrated society - with sensitive social support and eldercare systems, elders' collectives, elders for elders, community and civil society for elders, state for elders and convergence approach.

Elders - 50% are poor; 50% are literate; 70% are rural; 50+% are active and working, mostly in informal sector; women are a majority; visual and locomotor disabilities are common; significant numbers are single/widowed; increasing steadily from 8.6% in 2011 à 20% in 2050; considered valuable resource and do not want to be a burden to anyone.

Elders/Community/State/Society for Elders is the approach. Institutional platforms of Elders take charge of their agenda and lead forward through evolution of plans to address their 10+1 problems (across physical, psychological and financial aspects). Mission directly takes up building Institutional Platforms for the Elders to service themselves, and access their rights, entitlements and services, on demand side; and on supply side, as part of nodal Ministry, Mission facilitates/coordinates/ensures Elders' accessing their rights, entitlements and services to Elders at their door step.

Elements of NME Vision Portfolio include:

- *Men and Women; Universal Coverage*
- *Institutional Platforms - Elders for Elders; Community/State/Society for Elders*
- *Institutional Platforms taking charge gradually*
- *Institutional Platforms as strong demand system - build linkages with supply system)s*
- *Dedicated sensitive mission and support structures at various levels*
- *Pensions; Public Distribution System*
- *Comprehensive elder-centric healthcare and eldercare services*
- *Elder sensitive Microfinance, Age-appropriate livelihoods*
- *Family System*
- *Cadre of geriatric care specialists; eldercare professionals; trained caregivers*
- *Geriatric care facilities; Geriatric care wards in district hospitals*
- *Elder Abuse Tracking and Punishment*
- *Helplines/Call Centres; Legal Aid; Counselling*
- *Shelter; Housing; Oldage Homes; barrier-free housing; social interaction centres*
- *Age-friendly barrier-free access in public places*
- *Welfare fund; Rights, Entitlements and Services; Convergence*
- *IT Concessions; Recognition and Aadhar*
- *Civil Society Services; Partnerships*
- *In due course, programme for the elders becomes the programme by the elders.*
- *Learning Mission, Dynamic Framework*
- *Mission-mode, reaching out and working with 100+ million elders in the coming 10+ years, directly, indirectly and as a campaign/movement so that the elders do not fall back into their own vulnerability and poverty traps.*
- *Mission can be up scaled in a time bound manner, only if it is driven by the elders.*

Elders for Elders movement and Mission for Elders has to succeed. This cannot fail. Communitize more. Equip with more knowledge. More Tools. More Models. More demonstrations.

We must go on. Soon enough. As a movement of vision-led leaders leading NME agenda. Together with NRLM-NULM Social Inclusion. Elders and Children hand-in-hand. Intergenerational bonding. Together with Natural Farming, and therefore, Natural living. We need ever-learning leaders and mentors committed to better India, better Planet, better Universe. We need to identify, build, nurture, mentor and be with them.

Let us be part of the flows of loving, learning, leading and mentoring beings in the N domain. Let us include Es in N. Let us be part. Let us be connected. Let us live, flow and be.

This is mahayoga. This is being in the flows of being. This is agrasevayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we flow! If we be! If we practice! If we let people think, be and flow with us! If we be with and flow with the innermost! If we become one with innermost and take charge! If we lead ourselves subtly but fully into ourselves! Krsna confirms 'he' is in us and we are in 'him', and we are flowing side by side already, getting ready to be one and flow in to 'him'.*

Join us in the world of yoga – for life – towards nijakrsnayogasiddhi. You will not regret it.

144. Sarvodaya, Antyodaya, Satyagraha, Swadesi

Natural Farming Mission - Bharat Praakrithik Krishi Paddati, BPKP is on its way. Prime Minister presses for it in Parliament. Finance Minister mentions obliquely in the Budget Speech. PM reiterates resolve to pursue Natural Farming, in UNCCD CoP 14. Niti Aayog solicits States to go for it. Ministry of Agriculture suggests Paramparagat Krishi Vikas Yojana to be expanded. Governors of several states talk about it.

Greta Thunberg, 16, asks us to go natural at UN – “we are in the beginning of a mass extinction and all you [world leaders] can talk about is money and fairy tales of eternal economic growth – how dare you? We will not forgive you, if you do not act....” Autumn Peltier, 15, urged clean water for her generation and the next. She called for an end to plastic use.

Teen leaders are asking for their future and can we keep quiet? It is better that we trust their leadership than trusting ourselves. Let us be their instruments. At this time of a window, similar to the window, at the time of beginning of the extinction of Indus Valley Civilization. We have the window for 12 years, accept a paradigm shift in our thinking and act, in all spheres of our lives. Else, we have a window to be sinners and get ready to get extinct sometime around 2050.

National Mission for Elders should also be coming. Sooner than later. We should and will do our bit.

Mahatma Gandhi, Mohandas Karamchand Gandhi, 150. It is also 12 years since we articulated how Gandhi, one of the earliest livelihoods thinkers, has been an inspiration of ‘livelihoods’. Gandhian livelihoods thought inspired many and continues to inspire many of us. Summed up as -

The good of the individual is contained in the good of all

All works have the same value, as all have the same right of earning their livelihood from their work.

A life of labour is a life worth living

These principles led to his famous Sarvodaya-Antyodaya, Swadeshi [holistic local] and Satyagraha [a way of life]. Gandhi strove to awaken the soul-force within himself and his fellowmen. Soul-force is the source of the greatest power, with unlimited potential.

It is time to dedicate ourselves to these three principles - sarvodaya, swadeshi, and satyagraha; his eleven vows (ahimsa, satyam, astheya, brahmacharya, asangraha, sareerasama, asvada, sarvatra bhayavarjanam, sarva dharma samaanata, swadeshi, sparshabhaavana iti ekadasa vrata/sutra – non-violence, truth, non-stealing, celibacy, non-possession, labour, controlled palate, fearlessness, equal respect for all religions, local self-reliance, and removal of untouchability); and avoid seven "deadly sins", based on natural principles/laws: wealth without work, pleasure without conscience, knowledge without character, commerce without morality (ethics), science without humanity, religion without sacrifice and politics without principles.

Let us not forget his emphasis: "A person cannot do right in one department whilst attempting to do wrong in another department. Life is one indivisible whole." Let us keep his talisman before us always: "...Recall the face of the poorest and weakest man whom you have seen, and ask yourself if the step you contemplate is going to be of any use to him. Will he gain anything by it? Will it restore him to a control over his own life and destiny?..."

The exhortation is: let us not deplete natural resources; let us enhance diversity; let us consume less; let us be a Gandhi. Gandhi is inescapable. If Gandhi can do from aatma, to antaraatma to Mahaatma, we can do. Gandhian thought is and will remain our inspiration.

Gandhi tells us to remain fit. Let us remain fit at the core. Let us walk; take steps; stretch often; dance; stand; stand on single leg; balance on the side; slide forward with two hands; stretch fully without body touching the floor; raise hands and lift feet up; do surya namaskar; move hips; jog; cycle; and/or do yoga exercises. Smile, cry, shed tears, sing.

Drink water often; eat more in the morning; eat a little less; eat less, near zero, after the sunset. Some milk and peanuts suffice.

Meditate. Reflect. Write Diary. Read. Write. Do Arithmetic. Do crosswords. Make Lists to do. Daily.

Be with people. Travel across. Stay in villages. Live simple. Live natural. Be authentic and servant leader. Be an N-warrior – worker, animator, facilitator, mentor. Pursue 7Is for 7L Agenda. We can be in the scale-mode, at least in scale-out.

We must go on. As a movement of vision-led N-leaders for L-Agenda, leading Gandhian thought and practice. With Children hand-in-hand in the leadership. We need ever-learning leaders and mentors committed to better Planet, better Universe. We need to identify, build, nurture, mentor and be with them.

Let us be part of the flows in M-space in the N-domain with L-agenda. Let us have the Is in them. Let us have the N-generation in them. Let us live, flow and be.

This is sevayoga. This is being in the flows of being. This is sevakanaayakayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we flow! If we let others join the flow! If we be! If we let others be with us! If we practice! If we let the innermost take charge! If we lead ourselves! Krsna confirms 'he' is in janahridaya and janahridayanivaasi coexists with and gradually becomes one with 'him'.

Join us in the world of yoga – for life – towards krsnajanahridayayogasiddhi. You will not regret it.

145. Paderu as 100% Natural Farming Area

A team has met in Paderu during 15-17 October 2019 to discuss making Paderu tribal region into a 100% natural farming area – 100% NF Paderu. All the stakeholders, more or less, say it is a good aspiration and each one will their bit. Integrated Tribal Development Agency, Rythu Saadhikaara Samstha, Girijan Cooperative Corporation, Society for Elimination of Rural Poverty. Line Departments, Civil Society Organizations (like Kovel Foundation, Vikasa, Girijan Vikasa Kendram, SVDS, Srujana, CCN etc., apart from Azim Premji Philanthropic Initiatives, are game. 100% NF Paderu, about 80 clusters, translates as 100+ thousand farmers and 100+ thousand hectares of Paderu will come under natural farming, from the current 21 clusters, with about 10,000 farmers outreach and 2000 ha acreage under natural farming in 6-7 years. 7-8% to 100% in outreach terms; 2% to 100% in acreage terms; and less than 1% to 100%, in practice terms.

It is an ambitious but feasible and exciting agenda. It will not be business-as-usual. Customized fully to Paderu context and culture. Passionate team(s) will shoulder the agenda, in the field, with the farmers all the time. Community Campaigns will be unveiled. Institutions will be reoriented. New institutional architecture will be unfold. New animators from within spring up to bring life to the movement. Models suitable will be discovered and new models will be crafted. Visioning – Landscaping – Integrated farming-food forests – water - Remote sensing – from household à habitation à local landscape à Paderu landscapes will be visualized by the Paderu community. Intense Investments will be in ‘mobilization’, ‘conversion’, access to inputs, multiple and cover crop augmentation and increased crop intensity, self and local consumption, local value-addition and linkages for long value chains. Bio-villages, Local brand, Trust markets, Certification in terms of Verified source areas, and Challenge certification will be attempted on scale. Entire System will be in community hands. All stakeholder will be pull and pooled on to ‘ICT+ platforms’ being developed. 100% traceability and trackability. 100% Institutions, Collectivization and Communitization. A federation of farmer producers organizations will take charge of 100% NF Paderu from the team slowly but right from the beginning.

This will be mobilization-centric conversion movement. Of course, we will hurry slowly – say <1% →2% →6% →15% →30% →55% →85% →~100%. This would mean Rs.1000+ Crore Natural Produce/year, with better food-nutrition-health to all locally, with tripling of the economy. It is Guaranteed if an empowered team takes charge, with long tenure, vision, capacity and drive. This is a la NDDDB - Dairy Board. NDDDB working with AMUL (federation). AMUL building its member collectives. May be it will work closely with an AMUL soon.

This long-haul effort will take off in 100 days.

As I am drawn by my innermost to reflecting over the last 5-6 days, to getting cleansed in the pearls of the innermost, to getting strength from the lights of the innermost, I chanced upon the Art of Living (Epictetus). I remembered Aarjava. The Art of Living is a manual on virtue, happiness and effectiveness. Of course, it is stoicism triad of ethics, logic and nature. It asks for living in the present, as the world presents itself, driven by logic – logic of the universe, and virtue as only good. One needs to work in harmony with nature. Subject matter of the art of living is each person's own life.

All external events are beyond our control. We should accept calmly and dispassionately whatever happens. Individuals are responsible for their own actions which they can examine and control through rigorous self-discipline.

One can live a life of simplicity with few possessions. Note that - That alone is in our power, which is our own work - our opinions, impulses, desires, and aversions. What, on the contrary, is not in our power, are our bodies, possessions, glory, and power. Any delusion on this point leads to the greatest errors, misfortunes, and troubles, and to the slavery of the soul. We have no power over external things, and the good that ought to be the object of our earnest pursuit, is to be found only within ourselves. The determination between what is good and what is not good is made by the capacity for choice. Capacity for choice allows us to act, and gives us the kind of freedom that only rational animals have. It is determined by our reason. Therefore, we need to Practice to examine, test and accept/reject impressions.

It is only our opinions and principles that can render us unhappy, and it is only the ignorant person who finds fault

with another. We ought not to forget the transitory character of all external advantages, even in the midst of our enjoyment of them; but always to bear in mind that they are not our own, and that therefore, they do not properly belong to us.

The emotions of grief, pity, and even affection are well-known disturbers of the soul. Grief is the most offensive. The will of God is to have all men share happiness. Not things, but opinions about things, trouble people.

Life gives and Life takes away. Do not bother. Care take this moment. Immerse yourself. Respond to this. Quit the evasions. Participate. Exert. The will of the Universe is within. Our natural genius is within. Listen.

Give your best and always be kind. Let us say what we want to be first and do what we have to do.

Let us live. Lead. Learn. Love. in the N-domain. Let us live, flow and be.

This is nirvaana. This is being in the flows of being. This is jeevanayanam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we flow! If we are in the triad of – ethics, logic and nature – universe! If we be! If we practice! If we let the innermost take charge! Krsna confirms ‘he’ is the universe of souls and each soul in sync with universe becomes one with ‘him’.*

Join us in the world of yoga – for life – towards krsnajanajeevanayogasiddhi. You will not regret it.

146. Engineer→Entrepreneur→Employment→Community

I have been to NIT Warangal on 11 October 2019. As NIT Warangal turned 60, it has provided me time, energy, space and moments to reflect on engineer-entrepreneurship-start-ups, community development, employability and global institution of excellence. The key reflections include -

- *World's half the poor live in South Asia. We still have wretched poverty in 10-20% families. Unemployment, underemployment and forced migration is still alarmingly large. Dropouts from Education Funnel without employable skills is high. Elders are increasing in numbers drawing attention. Many of existing and emerging Livelihoods are unstable. Yet when the crunch comes, we need air, water, food-nutrition, clothes, shelter and some entertainment. Many of us do not reliable access to these.*
- *We know India is an enterprise country. A country of the self-employed and entrepreneurs. A country of workers. A country of farmers. A country of craftsmen.*
- *Education does not guarantee jobs or employment. Special efforts, beyond education, are required for the same. Thus, there is a need for Skilling, employment, individual, group and collective enterprises to better the livelihoods of the young men and women.*
- *Climate change is hitting us hard. It is predicated that we have for the human extinction to begin. The conditions are similar to the time of extinction of Indus Civilization.*
- *Thus, current agenda/priorities before our country and the planet including SDGs and Climate Change are becoming clearer and becoming urgent. Children are asking us to act.*
- *Yet, there are wonderful oases and examples in improving this condition. Largely in the work of Civil Society, Community Organizations, Government(s), Philanthropies, Global Players, Corporates and CSR. There is a huge variety and continuum in the spectrum of works, initiatives, efforts, programs, organizations, academia, advocacy and CSR in this space. Direct and Indirect. Individually and in Partnerships. Development, Technical and Business organizations. For profit, and for Non-profit. Work with Children. Youth. Women and Men. Elders. Farmers.*
- *There is a Need and there are Opportunities for Innovation, Entrepreneurship and Start-ups in Livelihoods-Poverty Reduction-Community-Social Development. These are in various sub-domains within and support areas.*
- *The forms are multi-fold - Development organizations, Development Support Organizations, Social enterprises and Hybrid enterprises. There are possibilities for other stakeholders and other organizations working with these, in partnership, collaboration, and coalition. Networking and Pooling up is possible and examples are there.*
- *Science, Engineering, Technology, Management and other professional alumnus, or a group of alumni can venture into these innovative or otherwise start-ups, and enterprises, or join these.*
- *The technical expertise, orientation and mindset of these people, if worked upon and directed, can make a difference to the poor, vulnerable and marginalized communities.*
- *In some sense, it could also be a pay back to society. It could also be a more fulfilling purpose for one's life.*
- *It is possible that the institutes, their alumni associations, their chapters, individual alumni, or their hybrid coalitions/teams can take the lead towards this end. Mechanisms and processes of Mentoring, Apprenticeship, Living stipends initially etc., could also be considered.*
- *Further, the support for all these efforts could come from philanthropies, donors, contributors, governments etc., where these alumni are involved or otherwise.*
- *Of course, there are issues, challenges and difficulties associated with these. But they are identifiable, appreciable and actable.*
- *These call for bright minds required for development cause and purpose. Development domain is still not a preferred professional domain. This is despite the 'life' of a development worker bine life one looks for; s/he could make a difference of significant magnitude; and it could bring immense satisfaction, joy/bliss and closure liberation of sorts. There are challenges in the development path and many things could go wrong.*

- *There is a case for introducing 'Development', 'Development Leadership and Management' to all students, as early as possible, starting a development association of students and/or alumni, and opening a PG in Development/Development Management, in all Universities, and Institutes of Science, Technology, Management etc.*
- *The role of alumni in their alma maters cannot be ignored. They should be in curriculums, counselling, teaching/mentoring, governance etc. Specifically, amongst other things:*
 - *Senior Alumni have to be roped in for contributions in terms of time, energy, funds, etc. Elders have to be tapped.*
 - *Alumni who are doing wonderful development work need to be showcased.*
 - *Alumni Technical-Management-Development-Policy Consulting group(s) to be developed for work on significant scale.*
 - *Collective(s) of Alumni Enterprises*
 - *Adopting Villages/Geographies, Crafts, Value-chains etc.*
 - *Fund Raising on Scale*
- *We need to focus on Employability for large numbers who are dropping out of education funnel, not just the high-end professionals.*
- *We need to increase the Employability Index for each course. We need to ensure that each course student comes out with demonstrated superior conceptual knowledge and technical skills.*
- *We need to prepare the youth for employment à Self-employment, entrepreneurship, apprenticeship towards enterprise development. Experiential learning in studentship and immediately thereafter should be available. We need to work on offering soft skills, aptitude, and behavioural competencies quickly.*
- *We need to ensure the youth get Core Orientation that enhances employability. This may include – understanding Indian and Global Context, life and living, leadership and management, enterprises etc., apart from life skills*
- *We need to tie-up and offer Fund(s) to support for enterprise development, living stipends, and linkages, apart from offering Mentorship. We need to offer space for getting back for enterprise development, later say after 3-5, 10-15 years.*

We must go on. We must be in the E-space to build future leaders and augmenting the present leaders' ability for the future of our children, which we have borrowed from them.

Join us in the world of yoga – for life, living, livelihoods, linkages, leadership, learning and love, in N-domain.

147. Moving into Natural Farming

My participation in Travel workshop on Natural Farming at Anantapur during 12-14 November 2019, led me to seek endorsement for flowing in the rivers of natural farming – people to people - to scale, up, deep, and out. The strands of reflections

include -

- *Crises are looming large. Climate crisis. Agrarian/Farming crisis. Food-Nutrition crisis. Health crisis. Poverty-Marginalization-Inequity Crisis. Our present paradigms appear wrong. We need to slide into new paradigms. Quickly. They say - we have a 12-year window. In 60 harvest cycles, extinction begins. Of course, it begins with the poorest. With the most vulnerable. With the most marginalized.*
- *Soils are degrading fast. Carbon Cycles, Nutrient Cycles and Water Cycles have turned downward spirals - vicious cycles. These need to be reversed. Balance needs to be restored triple quick.*
- *Unemployment, underemployment and forced migration is still alarmingly large. Most Pass-outs do not have employable skills. Dropouts from Education Funnel are also high. Many of existing and emerging Livelihoods are unstable. Our world is full of self-employed and entrepreneurs. Of workers. Of farmers. Of craftsmen. Investments are not enough for building people for living better, healthier and happier.*
- *Many of us are eking out a mediocre living. We do not have access to the life basics - need air, water, food-nutrition, clothes, shelter and entertainment. And as the crunch sets in, we, as a humanity, need just these. We need to live. We need to survive. What use are these currencies. Bank balances. Shares and Funds. Investments. What use is this wealth and prosperity. What use are these egos.*
- *We need to live, and we need to let life live.*
- *Can we do something about this? Yes, we can try. We can do. We can, if we act now. All of us. Each one of us.*
- *We need to work people to people, to slide into, to shift into, to jump into new paradigms. Let us say no to chemicals on the land. No fertilizers. No pesticides. Let us move into natural farming. Let us move into natural living. Let us consume only natural produce.*
- *Let us move all our farmers and all our farms into natural farming. As quickly as possible. Let us realize that the farmers are microbes. Our farmers facilitate these farmers. Let us treat and coat seeds so that microbes increase in soil. Let us add microbes through solid and liquid natural formulations that augment microbes in the soil and in the plants. Let us restore soil as 'living soil'.*
- *Let us ensure that sun does not reach the land directly by covering the land with dry, wet and live mulch. Let us have intercrops. Bund crops. Pandal. Crops. Let us go for 365-day green cover. Let us reduce green house gases. Let us go for 30% trees everywhere. Let us go for ploy crops. Let us facilitate carbon sequestration. Let us accelerate a virtuous carbon cycle.*
- *Let us conserve water. Let us be efficient with water. Let us harvest water into the soil. Let us harvest water from the air. Let us accelerate virtuous water cycle. Let us cool the earth.*
- *Let us activate nutrient cycles. :Let us appreciate that the earth, land and soils may have all nutrients. They need to be brought into 'cycles'. They need to be converted into forms, plants can take. Let us augment crop diversity. Let us augment nutrition security.*
- *Let us increase crop intensity. Let us augment crop diversity. Let us augment nutrition security.*
- *Let us work with all farm families. Let us begin to work with women. Let us bring in men. Let us focus on youth. Let elders take part. Let Governments commit. Let Departments come in.*
- *Let us experiment, augment, customize and improvise models to the context on the ground. Let us replicate. Let us hurry slowly. Let the farmers facilitate farmers.*
- *Let their institutions take lead and own. Let them take up collective action for inputs. Let them augment access to inputs including seeds. Let them facilitate input shops and input service providers. Let them facilitate regenerate input materials. Let them train farmers in making their inputs. Let them source readymade inputs, if required and/or possible. Let them ensure farmers' field schools. Let them disseminate practices in various ways. Videos. Slogans. Posters. Wall Writings. Audio Messages. Songs. Movies. And*

Cadres. Let them facilitate trouble shooting support. Let them run call centres. Let them nurture lead farmers and resource persons. Let them hire professionals.

- *Let them facilitate tools for drudgery reduction. Customized tools for multi-crop natural farming on small plots.*
- *Let them plan for each family, group and village. Let them supervise, monitor, track, certify and audit. Let them seek accountability. Let them make it a movement of the farmers/people, by the framers, for the farmers. Let them institute participatory ICT-led knowledge augmentation, dissemination and tracking. Traceability to the last farm plot.*
- *Let them facilitate self-consumption. Local Consumption. Value-addition. Meeting local needs first. Long value-chains may be taken forward through honest and genuine partnerships.*
- *100% is the agenda – all farmers, all farms, all crops, all farm models/systems, integrated farming, livestock. Forests. all practices. All GPs. All ecosystems. All triggers for 100%.*
- *Systems for Measuring and Measuring triggering scale. Measuring for Impact. Policies in favour of natural farming.*
- *Working on unravelling the black box between inputs and outputs; back boxes within the black box. Best minds have to engage in this effort.*
- *All curriculums should include Climate Action and Natural Farming. School education has to include this. Agriculture. Management. Technology. Etc.*
- *There is a need for special efforts, beyond education, for Skilling, employment, individual, group and collective enterprises around natural farming to better the livelihoods of the young men and women. And children in due course.*
- *We need to encourage a huge variety and continuum existing in the spectrum of works, initiatives, efforts, programs, organizations, academia, advocacy and CSR and turn them around 'natural' backbone. Innovation, Entrepreneurship and Start-ups have to be supported, in tribal, rural, urban and hybrid geographies. There is a need to actualize the possibilities for partnerships, collaborations, coalitions, networks and pools.*
- *We need to charm the young and bright minds to make a difference to the poor, vulnerable and marginalized communities working through 'natural' backbone. Mechanisms and processes of Mentoring, Apprenticeship, Living stipends initially etc., could be in place.*
- *There is a case for introducing 'Leadership and Management' for Natural Living to 'all' students everywhere, as early as possible. This may include life and living, entrepreneurship etc., apart from life skills.*

We must be in N-domain. To build future leaders and augmenting the present leaders' ability for the future of our children, which we have borrowed from them.

Join us in the world of yoga – for life, living, livelihoods, linkages, leadership, learning and love, in N-domain.

148. Catching Rain in all its Forms

Common Minimum Programme is on secular foundation. Other key highlights of CMP include:

- Farmers: Loan waiver; Remunerative Prices; Water systems
- Unemployment: Filling jobs; youth fellowships; 80% local in jobs
- Women: empowerment; free education; safety
- Education: standards; loans@0%
- Urban: roads; 500sqft tenements
- Health: Re.1 Clinics; district super specialty hospitals; insurance to all
- Industry: Concessions – Simplification; investments in IT
- Social Justice: basic necessities; welfare
- Tourism: traditional tourist destinations
- Senior Citizens; Food and Drug Regulations; Food for Rs.10

We are listening to talks from Walter Jehne, Didi Pershouse, and Annesophie, and discussing Water, 365 Day Green Cover, Climate Change and Regenerative Agriculture cooling the earth naturally, over 10 days during the month. Key discussions/learning include: While 100 rain drops fall, only 2 drops get harvested in dams and 12 drops go the streams' way. Of the harvested water, farming consumes 70%. Some 10% goes for drinking and other domestic purposes. 50 drops evaporate. This is huge. 36 drops go into transpiration and green growth. In India, these proportions are less – 10 streams; 20 transpiration; and 70 evaporation. Further, 100 is coming down to 70, while we want to go to 120. Can we reduce this evaporation? Can we tap the moisture in the air, the way nature does? The way fog-dew-mist are harvested.

With 0.3% Carbon, the rain flows quickly fill the soil reservoirs, but drain out almost immediately. If this Carbon level in the soil can go up to 3%, the drain-out is slower, and water lasts longer, may be more than 200 days, up to 365 days and beyond. As the Carbon increases in the soil, soil porosity, soil aeration increases, without any material addition. We add nothing. This increases water holding capacity; nutrient availability (may be 100 times); roots capacity; and microbial activity and ecology. We may note that microbes-biomass is 10 times under our feet vis-à-vis above our feet.

Seed coating, pelletization and dry-wet-live mulching works as a bio-stimulant. Photosynthesis takes carbon dioxide and water, and gives sugars and oxygen. Thus, we have several ways of water harvesting – dew-mist; biochemical from carbon sponge; organic matter (dry-wet-live mulch) releasing water; and mycorrhizal fungi microbes (spread over up to 25000 km/square metre). Mycorrhizal fungi's presence and ability comes down with chemicals and only basic soil nutrients come into 'sugars' whereas without chemicals, with natural farming, portfolio of soil nutrients (about 33 minimum-essential nutrients) get scouted. This will reduce the prevalent sub-clinical malnourishment in the world.

Earth surface receives about 342 watt/square metre, and reflects out 339 watt/square metre. Just about 3 watt more is being absorbed, as a result of global warming. A mere increase in 4% green cover would offset global warming fully. Green cover – trees – transpires micro-water droplets to clouds which radiate out received heat, making the planet cool by 2%.

Let us note that 80% is water-air; 11% carbon dioxide; and 9% methane and others. Green cover keeps the temperature to about 20 degrees C. In the absence of this green cover, the area become red, and the temperature can go up to 70. It may be noted that Re-radiation is proportional to Temperature power 4. The red areas are high pressure heat domes which will not let rain to enter. Thus, we actively design droughts. Actually, nature has ways and means to operate ecological cycles. We need to allow it to do its job.

Ecology's Carbon Dynamics has ABCDs. A is Agriculture making sugars [12-15 MT/Ha, 40% above the ground, 30% roots, and 30% root exudates/microbes]. B is Burning (oxidizing) [5-10 MT/Ha], resulting in releasing carbon dioxide. This can slowly make soil dry, degrade and make it a desert. C is Stable Soil Carbon, resulting in/supporting Humus et al. D is Dividend, in terms of bio fertility, roots capacity, microbial life. It also results in E – Economic Dividend –

yield, lower inputs, resilience, natural capital and social capital. This also results in water efficiency and water availability. 2000-5000 Ha sites can be micro-climatic cycle sites and lead to macro-climatic cycles in due course.

Walter Jehne et al confirm regenerative agriculture is a feasible and exciting agenda. It will not be business-as-usual. Customized fully to local micro-contexts and culture. Community Campaigns need to be unveiled. Existing institutions need to be reoriented and new institutional architecture needs to be unfolded. Existing and new animators sprung up from within need to bring life to the movement. Models suitable need to be discovered and new models need to be crafted. Visioning – Landscaping – Integrated farming-food forests – water - from household à habitation à local landscape à larger landscapes have to be visualized. Intense Investments have to be made. Urban Agriculture practice (without land) has to be encouraged. 100% Institutions, Collectivization and Communitization efforts need to become mobilization-centric conversion movement. This would mean better food-nutrition-health to all locally, with tripling of the economy. This is Guaranteed if an empowered team takes charge, with long tenure, vision, capacity and drive. This is possible with Facilitating Organization Architecture – Community Architecture - Learning Architecture hand in hand an initio.

This is a very long-haul effort by all of us in the Universe for the Universe. We need to do all our works in harmony with nature. The will of the Universe is within. Our natural genius is within. Listen.

Realize - when the crunch comes, Air, Water, Food-Nutrition-Health, Shelter and Entertainment only matter. We need kind leaders with Humility and Integrity to pursue relentlessly to stretch, extend, & reach out to Universe and serve people to serve the people.

Let us Lead. Learn. Love. Let us live, flow and be in the N-domain.

This is the dharma. This is being in the flows. This is naayakadharmam.

Can we be there? Yes, if we pursue Atma Yoga. If we flow! If we are with universe! In the charge of the innermost! If we practice! Krsna confirms 'he' is the innermost and each soul in sync with innermost becomes one with 'him'.

Join us in the world of yoga – for life – towards antarangayogasiddhi. You will not regret it.

149. IRMA@40 – Redefining continuously

IRMA@40, 40th Foundation Day of IRMA: 14 December 2019, has seen me excited. It has been humbling to be there and articulate IRMA's next 40-60 years and beyond, in nation building. 8 Select 'Eminent' IRMANs unveiled 'nation building' agenda from 0900-1800 hrs, in IRMA Auditorium, with a break for Vice President came to launch the Coffee Table Book of IRMA, in NDDB's Auditorium. I have also spent another 24 hours with Alumni, Students and Teachers. IRMA@40 led me to reflect on LPRD (Livelihoods-Poverty Reduction-Development), PVM (Poor-Vulnerable-Marginalized), LMME(Leadership-Management-Mentoring-Entrepreneurship), and B→U (Bharat→Universe) flows in N-domain. IRMA and IRMAs have a huge role in influencing these flows, referred here as **IRMA ways**. The strands of reflections include -

- The Thought “we live, we lead and we are led”: we are a short-lived insignificant speck in this universe; we are part of a symbiotic universe and our existence is a function of existence of and dependence on other animate/inanimate objects; our present/potential achievement is infinitesimally small vis-à-vis what we have been ‘graced’ with; we are mere trustees; ‘I’ of life resists surrendering to the universe’s infinite intelligence and humility helps in flowing with it; reflection, living with and loving all life and nature is a way.
- **Mahatma Gandhi:** “Poverty is an affront to human dignity”
- **Kurien:** “Poor cannot be served poorly”; “If Democracy is not working, add More Democracy”.
- **Context:** Crises are looming large. Climate crisis. Agrarian/Farming crisis. Food-Nutrition crisis. Health crisis. Poverty-Vulnerability-Marginalization-Inequity Crisis. Unemployment, underemployment and forced migration is still alarmingly large. Most Pass-outs do not have employable skills. Dropouts from Education Funnel are high. Many of existing and emerging Livelihoods are unstable. Many of us are eking out a mediocre living. We do not have access to the life basics - need air, water, food-nutrition, clothes, shelter and entertainment. And as the crunch sets in, we, as a humanity, need just these. We need to live.
- We need to survive. What use are these currencies. Bank balances. Shares and Funds. Investments. What use is this wealth and prosperity. What use are these egos. We need to live, and we need to let life live.
- Our present paradigms appear wrong. We need to slide into new paradigms. We have a 12-year window. In 60 harvest cycles, extinction begins. Of course, it begins with the poorest. With the most vulnerable. With the most marginalized.
- IRMA, my alma mater, founded by Dr Verghese Kurien, has completed 40 years. IRMA@40 needs to think about IRMA(s)@80 or 100.



- I am currently pursuing ZBNF, a No Chemical Portfolio of Regenerative Agro-ecological Practices since 2016. It is about No Chemical Plant Management. 4 Wheels [Inoculants-Amritas - seed coating, soil treatment), Achchaadana, Whaapasa] – before, with & after → Soil Food Web, 365DGC, landscapes, and Integrated Farming. It is about living soils, microbes, sunlight, air, and some water.
- It seeks unprecedented Paradigm Shifts on Planetary-Scale and System wide Transformation. All Farmers. Farms. Practices. Extension is of the farmers, by the farmers and farmers. Farm Families. Owner-Tenant Farm Families. Both women and men. In their institutions. With customized models. By best-practitioner farmer-community resource persons.
- It involves Natural Farming Fellows – Farming, Training, Researching, Managing; Participation of Community in Management, Accountability, ICT-led Knowledge-Extension, Tracking, Traceability and Impact, Understanding Science, and Local First Community Marketing and Long Value-chain Partnerships.
- It is being scaled-up, deep, and out. National Mission is on its way.
- It has to, and it is evolving into a Movement – Planet-Soil-Water-Air-Life-Human Health Global Movement at Local levels by Consumers, Children, Women, Concerned Citizens and Farmers.
- My Journey: Moved from Gurukulams→NIT Warangal→ Teaching Computers & Society→IRMA

- 30+ year journey as IRMA Alumnus, from Dairy Board to ZBNF.
- Moved from Rural→TRUE (Tribal, Rural, Urban and Emerging); Portfolio Entrepreneur.
- Become a Development/Livelihoods Lifeworker by choice. Not a bad student.
- IRMA offered license. Extraordinary opportunities to learn and be useful. It offered 'space' to learn. From the Field. From experiencing. From 500+ Books. From Kurien et al. It gave life friends. Manoharan et al.
- IRMA was a Gurukulam of Gurus, and Sahadhyayees. It has taken us through Frameworks and logic. It taught us rigour, focus, and stamina (to be at an issue). It taught us Love. Love all. Love all life. It taught us values – Hope, Faith, Promise.
- IRMA made me a better human being and initiated and taken me for life into development world.
- **We want to IRMA to continue to be all this.**
- IRMA license lets doors open for us. It has facilitated intense diverse experience portfolio - Integrated;

$$Y = \sum_{i=1}^n (g_i - c_i) * r_i * d_i - \sum_{j=1}^m c_j * r_j * d_j - \sum_{k=1}^l c_k$$

Nuanced themes; Self-help architecture; LPRD; Academic; Govt; Outside Govt.

- I could Lead-coauthor NRLM Framework (which has also been adopted by NULM) influencing 10 Cr PVM Families, Rs.3 L Cr. I could co-lead NRLM.
- I could contribute Livelihoods Framework - Four arrows, Six capitals, Contexts, Continuums. This livelihoods equation has become popular.
- Now, we could discuss Natural Farming and Living. 'leadership-management-mentoring-entrepreneurship' in L-Portfolio, N (natural)-backbone. 7L (Life, Living, Livelihoods, Linkage, Leadership, Learning and Love).
- 'livelihoods' e-magazine for last 12 years has become a portal now.
- **My learnings include:** there are no experts here (God may be an expert; or idiots may be) but we can master KST-LEAP Tools to map, analyze, customize; we need to dig deeper, and have bird-worm views; we need to move from fish-fishing to fish-fishing-meta-fishing/skills; we need to be concerned about Sustainability of Purpose to last and as legacy; we need to appreciate Institutions are like Social Animals; Saptasutra of Institutions; we need to be in Prosperity-Empowerment-Rights Paradigm; our focus first is to be on – Existing, Least Cost, Knowledge-Skills-Tools, Market, Local, and Best within; we need Partnerships; and Janaandolans are required.
- We have TRUE livelihoods - Multiple Interlinked Dynamic Livelihoods in multiple hues, tailor-made to local contexts; PVM are Producers and Consumers; India is an enterprise/self-employment centric country; and we are in a VUCA (Volatile Uncertain Complex Ambiguous) Universe.
- Therefore, we work on - Livelihoods of PVM; Solidarity-Care; Education; Health; Security; Integrity; Institutions-Animators-Facilitators; Integrators; and Professionals-Community Professionals.
- **Nation Building:** Nation - we need to talk about Universe, sum total of all souls; and Building – on nurturing prosperous sustainable life, wellbeing, choices and legacy. Nation Building means Functioning State, to be read as Functioning Universe in Future, Rule of Law, Accessibility and Equitability, Inclusion, Unity in Diversity, Participation and Citizenship. It seeks augmenting Participation-Democracy-Accountability-Rights. **IRMAs should be at it earnestly.**
- IRMA has been successful. It established Rural Management as a profession, with 3150 alumni and 500 graduating soon. About a 50% are in 'sector' with short spells of influence. At least 10% (400) are making a significant difference in LPRD. Congratulations.
- It is time IRMAs think about meeting the need of high-end professionals, some 1-2 lakh. 5-10K/year. We need more: IRMAs; Field Models; Variety of them; Support-Advocacy-Consulting.
- **We need to Scale deep, up, diverse and out N-centric LPRD individuals, collectives, enterprises, support organizations, and ecosystems (Amul-NDDDB-IRMA.....). Leadership-Management-Mentoring-Entrepreneurship-Technology-Policy Professionals.**
- **IRMAs have to be More, Faster, Deeper:** Plan, Mobilize, Saturate, Include, Participate, Access to R&E; Integrate, Collectivize, Learn, Communitize, Converge, Leverage, Do, Track, Scale; Invest long-time

- **IRMAs have to be in LPRD-PVM:** Climate, Hunger, 1000 days, Children-Women-Youth-Elders-Challenged, Education-Health-Care, Collectives, B-S Enterprises, Government Missions/ Programs, Movements, Advocacy-Democracy, Academics, Leadership-Management-Technology - LMT4D
- **IRMAs have to Teach – 7L** – give, practice, care, courage-discipline
- **IRMAs have to provide Responsible Relentless Walk-Talk Leaders** – with Humility, Integrity, Sarvendriya in sync, to stretch, extend, & reach out to Universe and serve people to serve people. They need to demonstrate Hope-Faith-Promise values. They need to be Loving. Kind. They need to change Leadership Styles as required. Vision should drive them. They need to build culture. Raise temperature. Hold values. Take risks. And invest time. Emotion.
- **IRMA:** Since IRMA peaked, there is a danger of ‘resting’. IRMA needs to fight becoming commonplace, also ran and laidback. It needs to reform, transform. For transforming the Universe. IRMA needs to Transcend and Scale.
- Rural | Management | Anand-India | Institute | Acad | Collectives | Sectors | Numbers | Programs.
- It needs Field Stations; Foundation; Consulting; Writing; Channel; Alumni.
- It needs to be in Life-Livelihoods-Learning-Love. It needs to work on/with Oases, Institutions, Hybrids. Partners; on Quality, Solidarity, Policy; and with Scaling, Missions, Movements.
- It needs to be on top of the agenda conceptually in areas: Participation, Inclusion, Rights, Integration, Mobilization-Collectivization-Communitization, Learning, Advocacy, Volunteers, Payback, Social Responsibility, and Ecological Integrity.
- **Specifically,** IRMA has to what it is mandated with. Providing **World Class Servant Leaders, Management Workers, Mentors and Social Entrepreneurs for PVM, their collectives, their support enterprises, organizations, missions, movements in LPRD.** For working with Children-Youth-Women-Elders. PVM. For Prosperity of the Poor – Reduced Inequity – SDGs-UDGs – Sustainable Planet. For addressing Climate-Farm-Food-Equity Crises. For L-work in N-domain. For LOVE. They need to have Practice, Discipline, and Concentration to love. It is rewarding, liberating and jagadaanandaayak.
- This has to be on Scale. More #s. More Variety. More Geographies. But they have to be Bright Minds, by choice. To last. For Life. They need to be Willing Horses with Competencies. Nurtured and Shaped. They need to be Result oriented but with a critical PVM bias in actions; and with no bias in analysis.
- They need to be introduced to and/or specialized in - Hybrids. Collectives. Public Organizations. PRIs. Social Themes. Missions. For Profit and Not-for-profit. They need to be High Integrity Responsible Social, Business, Academic and Political Leaders-Managers-Mentors-Entrepreneurs.
- We need more and more IRMANs almost at every significant forum.
- IRMA has to focus on Climate Change, PVM and LMME. It needs more Professors of Practice. Top Notch LPRD Practitioners-Specialists. IRMA has to treat its participants as Life Participant-Partner in IRMA, in unlearning-learning-team learning-meta-learning.
- IRMA needs to be forefront. New Paradigms. It should teach them being useful. Should look at Planet, Soils, Water, Air, Panchabhuta. All Life. Should look at PVM Bottom of the Pyramid. Should teach ‘down’ accountability to PVM, not just the ‘owners’. Personal Social Responsibility. Discuss – Perceptive Intelligence, Spiritual Capital, Data, Technologies, Distribution, Justice, TRUE and blurring R-U. Relentless pursuit of Dr Kurien et al, even if there are no funds now. Discuss Role Models. Scale-out. Investing in people. Modified Hierarchy of Needs. 10000 hours to learn a discipline, art, craft.
- It should think teacher as a learning facilitator. Reduced classroom work. Increased fieldwork and field-stays (100+ nights). Experiential learning. Practice and Practice. Should think about short-term courses. Should think about development career and all careers should include development. Should have implemented a significant project by time PRM ends. May be an enterprise. Start-up.
- IRMA should teach being useful, for long, by being fit, with stamina. Food-Exercise-Relationships.
- IRMA should be a knowledge repository on PVM-LPRD-TRUE-LMME L-work N-domain. Share.
- IRMA should discuss Mentoring, Let go and Anand in mentees’ work.
- IRMA has to **offer others**, whoever is willing to come into LPRD, - Immersions; Internships; Apprenticeships; Inductions; Visiting Fellows; Young Professional, Start-up Fellowships etc.
- IRMA has to **find more ways** - Talks, Conversations; Shorter Programs; Open Courses; Distance Courses; Custom Courses; Books; Journals; ICT backbone. Learning Portal, etc.

- IRMA has to **mentor IRMAs**, Community Professional Academies. Networks. Fellowships.
- IRMA has to leverage its Brand.
- IRMA **Consulting, Better than the Best**, not less. Alumni as backbone. In Visioning, Design, Strategy, Planning, Monitoring, Assessments etc. Concept Papers, Case Studies. Thinktanks, Brains-Trusts.
- **IRMA Foundation** for Experiments, Pilots, Action Research, Adopted villages-clusters-blocks-districts, Collectives, Social Enterprises etc. To replicate AMUL-NDDDB-IRMA ecosystems. To tap Philanthropy, CSR and Payback.
- IRMA has to bid to be an **Institution of Excellence**, with Rs. 1000+ Cr Corpus, 1000-member team, 1000 long-term participants/year and 100,000 short-term and community participants/year, influencing 50 Cr families, Rs. 10 Lakh Cr. IRMA needs an IRMA@100 Visioning and Strategic Plan and Activity portfolio. Right Now.

We must be at it. Nurturing servant leaders, management workers, life learner-mentors and social entrepreneurs.

Join us in the world of yoga – for 7L. Universe conspires for Aananda in N.

150. Understanding CAA, NRC, NPR

Reflection on India:

- *Technology is driving us: Smart phones, every family has at least two, 4G/5G (50 Cr access internet), e-commerce (Rs.3L Cr). Amazon Prime and Netflix. KBC and its look alikes; TED Talks; Satyameva Jayate; Rs.1+ L Cr*
- *Books. Still are written. Reading is less. Kindle has come. Books are heard; Videos are seen. More Videos. Media →Social Media takes charge. Facebook. LinkedIn. Twitter. Instagram. Tiktok. YouTube. Siri and Google take charge. Learning on social media. Classrooms are yielding. Quicker to become and fade away celebrities. Viral. Web works. Web Series. Smaller Videos. 180 min →40-50 min →10-20 min → 5-10 min →3-4 min →1 min*
- *Left has given way to choosing between Centre and Right*
- *Surely, women are moving up and are on top in significant numbers*
- *137 Crore Indians. Still Poverty Persists, 20%-80% varying calculations. Hunger Persists.*
- *Negative Climate Change. Food-Nutrition-Health Insecurity. Inequity. Extinction is looming large.*
- *Owning is yielding to renting. Living on minimal. Aarjava in a way comes in.*
- *On the rise: Spirituality. Mediation. Yoga.*
- *Rising Nationalism. Yielding Consensus Mechanisms.*

CAA-NRC-NPR:

CAA. Citizenship (Amendment) Act seeks to amend the definition of illegal immigrants for Hindu, Sikh, Parsi, Buddhist and Christian immigrants from Pakistan, Afghanistan and Bangladesh, who have lived in India without documentation (left their country due to persecution on the ground of religion in their country). They will be granted fast track Indian citizenship in six years. So far 12 years of residence has been the standard eligibility requirement for naturalisation. However, the matter is in Supreme Court to examine whether it discriminates against Muslims and violates the right to equality enshrined in the Constitution. The questions are around why not all religious minorities, why not from all neighbouring countries. This is not applicable to NE areas under the sixth schedule of the Constitution –autonomous tribal-dominated regions in Assam, Meghalaya, Tripura and Mizoram and inner-line permit regime states (Arunachal Pradesh, Nagaland and Mizoram). Assam is concerned about Bengali migrants from Bangladesh. Government maintains that it does not violate the right to equality (Article 14) while others feel otherwise. We have to wait till 22 January for any observations from Supreme Court. One wonders why Government has not just asked for granting citizenship to a lakh or two of them without going for this amendment?

At its core, NRC – National Register of Citizens - is an official record of those who are legal Indian citizens. It includes demographic information about all those individuals who qualify as citizens of India as per the Citizenship Act, 1955. The register was first prepared after the 1951 Census of India and since then it has not been updated until recently. At the instance of Supreme Court In 2014, updating NRC in Assam was taken up the final NRC was with over 19 lakh applicants failing to make to the list. After protests, it has been decided that NRC will be carried out again in Assam. There are demands for doing it across the country. Pending these, the processes similar to the NRC have begun in many states such as the Register of Indigenous Inhabitants in Nagaland as well as the Centre announced National Population Register (NPR) which will contain demographic as well biometric information of citizens.

With CAA in place, non-muslims coming from Afghanistan, Pakistan and Bangladesh won't be affected, if a nationwide NRC comes in. Any other illegal immigrant from nations other than Pakistan, Afghanistan and Bangladesh, will be affected. Many also fear that Indian Muslims may be deemed illegal immigrants if they are unable to furnish adequate proof of citizenship.

The NPR - National Population Register (can be accessed at NPR Portal) - seeks to document the "usual residents" of the country. To be updated along Census 2021 from April to September 2020 with biometric and other demographic details - name, relationship to head of household, father's name, mother's name, spouse's name (if married), sex, date of birth, marital status, place of birth, nationality (as declared), present address of usual residence, duration of stay at present address, permanent residential address, occupation, and educational qualification. People with

Aadhaar may not be required to give biometrics for NPR.

It is important that one finds a spouse who supports one's career. Otherwise, you may be better off otherwise. A super-supportive partner or no partner at all. It takes two exceptional people to stick together. It takes mutual support and balance across the decades. We need to master the triad for teamwork at home or at work – vision; active listening; and appreciation and feedback. We need to love, recognize and support. We need to love and show love. By giving - Give, Give in, Sacrifice, Listen, Be guard down, Accept, Be proud (of the loved ones), Stick up, and Respect. We need to readjust yesterday's rules to today's realities. We need to adapt cultures and systems. We need to focus on enhancing partners' potential for the journey. For the flow. Anything less is so yesterday.

Randy Pausch's Last Lecture articulates how we need to live and work: We need to know that most of the things in the Universe are in order and only a few things need to be worked on. What we have with us is time to work with. We need to keep reflecting and prepare ourselves for our key calling. Legacy calling. We need to be grateful. For we exist. For we co-exist.

Kovel Foundation, KF, is going through Visioning. To improve the wellbeing – livelihoods and lives – of tribal families in tribal areas; with Values – Faith (and Respect), Integrity (Human, Social and Ecological), Transparency (and Accountability); with Key Approaches – Communitization (Participation, Inclusion, Saturation, Collectivization, Community Animation, Accountability), Portfolio of Livelihoods (and beyond including Education, Health) and Value-chains, Hybrid, Mission-mode.

KF@50-2044 (2025): Rs.5000 (100) Crore/year additional income to 1.5 (1.2) lakh tribal families in tribal areas in Telugu States; Outreach of influence: 15 (5) Lakh families; 100% (50% Forests-Natural Farms; 10% Hill-slope-fringe models; 5000+ (1000+) Team; Rs.150 (1) Crore Corpus; and KFà Kovel Group occupying premier national space – tribal development; natural farming in tribal areas; leading national network; and producing tribal development management professionals. Kovel nurtures federation(s) of FPO-CBOs for business; knowledge-training resource centre(s) including Channel, Portal, TDM School(s); Pool of Volunteers, Entrepreneurs, Resource Persons and Professionals; and Development Support Centre/Foundation.

We remain committed to helping this agenda in our own way.

As we are entering 2020, it is also time to capture the vision I am pursuing:

Portfolio - 'livelihoods'; ALPL; 7LCx; Aarjava et al; LMMETP4D - NIRD, IRMA et al; ZBNF-BPKP; KF, HI et al; Commons; Enterprises; Education; Consulting; India/Bharat→Universe

Yatra-Direct Outreach, 10 years – 0.1-0.2% GPs; 2-3% Blocks; 10% Districts; All States-UTs

HR Direct Outreach, 10 years – 5K (1Y+), 10K (3M+), 25K (1M+), 25K (1W+), 1L (1D+)

HR Indirect Outreach – 10L+

Organizations (Collectives, Enterprises, Support Organizations) – LT - 100+; ST – 1000+

Work with Alma Maters - Gundrampally; Sarvail; Sagar; Warangal; Anand.

Columns-Books-Notes-Videos – 'livelihoods' (7); Notes (15); Reflections (3); 10000+ videos

I am sure Universe will join me in this. In harmony with nature. Will of the Universe. Genius of the Universe.

Let us Live. Lead Life. Lead. Learn. Love. Let us 7L. Let us flow. Let us be in N.

This is being useful co-existence. This is flowing together. This is pravaahayogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we are in N! In the charge of the innermost! If we practice! Krsna confirms innermost and universe are in sync. One with innermost becomes 'him'.*

Join us in the world of yoga – for life – towards viswayogasiddhi. You will not regret it.

151. ICT Platform for Natural Farming

Another commitment. ICT (Platform) for Natural Farming. The workshop during 6-7 January 2020 has seen a number of ICT and NF leaders commit to making this an agenda for 2020 and beyond. Mindtree Hyderabad has been the gracious host. Kuza, Kalgudi, Urna, Producer Market, IDH, KF, Jattu, CSA, WASSAN, Dhvani, Parishkar, Shekru, Verdentum, Philanthropy, RySS, have joined forces. FES, AFEC, Akshara et al and more are on their way. We remain committed individually to ICT4NF - a robust Platform for Products and Services, (from mobilization, extension, conversion, capacity building, collectivization, communitization, production, post-production, local value-addition, consumption, prosumption, farmer-farm needs and services, 365DGC, multiple crops, trees, animal life, short and long value-chains, technology, credit, insurance etc.), within 2 years, with Creative Commons, Open Source, minimal entry barrier, and rigorous natural farming bias in ranking. At least 40% of the consumer rupee in the hands of the farmer. The threads of connect and reflections in **this ICT-Platform-Marketing-Learning Vision** include -

- **Context:** *Natural Farming is increasing, and it has to increase. It is spreading. It is becoming a movement. It is touching all geographies, all GPs, all Farm Families, all Farms, all Practices. More states are getting on board. National Mission – BPKP is on its way. FAO is leading with Mexico, Senegal, AP examples. More countries are on their way. UN gives a clarion call.*
- *Technology can play a significant role in this.*
- **ICT4NF Vision – Platform** *that supports natural farming conversion and retention; and enhances Farmer % of Consumer rupee to not less than 40% - needs to be realized soon. The scoping includes Mobilization, Extension, Conversion, Collectivization (Institutions), Communitization (cadres-animators), Professionalization (facilitators), 365DGC, Trees, Multiple Crops, Integrated Farming; Consumption-Nutrition-Short and long value-chains. Tracking, Traceability. Value-addition and Marketing. For Farmers, Farmer Organizations, Federations, Entrepreneurs, Big and small Service Providers, Aggregators, Intermediaries, Market Linkages, Bulk Buyers, Retailers and Consumers*
- *It includes Digital Literacy, e-learning – videos, package of practices, plans etc.*
- *The Platform has to have interoperability. Barrier-free entry for IT service providers, following interoperability standards. For anyone to provide for A-Z stages of the platform.*
- *The Vision Principles include: “Farmer is King”; branding and stamping of approval, positive discrimination, incentivization and premiums for chemical-free natural produce – from crops, trees, fish, small livestock, poultry and other animals; however, the platform is inclusive to all from the geography, with little or no barrier to entry.*
- *Starting with Mobilization – Extension – Collectivization – Conversion – Communitization – Production – Post-production – Local Value-addition – Market – Consumer. Starting with Self-Local Consumption – Nutrition Security. Starting with Farmers – Farmer Groups – Federations. From input-output shops. From Farmer Entrepreneurs. From Collective Enterprises. to Neighbours. To Groups. To Village Organizations. To Federations. To Consumers – Consumer Groups. To Vendors – Vendor Groups. To Towns. To Urban Centres. To Apartments. To high-net value-adders. To wholesalers – retailers. In Grades. In Packs. Packaged. Branded. Specialties.*
- *Access to value-chain equity and value for the farmer – better, more stable, more consistent, price realization. Better Payment Terms. Lowered Risks.*
- *Support to facilitating Processes, Data, and for all ‘users’ – farmers, lead farmers, farmer-entrepreneurs, groups-institutions, federations, cadres, input providers, shops, aggregators, designers, finance providers, insurance providers, service providers, value-adders, processing-storage-transport-other infra providers, bulk buyers, retailers, custom hiring centres, content creators, trainers, trouble shooters, monitors, government agencies, convergence facilitators, peer-social auditors, consumer groups, consumers, etc.*
- *These would include: Data, Database, Apps – Mobilization-Extension-Conversion Training, Planning-Tracking-Traceability, NRM-Land-Water-Commons-Forests, Pre-production-production-post-production-value-addition-marketing-trading, Consumer, Designer, Input Services, Finance Services, Evangelization-PR, Program Management, Agri Bus (stack), Platform Management, Help Desk.*

- *Moving up and to the right of the value-chain, as much as possible. Local value-addition as much as possible. More P2B2B – P2B2C – P2C marketplaces regionally, nationally, and internationally.*
- *The value-chain lines need to be supplemented, as required, with service and other providers in each node-sub-node on the value-chain line.*
- *Each value chain has a unique set of circumstances. Each producer has unique circumstances. Customization is the need. Trust-based value-chain is the way mostly. Trust built through transparency, traceability, personal local relationships etc. Long value-chains may require ‘certification’ paid by the buyers, through partnerships and buying commitments.*
- *Farmer numbers have to transcend to transaction volume and increase revenues- revenue share. These in turn offer incentives to farmers to come into and stay ‘natural’. These may include higher prices, lower inputs costs, health benefits from farm practices, and nutrition, increased crop intensity, increased crop diversity, increased % of consumer rupee. Value-chains ownership. And choices.*
- *Data ownership is with farmers’ architecture. This may be a federation of the farmers’ organizations. It is a collective - a producer company or a company or a cooperative. It is an aggregator and value-addition enterprise. Trusteeship with platform or service providers till its maturity in a year or two.*
- *E-learning on the Platform: Everything on the platform and about the platform - Digital Literacy, Content, Videos, Assessments, Package of Practices, B Plans - for self-learning, facilitating learning, learning by doing, microlearning videos, digital planning-tracking; learning, conversion, business and scaling-up hand-in-hand.*
- *These platforms have to be owned largely by the natural farming community, farmer, and their institutions. We envisage a federation of farmer organizations. A confederation of farmers’ federation(s), farmer entrepreneurs, and community resource persons. A pool of CRPs. A consortium of civil society organizations working with natural farmers. A network/unit of technical support. A group of researchers. A communications and media fraternity. A set of service providers. Starting with default service providers, providing program leadership and platform leadership as trustees till the farmers’ architecture takes charge.*
- *We remain committed institutionally, and individually. We give time. We give hands. We give all that we have – material, modules, apps, assets and base. We give connects, links. We give everything to make the platform to do its best as soon as possible. Platforms for 100% NF everywhere in N-U. An instrument for NF to scale-up, deep and out. For more geographies, states, countries. National Mission is on its way. NF Movement (Planet-Soil-Water-Air-Life-Human Health Global Movement at Local levels by Consumers, Children, Women, Concerned Citizens and Farmers) is in the making. NF Foundations, Coalitions, Networks are coming into being. For - Models. Resources. RPs. Tech Support. Research. Consulting.*

We must be at it, building NFFs. Building Platforms. Nurturing servant leaders, management workers, life learner-mentors and social entrepreneurs that support portfolios in ‘natural’.

Join us in the world of yoga – for 7L. Universe conspires for Krshi Kushi in N.

152. Breaking Inertia

Peacock feathers are moving with wind. Flute is playing the notes on its own. Cows are playing raising the dust. Krsna takes charge and Krsna's lips and hands touch the flute. Krsna's universe rejoices. With ineffable joy. It signals time to change. Change from deep within. Let us peel off bit by bit. Layer by layer. All of us.

Another insight and related commitment. LPRD Movement. PVM Movement. NF Movement. NL Movement. Movement for Nature. N Movement. A Planet-Soil-Water-Air-Life-Human Health Global Movement at Local levels. For the movement - ICT Platforms. Foundations. Centres. Knowledge packets. Books. Videos. Pictures. Messages. Channels. Media. Volunteers. Leaders. Funds. Time. By Children. Farmers. Women. Consumers. Young men and women. Elders. Teachers. Students. Scientists. Communicators. Groups. Collectives. Civil Society. Entrepreneurs. Enterprises. Missions. Programmes. Governments. Geographies. Panchayats. Districts. States. Countries. Worlds. Aatmas. Antaraatmas. Paramaatmas. Arjunaas. Krsnaas.

David Robson writes in BBC Future, taking the compelling research by Erica Chenoweth (along with Maria Stephan), sustained 3.5%+ people make the non-violent campaigns/movements succeed. Paradigm shift changes are achievable. Similar assertions are made about Collectives. We learnt from Kurien, Tushar et al and seen that a mere 6-8% aggregated produce can make a significant impact on the market behaviour. Chenoweth found that nonviolent campaigns are more likely to succeed vis-à-vis other campaigns. They have fewer physical barriers to participation. There are many ways and forms one can participate. Communication and articulation is easier and smoother. Broad-based support is easily possible and garnerable. While they may come with some personal cost, consumer boycotts are also very effective.

Ordinary people, all the time, are engaging in pretty heroic activities that are actually changing the ways of the world. Let us celebrate them as well.

Chenoweth thinks Extinction Rebellion (in which Greta Thunberg is active) is against a lot of inertia but there is an incredibly thoughtful and strategic core towards a likely successful resistance campaign/movement. This would involve becoming one with N. This would involve consuming N. This would involve farming N. Our M for N requires a mere 25 Crore (250 million) across the world to be actively engaged. For India, it is just about 5 Crore across the country. 50 Million. Or 15 Million Families. Disrupting the status quo pillars helps. Diversity of methods and intensity of campaigns-engagement, and stamina to last would guarantee change. Of course, preparation for a long haul matters. We need to note that initial failure may still lead a later success. We need to persist with not-so-digital ways while we continue to use digital ways smartly and selectively.

We are running out of time. We need to peak early. As early as possible. A decade is the maximum we have. We need our 10,000 hours, from each one of us, for that. 1000 hours/year. 20 hours per week. 3 hours a day – 1 hour a day and a day. Can we start dedicating these 10,000 hours to N?

We are committed to ICT4NF Platforms that support natural farming conversion and retention; and enhances Farmer % of Consumer rupee to not less than 40% in the hands of the farmer. We remain committed to more P2B2B – P2B2C – P2C marketplaces regionally, nationally, and internationally. The platform's blue line – from mobilization – inputs – services – capacity building – production – post-production – local value-addition – packing – packaging – storing – transport – logistics – market linkages – is open for plugging-in for all service providers that meet interoperability standards. Platform digitizes business processes; builds robust ecosystem for service providers; and attracts traffic. Platform Governance sets protocols for onboarding, transactions, and sustaining traffic, including incentivization. Platform offers self-learning, learning at local levels and digital knowledge enterprise services. Platform goes everywhere. Platform's DNA is sustainability, scale and macro-micro – bird-worm views.

We remain committed to federations of farmer organizations. Confederations of farmers' federation(s), farmer entrepreneurs, and community resource persons. Mobilizing 'concerned' into their living organizations. Pools of CRPs. Consortiums of civil society organizations. Networks/units of technical support. Groups of researchers, writers, communicators, trainers and media fraternity. Sets of service providers. Leadership as trustees. We remain

committed collectively, severally and individually. We give. We give time. Hands. All that we have. Connects. Links. Everything to make M for N to do its best as soon as possible. Everywhere. For scale-up, deep and out. In various ways.

We must be at it, nurturing servant leaders, management workers, life learner-mentors and social entrepreneurs that support M for N.

Join us in the world of yoga – dasahasrayoga for 7L. Universe conspires to grant each one of us our 10,000 hours for N.

153. Planning Change

Is change constant? Do we only need to embrace the change? Can we resist? Can we alter it? Can we change its course? Can we delay it? Can we hasten it?

Let us lead and let us be led.

Can we bring it into our agenda? Can we missionize it? Can we plan for it? Can we strategize for it? Do we have hope? Can we get capacity – people, teams, resources for it? Can we design the roads and vehicles for it? Structures, Systems, Teams? Do we know which kind of a road works? Do we know which kind of vehicles work? A non-profit? Not-for-profit? Collective? Company? Partnership? Society? Trust? Formal? Informal? Mission? Movement? Social, Business, or Hybrid? Entrepreneur or Collective Enterprise? Or we need multiple, portfolio? Architecture? Do we need to innovate or discover a new one?

Should we do? Should we let community do? Should we do and transfer it to community? Can we do alone? Can we enlist friends? Can we choose the communities? Can we mobilize them? Should we mobilize? Inspire? Charm? Incentivize? Penalize? How do we get participation? For action. For Ownership. For Commitment. For Time-energy-resource contributions. For taking charge. For sustainability. For helping others. For scaling-up. For universalization. For legacy. How do we include all? How do we include the likely left-outs? The poorest. The vulnerable. The marginalized. For their rights. For their entitlements. With dignity. With respect. How do we make inclusion a norm?

Can we communitize? Can we handover to the community, what we do today? Can we learn new things so that we will not be a bottleneck? Can we handover to community institutions? Can we become accountable to communities? To the leaders built by us. Trained by us. Can we take community professionals in place of professionals? Can we empower locals? Can we make them better than professionals? Can we become cost-effective? Can we do more with less?

How do we get people, paid-unpaid? Professionals, community professionals, volunteers? How do we deploy? How do we get performance? How do we orchestrate? How do we select? Immersions. Inductions. Behavioural Competencies. Internships. Fellowships. Apprenticeships. Intelligence versus loyalty. How do we test? IQ, EQ, SQ? Self-aware? Socially aware? Eco-aware? Self-manage? Team Play? Play in VUCA universe? How do we build their capacity? Can we invest in people? Do we have faith? How do we build teams? Affinity? Function? Location? Hybrid? Team size? Sub teams? How do we achieve synergy? Teams vs. Durbars? How do we build team capacity, effectiveness, efficiency? Should we keep changing teams? Circles? How do designate team leadership?

Can we build our capacities, abilities, knowledge, skills, tools and resources? Can we work on the culture? To embrace the change. Can we build new culture(s)? Can we work with technologies appropriate to us? Can we know what is appropriate to us? Can we appreciate technological advancements? Can we use technology to seek alignment? Mission alignment. Values alignment. Plan versus progress. Budget versus expenditures. Tracking. Tagging. Fencing. Timelines. Bottom lines. Top lines. Margins. Do we promise? Do we deliver the promise, more than the promise? Do we know to integrate everything against the 'end' we are seeking? Do we have integration ability? Do we communicate integration? Are we happy with a protocol? Or a small pilot? Don't we like to scale-up, deep-diverse-layers. Out-impact. Ekalavya. Do we build large machines? Do we have more small machines? Do we have more drivers so that they go out and buy more vehicles? Do we increase the size of the machine? Do we go for volunteers to take charge? Do we go the movements way? Do we hybridize and go in the way of missions? Do we have mission-movements, or movement-missions? Transcending 3.5% people being with us? Or is it 7-8% Do we build animators who pour life from within? Do we build support facilitators? Do we know how we make them work together? Along with their institutions?

Can we use Information Technology? Can we use ICT? Can we use Social Media. For being open. For being transparent. For accountability. At large. For Communication. For Influence. For Advocacy. For solidarity. For access. Can we have portal of performance? Portal of Data, Information and Knowledge? Portal of Learning? RTI-compliance? Audit friendly? Governance compliance? Platforms? Value-chains?

Can we work with full life? Jaanlagaake. Jorlagaake. With Soul, Heart, Mind and Body. With all its Indriyaas. Can we be at it? Can we persist? Do we know ourselves? Do you reveal enough of ourselves? Are we aware of our world? Of our neighbourhood? Our influence zone? Did we strip ourselves to our world? Do we manage ourselves well? Do we have 'balance'? Do we have the competencies that matter?

Tenacity, Self-control, Strategic influencing, Concern with impact, Development Orientation and Result Orientation? Do we have 7R ability – 3R, Reflect, unleaRn, pRactice, puRsue, even if we do not have adequate resources? Are we building them up? Are you naked to our teams? Are we vulnerable enough for them to fully trust us? Are we aware that we are leaders already? Good or Bad. Effective or ineffective. Efficient or inefficient. We are leading our lives. We are leading our families. We are leading our friends. Our teams. Our partners. Changes in us. We are leading to our legacy beyond us. We are leading change. We are leading leaders for this change. We are leading by serving. We are leading by being available. We are leading by giving choices. We are leading by being up-to-date. We are leading by unlearning and learning. We are leading by being accountable. We are leading inside deep, outside. Sideways. 3-dimensions. 360 degrees. Bird's view. Worm's view.

How do we demonstrate our leadership? Do we communicate? Articulate? Are we accountable? Open? Transparent? Do we love? Give? Learn, earn and give? Do we know working in a VUCA world? Do we know how to change L-style? Do we build and retain critical thinking faculty required for a leader? Do we plan for our leadership development? Are we using checklists, are we planning and organizing? Are we writing diaries? Are we having systems of reminders? Are we aware of the stage in our life cycle? Are we investing our 10,000 hours? Let us build our L-stamina – silence, stillness, reflection, meditation. Unedited thoughts, being with nature, watching life, unlearning, reading (writing, arithmetic...), music (dance....), yoga et al. Let us celebrate. Let us be in joy for we lead N, and we let N in U lead us. We must be at it. Nurturing Servant Leaders - Spiritual. Political. Business. Academic. Knowledge. Social. Community

Join us in the world of yoga –jayayoga for 7L. Universe conspires to grant mala of celebrations to each one of us for N in U.

154. Investing in Learning

Krsna is facilitating learning. Unlearning, learning and re-learning on our own. Krsna is challenging us to learn on our own. Krsna is helping us to build our own unlearning-learning ecosystem. Krsna's flute is playing the notes on its own. Krsna's universe rejoices. With joy from deep within. Discussions during the last two weeks forced me to reflect on Mathematics-logical reasoning; and Reading-Writing-Numbers. We need to have students' clubs for the same. We need tests. We need competitions. We need ecosystems. We will begin with 1-2 gurukulams and see how we take this forward on scale. Other insight from Scandinavian countries, can we truly treat our people as our assets. We need to invest in them. We need to catch them young. Catch them in the womb. We need to offer nutrition to the mothers. We need to care the adolescent girls. We need to care 1000 days of the child. Then, we need to ensure free and quality education till they peak to realize their potential. We need ensure their good health, including free medicare. Offer stipends. Incentivize, and offer highest pedestal to the people who actualize our investment in people – carers, teachers, doctors

LPRD-PVM Professionals: It is about a pushkarakaalam, 12 years, since my association with NIRD's unique one-year Post-graduate Programme in Rural Development Management. 17 Batches and some 800 participants are in the LPRD-PVM (Tribal-Rural-Urban-Emerging TRUE Livelihoods – Poverty Reduction – Development of Poor-Vulnerable-Marginalized) market. 2 batches of two-year programme have also come in. First Alumni Meet was during 22-23 February 2020. This has helped me to reflect on young professionals into LPRD-PVM domain. It was a long emotional deeper and lasting association with the participants. Joyous. Learning.

The Young Professional who passes out is expected to play four roles combined – leader, manager, entrepreneur (or an intrapreneur) and gradually a mentor. To become employers. To provide and/or augment employment to PVM families. To be their loving servant leader. With understanding and experiencing Poverty-Vulnerability-Marginalization as closely as possible. Fieldwork is the spine and job readiness to smoothly slide into the work on the day 1 is the focus. S/he needs to appreciate and have the ability to bring in – Participation (true, for ownership and commitment), Inclusion (the poorest), Collectivization and Collective action for identity, solidarity, capacity, rights-entitlements, wellbeing and freedom-choices. S/he internalizes 3 Fs – Fish, Fishing and Meta-fishing. With intense focus on Meta-fishing – realizing what needs to be learnt on her own and learning to be useful to PVM universe. S/he needs to acquire the context specific knowledge-skills-tools-competencies-resources for the movement(s) of PVM for PVM for their LPRD, on her own. Yet s/he should not fall into Dunner-Kruger effect of thinking that s/he knows all and therefore, the false confidence. S/he needs to practice Humility. S/he needs to live the values – Hope, Faith, Promise and Love. S/he needs to practice and live. Practice for 10,000 hours.

S/he needs to live 7R – Read, wRite, aRithmetic, Reflect, unleaRn, pRactice, puRsue. Continues to write field diary. Uses Planners/Organizers. Reads Books. Continues to be aware of self, to manage self, to VISION, and go towards it. Continue to spread micro-learning. Continue to remain current. S/he needs to appreciate – feeling of empathy is not enough – experience matters; relevance matters; what is right today may not be right tomorrow; security is not real; sustainability means some extra time; pace is increasing; everyone is a born leader; all organizations are not similar; when crunch comes – air, water, food ... matters; LPRD-PVM requires investing in people; 1000 days, self-help, self-employment-enterprises, natural farming-living, integration areas require her; this is a VUCA world; and Servant leadership works. Many of the participants (alumni) have lived up to the expectations of their mentors. Some of them excelled beyond. They make an institution great. Course great. They remain permanent associates. There is no choice for alumni or for the institution. They payback by doing good. Good to the LPRD-PVM Universe. Good to the Institution. Good to their Mentors. Mentors' blessings remain with them forever. For serving the challenge of serving their world, as long as they can. Alumni Associations go long way in this development journey. They become a single family. They become friends for life. They adopt geographies. They adopt themes. They adopt enterprises and efforts. They adopt younger alumni. They adopt younger new participants. They help courses to improve. They help mentors to do better. They become mentors. They help their alma maters to become institutions of excellence. They

add model foundations. They add credible consulting groups. Another insight and another commitment.

We must be at it, nurturing young professionals – loving servant leaders-management workers-entrepreneurs-mentors for our Universe. Join us in the world of yoga – navayoga for 7L. 10,000 hours are still with us.

155. Being Fit, Mentally Physically

Let us be fit. Let us commit to 6-7 minutes workout every day -

- *Stand and box is a cardio exercise. Punch like a boxer, alternating the arms forward and back.*
- *Side squats work the lower body. Take a step and bend the knees on alternating sides. Don't let the knees go past the toes. Keep up the pace and use the arms to help stay balanced.*
- *Kneeling push-ups exercise the upper body. Hands should be just wider than shoulder-width apart. Breathe out while pushing back up.*
- *Bird dog engages the core. On the hands and knees, raise the arm and the opposite leg until they're parallel to the floor. Switch from side to side. Keep the abs tight.*
- *Repeat each of these exercises one more time.*
- *Be in a modified happy baby pose, 10 deep breaths. Followed by Shavasana.*

I have participated in a panel discussion on Community Ownership of Education/Schooling (should we call it Nayee Taaleem, NT?) a couple of days ago. It has given me opportunity to reflect on Education. It occurred to me that I am a product of community/public schools – single teacher, primary, upper primary, high, residential schools; residential junior college; Engineering College/Technology Institute; Rural Management Institute. They provided education at no or low cost. In addition, I got scholarships and stipends to pursue studies. I participated in running school. I also taught. My questions are - Should this not be available to all? Should not we rope in the alumni of 'education' in India to pay back?

Should not the NT talk of graduation, by the time one becomes a major (18 years), to Identity, Solidarity, Capacity/Ability, Rights (and Entitlements, Responsibilities), Performance/Wellbeing, and Freedom (and Choices)? Should not the NT Funnel become less narrower? Can we not ensure more numbers get out of the funnel? Should not our NT recognize that we are a Krishi Pradhaan (enterprise and self-employment centric) country and prepare our education participants for the same? This means they need to have augmented leadership ability. They have to demonstrate and live true human life.

Therefore, NT should ensure 7R skills – read, write, arithmetic, reflect, unlearn-learn, practice and pursue – of leadership, for all.

NT is of the students and the community of the students, 3-18 year olds, where they come from. NT is for ALL. It should ensure Participation and Inclusion of all. Including special efforts to get Poor-Vulnerable-Marginalized in. NT leadership and management should be communitized to these stakeholders – students, teachers, parents, alumni, community organizations and other civil society, and PRIs. Leadership of this ecosystem of unlearning and learning in the area. Leadership of this schooling. Beyond schools. Including private and public schools. State should increase allocations for Education; allow localness, local experimentation and customization; ensure laboratories, libraries, sanitation, nutrition etc. Extended hours of supervised study. Space to do homeworks. Testing, may be every week. Competitions. Clubs and Forums for child's learning, creativity and leadership.

NT Teacher has to transcend current school teaching methods-processes very soon. S/he has to be a learning facilitator. Learning challenger. Learners will know how to get data and information in this internet, google world. Books, Videos will be there. Learning facilitators have to trigger learning appetite, with unlearning ability. Sessions have to be smaller. 15-20 minutes? Micro-learning videos help. Small tasks help. Learning facilitators have to focus on analysing-synthesizing-applying information-knowledge, imparting skills, behavioural competencies, experience, exposure and tools of leadership. Focus on essential (soft, social, team) skills. It has to be in the localness. In local settings. In local languages. It has to include working with hands. It has to include community work. NT Teachers need longer tenures, may be a decade or so. Need not be transferred at all, except on promotion. They need to be accountable to NT Leadership in the Area. Community interactions, and learning the reality in the community need to have time and space in the learning agenda of the student.

Students need to be caught when they are in the womb. 1000-days+16 years is the period of schooling to the child.

10,000 hours of intense leadership practice to be offered to the child. 2 hours a day, for 10-12 years. They need to be seized of the current issues. They need to internalize the need to be working on climate change. Changing paradigms. TRUE livelihoods. Human dignity. Self-help. Natural living and natural farming. Collectivization and collective conscience. They need to be exposed to possibilities and clear 'no's. They need to be conscious of global consensus. They need to become committed to global universal values – Hope, Faith, Promise and Love. Students need to be at meta-learning/meta-fishing, along with fish and fishing. They need to know, what is right today, may not be right today. They need to internalize world belongs to future, and they are mere custodians, trustees. They need to look at everything from the lenses of child rights.

Some are wired differently. They need special schools. Some need hostels. Some need financial help. Some need special help.

As I write this, Luxemburg announces free public transport to all. It is time we have Education and Health to All. Free. In the hands of locals.

Transition times. Let us get going. Let us continue the human spirit. Let us live, let the life live. Let us learn till the last second. Let us remain useful. Let our children grow into this paradigm fully. I am sure Will and Genius of Universe will keep us there. **Let us learn, love, lead, be and flow in N.** This is vidyaayogam.

Can we be there? **Yes, if we pursue Atma Yoga.** If N is in U and U are in N within us! If we practice! Krsna confirms N joins U and becomes U, and U joins N and becomes N. N is the innermost. One with N becomes 'him'.

Join us in the world of yoga – for life – towards lokvidyaayogasiddhi. You will not regret it.

156. From the Present to the Future

Coronavirus reveals our fragility. Our civilization's fragility. Climate Change crisis is hitting us. The window for correcting ourselves is small. Universe confirms and seeks us to take the natural ways of life, living, livelihoods, linkages, leadership, learning and love. Natural Living is the way forward. Let us reflect, plan and act. Let us mobilize and galvanize ourselves for the changes required. Livelihoods. Products. Services. Pace. Technologies. Movement(s), Campaign(s), Network(s), Coalition(s), Organization(s), Enterprise(s), Foundation(s), Mission(s) and Program(s) have to be towards the same.

From the Present to the Future

Corona Times are progressing depressingly. Officially, about 1.5 million infections and about 0.1 million deaths. India is currently slightly slow – 5000+ infections, 150+ deaths. Stage 3, Local transmission is on the threshold. Lock Down may be extended, may be another 14-28 days. Gradual lifting may last 100 days. Testing, Tracing, Treating, Teamwork and Tracking (as Arvind Kejriwal says) are our action items. Life is more important than slowing down of economy for a while. Let us stay safe, stay home if we can. Work from home. Let us continue soap handwash; no face touches; maintain minimum distance; no groups. Let us shield elderly, infants, and people with severe health conditions, with care and dignity. Let us be engaged as much as we can and remain positive. Let us plan for serving four – families with deaths; families with infected; families affected; and families migrating back.

History tells us that Pandemics reshape societies in big ways. Antonine Plague (Measles, smallpox – 0165-0180 AD, 5 million deaths) let Roman Empire fall. Justinian Plague (bubonic - rats and fleas – 0541-0542 AD, 40 million deaths) almost annihilated the civilization. Black Death (bubonic plague – rats and fleas – 1347-1352 - 200 million deaths) was the greatest catastrophe ever. New world smallpox (variola virus – 1520, 30 million deaths) depopulated 90% of the populations affected. Great plague of London, 1665, caused 100,000 deaths. The cholera pandemics, 1817-1923 (V. cholerae bacteria) caused 1.0 million deaths, across almost all societies. Yellow fever, late 1800s (mosquitoes, viral) caused 150,000 deaths, and changed the capital of USA to Washington. Mumbai plague (1890-1960) has caused 10 million deaths in India. Spanish flu, 1918, from H1N1 caused 50 million deaths, from 500 million infected. Isolation, quarantines were used to slow the spread. Asian flu, 1957, from H2N2, caused 1 million deaths. Swine flu, 2009, from H1N1, caused 200,000 deaths, from 20% of world's population infected. Now, Coronavirus may affect most of the world's population, infect not less than 100 million people, and deaths may be 1 million. In India, I still think, infections would be 10 million, and deaths would be 100,000. If the curve flattens, and if we succeed in developing vaccine, and effective treatment protocols, these numbers may be limited a 10-20% of these numbers. The frequency of such pandemics is likely to increase, in future. The planet is seeking 'rest' often. Our ways of living have to change and become more natural.

Kerala is showing ways forward. Bhilwara is showing. Many states are showing the ways. Quarantine, long enough – 28 days. Understanding the ways of the virus. An infected starts showing symptoms from day 4, starts recovery from day 15 through day 28, to recover fully and achieve long-term immunity. Some may not show symptoms at all. Some may require medicines. Tracing. Screening almost all. Testing. Government taking all the costs. More testing facilities. Augment and equip Healthcare, including beds, ventilators, ICUs, and hospitals. Healthcare professionals and workers. Accommodation – hotels, homestays. Proactive Governance. Strict social-physical distancing. Lock down. Lockdown within Lock down. Core zone, Buffer zones of Hotspots. Ration and cash to the poor. Essentials to people, at the doorstep. Community kitchens, food-kits for migrants, without work. 'No need to migrate back' message, assurance. People's Solidarity. Across party lines. Across faith lines.

UN's ILO Report indicates that 6.7% of working hours are being wiped out globally. This is about 195 million jobs worldwide. Globally, 2 billion people, and In India, 400 million people, in informal economy, may fall deep into poverty. Incidentally, India leads with numbers in informal sector. The sectors that are at risk include hotels, manufacturing, retail, and other services. At least 40 million people may slip into unemployment. While 80% of global workforce is affected, 40% of these are at high risk of lay off, reduction in wages etc., particularly at the low-end of 'pay'. Stocks have crashed, except for one lift a couple of days ago. We are going back by a year or more. May be

10% drop in GDP. Therefore, we must augment, improve and/or build newer safer, fairer, and more sustainable systems. We need to support small enterprises, employment and incomes. We need to get more from people rather than machines. We need to stimulate economy and jobs. We need grants. Loans with no interests. And new emerging areas to invest.

We need to discipline ourselves and practice living. While we do this, we also need to be future ready. We need to be in NFL Movement. Active. In Leadership or otherwise. Across Geographies. All spheres. LPRD and beyond. Urgently, but, with less resources. Within new norms of 'slow down' living. Towards 'ikigai'. In sync with nature. Being frugal. Happiness within. With life. In field. Be local. Across the planet at the same time. Let us 'see' the world. Let us build ourselves. At least 100,000 of us. And 10-100 million in our institutions. Let 1000 core, in each core area, take charge.

Do we get it? We have to change. TINA. Our ways of living. Living lives of leisure and sufficiency. Our ways of learning. Our ways of leading. Our ways of communicating. Our ways of spending time, energy and money. Our ways of celebrating. Our ways of expressing our solidarity. Our ways of entertaining ourselves. Our ways of caring our people. Our ways of saying and ensuring life matters. With augmented self-help, mutual support. Our ways of urbanization and our ways of treating rural life. Our ways of re-ruralization. Our ways of hygiene. Our ways of security. Our emotional, social, spiritual ways. Our ways of collectives, democracy and governance. Our behaviours, our games, our transactions.

Syndicate Bank's T Anant Pai shows a way (thanks; Diwakar R). Amidst all this, some banks merged into other banks and disappeared. They include Andhra Bank and Syndicate Bank. Dr Anant Pai was the founder of Syndicate Bank in 1920s. In due course, it emerged as a premier wealth generator. Beliefs included; To benefit one sustainably, one has to benefit many; rural headquarters; and wealth for and at the bottom. Low or no entry barrier (read fee, 0.25 paise). A talented doctor was asked to be in the village for good. The discovery was that he was not earning enough because the people around him were not earning enough. So, he focussed on the women (of fisherfolk) and urged them to save, even a few coins. Slowly, money increased. Anant urged them to buy cows and give milk to children for their nutrition. He could finance and they could repay by milk. Slowly, women agreed one by one. Within a short while, there were so many cows in the village that Pai could not purchase all their milk. Therefore, a milk cooperative was formed. To handle the amount of money coming in, a bank was started at Manipal. With first branch at Udupi in 1925. Then came, weavers' cooperatives. Schools. Colleges. Engineering and Medical Institutions. Management Institute. To grow the bank, Anant used to look around for good businessmen, who had the urge to grow and both the ability and willingness to repay the amounts borrowed. He helped a trader to get a yarn licence from the government. That trader was Dhirubhai Ambani.

Notwithstanding support to Dhirubhai, TA Pai shows us to be rooted in the nature, pursuing investing in the active relentless servant leaders, management workers, caring mentors and social entrepreneurs for LPRD.

Lock Down is getting extended. Hotspots are being tightened. Lifting Lock Down is going to be gradual. This window is frustrating with hope. Uncertainty with promise. Suffering with hope of relief from suffering. Curfews. 144s. No groups. 3 feet distance. Small movements. At home. Active, not really. Plastic, not really. Postponed expenditures. Unrealized incomes. Reduced relevance, and opportunities. Rejig. Meditation, Reflection. Re-vision, re-purpose. May not get back. May not fund work. May not get the minimum that is needed.

These are transition times. Yet, we need to get going. The tough gets going. We are tough. Mentally. Emotionally. Physically. Spiritually. Let us live, let the life live. Let us unlearn and learn. **Let us remain useful flowing in N.**

Join us in the world of yoga – Saapekshachalanayoga for 7L. World is going forward, but in circles, into N way.

157. Let us work on “New Normal”

Coronavirus situation is becoming graver by the day. 2+ million infected, 1,25,000 dead globally. We are seeing reinfections and reactivations. 10 (or 100?) million and 1 million may be when we hit a plateau. Our guestimates and calculations go wrong. Vaccines have not yet come. Perfect medical solutions are not visible. Migrants have not reached their homes yet. Economies have slowed down and now are entering vicious cycles. Quantitative easing, 5-15% of GDP, to pump in investments have been initiated. This pandemic hit almost all of the humanity – death, infection, co-suffering, migrants stuck, migrants back home, by-stander collateral effect. Some are suffering more than the others. They need special care and support. India revealed its resilience by being slower to get infected, with lower fatality rate. However, India’s infection rate exceeded 1000/day, India has extended lock down and has now entered a mandalam (40-day) lock down till 3 May 2020. Graded lock-down followed by punctuated and gradual exit from lock down, may be over another mandalam. Generic Saptapadi, as advocated by PM, is followed –

- Eldercare, particularly elders with severe health conditions, and infant care
- Maintain physical distance, use masks, wash hands with soap. Stay and work from home if possible
- Increase immunity
- Use Aarogya Setu App
- Help poor
- Avoid job cuts and pay cuts; avoid avoidable expenditure
- Respect Corona Warriors. Because they ensure essential care, goods, and services.

Life is more important than anything else, including slowing down of economy. Screening/Tracing, Testing, Quarantining/Treating, and Tracking continues. The curve appears flattening but growing. The downward trend is yet to come. The poor, vulnerable marginalized are supported with some survival cash-ration. Projection is that we hit zero growth. Negative growth is a distinct possibility. Multi-year global recession is predicted. Germany announced recession already. ILO indicates 40 Cr people in India in informal sector are at risk of slipping into poverty and 4 Cr persons slip into unemployment. This is huge, by any standards. But this cannot be coming in the way of saving lives. At least 3.0 lakh crore Economy stimulus packages are being unveiled. And 5% of GDP as quantitative easing (helicopter amount)? While the world and India bounce back in a while, we need to get ready for new normal life, post-pandemic.

Coronaviruses are not uncommon. Some of them can be troublesome like COVID 19. These, along with other human-induced disasters are going to come more often, in future. It appears the planet is seeking ‘rest’ often. Can we annual holiday to the planet? Our ways of living have to change. Diets have to change. Sleeping habits have to change. Stepping up Hydration, Aeration, and Exercise matters. Less stress matters. Less paced life matters. Less long-distance travel. Let us meditate. Let us be in the field. Let us be with nature. Let us say no to more. No substance abuse. At the level of Poor, Vulnerable and Marginalized, ways of life, living, spending, working, risks, engagement, leadership, institutions, governance, learning and training, transactions, identity-solidarity, rights-entitlements, wellbeing and freedom-choices change. Have to change. Democracy plays out differently. A new portfolio of virtuous cycles has to be initiated, to build resilience against our fragility, our civilization’s fragility, our PVM fragility, and our climate change crisis. LPRD domain’s portfolio has to transform itself. Thus, this portfolio includes: natural ways; local ways and local economy; e-ways; urgent actions; servant leadership; collective, communitizing equity imperatives; self-employment and micro-nano-pico enterprises; and appropriate technologies in sync with nature. More Knowledge-centric. More life. More Happiness. Less accumulating. Less long-distance. Less chemicals. Less Movement(s), Campaign(s), Network(s), Coalition(s), Organization(s), Enterprise(s), Foundation(s), Mission(s) and Program(s) have to be towards the same.

Let us work on 'New Normal'

Let us take this as a wake-up call. For building a life-centric economy. World Order. Augmenting, improving and/or building newer safer, fairer, and more sustainable systems. Supporting small enterprises, employment and incomes. Finding new emerging areas to invest. Getting more from people rather than machines. More jobs, person-days. With grants. With loans with no interests.

We have to remember lock down situation will not continue either. Transport gets back on 'track'. Movement becomes normal. Hoarding comes down. Value-chain activities go on. Fair trade goes on. Megaretailers do bounce back. Labour returns to workplaces. Some migrants return back, and some stay back in their native places. Financial flows, credit flows return slowly. E-payments retain higher share. Consumption patterns change, and consumption value comes down. Habit of keeping 'reserves' at home remains. Self-employment remains and may grow. Farmers miss high returns but remain linked with 'consumers' more. High value food consumption comes down. Hotels are visited less. MSME, tiny, nano and pico enterprises take time to recover. Unemployment and underemployment may remain longer at the new levels. Governments may announce bigger stimulus packages. May be 5% of GDP, or 30-40% of Gol Budget, in due course. Still, the new poor take time to cross the 'poverty line' again. Poor-Vulnerable-Marginalized may get living stipend-ration (at least deficit for living) for some time. Governments, Donors, Corporates encourage more direct benefit transfers.

New normal sets in. Be within new normal. Be rooted in, be in sync with nature. Be frugal. Happiness within. With life. In field. Be local. Across the planet at the same time. Self-help, mutual support. Let us be educated naturally. Let us be healthy, fit and more immune naturally. Be and Pursue active relentless servant leaders, management workers, caring mentors and social entrepreneurs. Be emotional, social and spiritual.

Be electronic. E-transactions. E-learning. E-communications. Without losing 'nature'. Keeping self-learning, peer learning and metalearning intact. Better still, improving on them. Let us keep the portfolio of learning-training methods, tools and processes intact. These include: Fieldwork, Experience, Apprenticeship, In-situ training, Exposure, Interaction with Practitioner(s), Classes, Off-line/Online material - books, articles, cases, videos, notes, etc., interactive Online, text, pics, ppts, videos, links, tests, individual-group home and class tasks, long and short stories, songs, teasers, puzzles, interactive teaching, conversations, dialogues and reflections. We may need all of them, but one can play with the proportions.

But beware of e-fatigue. Zoom fatigue. More data kills. Subtleties are lost. Additional taxing on brain and emotions. Body language is not fully helpful and so the stress. Unnecessary details and distractions get in. Therefore, let us Let us find natural settings. Let us space them. No back-to-back. Take small breaks. Look away from the screens, once in a while. Let the participants audio-video mute. Try podcasts. Use phone when possible. Keep having water. Some snacks too. Take e-offs. Let us go offline, and screen-free, 2-3 days a week. Give buffer time, before and after, for the e-events. Remember, we are in e-world for a long haul.

Farming includes post-harvest, value-addition and reaching the consumer. Farmers appreciate this scope and begins to acquire new skills. Farmers become scientists and researchers. More people shift into farming. Value-chains become shorter. Farmers begin to move away from chemicals. Farming entities become enterprises. Farmers begin to be collectives and Farmer-consumer collectives and partnerships begin to emerge. Staying back migrants begin to get absorbed in farming and offer new impetus to farming. We see emerging 'small' local value-addition and farm-based enterprises that focus on seeds, inputs, post-harvesting, processing, storage, packing/packaging, transport etc. Meanwhile, MGNREGS needs to be open for farming operations.

Financial Services become more formal. E-flows increase. We move from savings-leveraged financing to hybrid – savings and debt-financing. Financial Inclusion increases. Flexibility and customization increase across the services. Funds for existing and new Enterprise support services also need to be augmented in a big way, for them to bounce back fully. New small start-ups need to be supported too.

We should appreciate most of the funds flow initially to cope with COVID 19 immediate effects. Charities, grants and soft-loans for existing and long-term ends dwindle. But, surely, we move on. May be in a year.

When we move on, we need to invest in self-reliant local micro-economies, may be at a group of GPs, a town and a set of GPs around the town, so on. We need to have 'control' on technologies so that we do not lose sight of resultant unemployment. We need to be promoting self-employment in a formal way. Let us understand that we are greying slowly and they should not retire from work early. We need more generalists and people with multiple skills. We can have multiple jobs too. Futuristic skilling and reskilling has to be the focus. Let us remember we do not have to have long weeks and long days in work. If the wages and pay are 'regulated' we can have an equitable happiness-centric economy.

As we move on, we need to invest heavily into education. Education funnel needs to be wide even at the bottom. State should take responsibility for education to all till 18 years (3+12 years of schooling). This should include 10,000 hours of learning, including basic 3R, IT and e-skills, vocational skills, core (soft) skills etc. State should ensure 1000-day total care to the child – from the womb, to the nursery. Beyond this, quality education options can be offered to all. E-learning is embedded in all this.

As we move on, we need to have our healthcare system ready for future. More workers, more hospitals-beds-service units, more prevention, e-medicine. Plan infrastructure pandemic-disaster proof across. Redundancy helps.

As we move on, we need to work for universal basic income to all. We need to have preparedness plans and individual, family, community, office, social and mental readiness drills.

While the crisis may push us 2-3 years backward in terms of GDP, may be a decade or more backward in terms of the parameters of LPRD, the LPRD domain is well-equipped to go forward. It has people with knowledge, understanding, skills, institutional examples, technology etc.; it has models, flowing investments and community resolve; it has good will of the state; it has the benefit of social responsibility of the successful, philanthropies, support organizations and professionals. LPRD may tackle the situation triple quick, with robust ways, methods and processes. May be a decade. May be 5 years. With Participation. Inclusion. Universal Education and FNHW care. Mobilization. Collectivization. Communitization. Convergence. Accountability. Transparency. Governance.

*Right now, we have time. Repurpose within the new normal. May be for next 10-12-15-20 years. Can we, can each one of us, 'see' the universe? Can we 'see' the world? Can we 'see' the nature? Its ways, diversity, and variety. Can we walk? 100,000 km? Can we be in field journeys, 1,00,000 km a year? Can we see all states-UTs-regions/divisions? Can we see half-of-the-districts? 1000 blocks? 5000 GPs? Can we work with 100 Mentor-Leaders/Entrepreneurs intensely and long-time? Individually, each one of us as lead mentor-leader-entrepreneur can work with 100 mentor-leaders, 1000 professionals, 2500 inductees, 10000 learners and a lakh LPRD novo? Together, can we touch 1000 professionals, 5000 inductees (into LPRD), 50000 learners, 10 lakh initiated into LPRD thought and work? **Can we influence 10 Crore families and a 100 lakh Crore economy into a new normal economy?***

*Remember, once upon a time, we were in nature. Then we moved away. We 'conquered' her. Now time has come to go back to her. Fully. Surrender. Let her take charge. She knows to care us better, if only we are in sync with her. We need to get going beginning with these transient times. Caring the PVM existing and transient. We get going Mentally. Emotionally. Physically. Spiritually. Let us unlearn, learn, live and let life live. **Let us remain useful flowing in N.** Else. When the 'ruling' human beings' made excesses, she acted. Decisively. Civilizations were gone. At Kurukshetra, Her friend, Krsna ensured cleaning of ruling class. Earlier, Bhargavarama did.*

Join us in the world of yoga – samarpanayoga for 7L. We can go forward flowing in N, else world goes forward without us.

158. Towards truth, light, and life

Coronavirus situation continues to become graver. About 3 million infected, 200,000 died globally. India is slower, with 25,000+ infections, 800+ deaths. Many may remain unreported/unaccounted. Scare is no longer with first infections. Scare is with second rounds. Scare is with crumbling lives and livelihoods for many amongst us, till vaccines come, clear medical solutions emerge, migrants settle and find some balance, hope. This is for a third of the world. For a half of India. This VUCA world becomes VUCA² world. Here, life is more important than anything else. Rs.7500 per capita/month, for 3 months, as living stipend may be easily possible. i.e. a mere 50% of the budget of the year. Let us live. Let us be happy living. All of us. In sync with nature. A new portfolio of virtuous cycles have to be initiated, to build resilience against our fragility. Natural. Local. Small, Micro, Nano, Pico. E-friendly. E-ways. K-ways. Life ways.

My friend, Leesa reminded me: Master's Plan. We got many chances. One more chance. "...To look at things afresh. Not to be prejudiced or arrogant. But to be loving and humble. ... Many a time, I think it takes more than a life time to learn these. I will enjoy and cherish every moment of it. ... for making me a better person....."

Towards truth, light, and life

Let us, all of us, go towards truth, light, and life. Let us repurpose. Let us hear, see, feel experience truth, light and life. Universe, World, Nature. Its ways, diversity, and variety. In situ. Let us go around. A million km. A significant sample of people, locations, macro-micro. Individually and collectively. May be in six layers – 7500 million ... 100 million active families (5%) ... 5 million deeksha takers (5% of 5%) ... 1 million learner-practitioners ... 25000 mentor-leader-entrepreneurs ... 250 lifeworkers.

We need many an enterprise that integrates and offers **LPRD Services**. Relevant to Poor, Vulnerable and Marginalized. It identifies, builds and links volunteer and consulting service providers to particularly small client organizations including Community Organizations., Grassroots Organizations, Support Organizations, Schools, Health Centres, Enterprises, and GPs and

other PRIs. It may include individuals. Clients to enrol. Service Providers to enrol after pre-verification. Service providers, Resource Persons can be confirmed only after 3-6 months after active delivery of assignments. Some services may be free and some may be on cost. May be teleconsulting. Work from home consulting. Team consulting. Shared consulting. Piece by Piece consulting. E-consulting. Consulting with E-tools. Consulting with more locals, less/limited long-distance travel.

Service Areas include, but not limited to: Formation, Registration, Bye-laws, Articles, Trust Deeds, Governance, Setting up 'institutions', 'enterprises' etc., Visioning, Planning, Perspective Plans, Business Plans, Village Development Plans, Leadership, Management, Learning-Training-Capacity Building, Facilitating Implementation, Monitoring, Tracking, Assessment, HR Services, Proposals, Events, Rating-Grading, Documentation, Accounting, Audit, Annual Reports, Filing Returns, Statutory Compliances, Communication, Websites, Social Media, LEAPs, Value-chains, Tuitions, Coaching, Tests, Question Banks, Manuals. Primers, Videos, Material, Exposure visits, Selection, Apprenticeship, Internship, Performance Assessment etc. This list needs to be further expanded.

These Services to be enlisted, and mapped to service providers. Clients may have the option to choose. Web, Mobile Apps and Requests and payments form the core process elements. The Core Team may take responsibility for Linkage, Guarantee, Quality Control, Oversight and CB of Service Providers.

Life Matters. As I reflect on e-consulting service, a la Uber, RBI Governor, quotes projections of 'Great Lockdown' losses in the world in the vicinity of 10 trillion USD, greater than Great Depression. Indian growth may also turn negative this year. Crude oil rates are hovering near 'zero'. We do not know how the economy gets impacted by this. Globally, Economies are in vicious cycle. As the 'vaccines and therapies' are still away, virus 'bouncing back' in the individual, and resurfacing after a lull, and therefore W-curve(s) are discussed, the way forward is in local economies. Rural economies. Weather seems to be supporting. As the small and smaller enterprises, including self-employed, are hard hit, unemployment is rising. Transient poverty figures are increasing. They take longer to bounce back. And

all may not. Governments' ways and means limits have been raised significantly so that government can continue to spend in the wake of reduced inflows. To care the poor's survival. To care the people's health. In any case, business as usual does not happen, does not work.

As recent IMF's Webinar indicated – We need to get ready for several lock downs as we go along, get ready for Rs.100 lakh Crore hit in India, and 20-30 Crore into poverty. India may and needs to attract capital; India needs to buy more oil and keep. People spend less, on less items, low-priced items; prefer safe retail. Small enterprises take time to get on tracks. We need to share the burden equitably. Customers may be ring-fenced. We have to focus on core and be frugal; and get future-centric. We see restructured entertainment, food, tourism, travel; low-cost small real estate; more work from home, e-work; rules for work away from office; new e-entities; e-economy acceleration; restructured value addition propositions; and hands-on leadership in the frontline. Gold may be preferred as an asset.

*We need to balance saving lives without hitting the poor during lockdowns and 'distances'. About 15 Crore families (half of us) need stipends, may be Rs.5000/month, for 2 months, may be 3 months, in a tapering manner; ration to all who ask; and work, under MGNREGS soon. We need to care the migrants insitu, wherever they are. In the place of migration, in transit and at home. We need to localize the containment and open up all activities in a slow haste. Small local entities can open first. Travel has to happen, but with care. Working capital for these entities has to be made accessible. They may also need 2-3 month pay to workers as 'support grant'. We may have to reskill our workforce to new demands, options. All this may mean some 10-20% of the budgets of the union and state budgets. **Eminently affordable**, Budgets can be recast.*

We are still optimistic that we get back soon. The soon may mean 100 days. Lockdown till May 3-7 (may get extended fully, or in containment zones), lifting of Lockdown may last 30-40 days, social distancing may have to last another 100 days. Early vaccines and therapies may come in September. Till then, we will be limping towards bouncing back. All this with the assumption that we weather these 100-200 days with discipline and rigour of 'distance' and 'washing' collectively. Flattened curve with stricter containment, coupled with increased health infrastructure, agility and worker 'experience and expertise', would take us forward with hope, faith, promise and love. For this to happen, we need to have clearly spelt out actions in the government policies and orders, with no space for imaginative interpretation; we need to involve all dealing with life systems, including civil society, local governments and community institutional architecture; we need to communitize responsibilities; we need to use volunteers and technology; we need to screen all, quarantine (28+ days) the suspected, test the ones with symptoms, and double test before 'release'; we need to provide 'nutritious' ration and survival stipends to poor; we need to be open about changing the course of actions, and guidelines; we need to have regular communication, using various channels; we need to keep women in lead; and we need to localize the 'issue'.

We need to understand Novel Coronavirus (severe acute respiratory syndrome Coronavirus 2, SARS-CoV-2, causes Coronavirus Disease 19, COVID 19) more deeply. Spotted and reported in December 2019 in Wuhan, China, seems to be mutating fast. It may not give immunity to the ones who got infected and recovered once. It is getting reactivating too. It also appears asymptomatic in many a case. CoV2 particles are spherical and have mushroom-shaped glycoproteins (spikes). These spikes bind with ACE2 receptors and fuse to human cells, slowly moving into lungs. Its affinity to human cells is 10-20 times the affinity of SARS virus. Mutation and recombination is higher and faster. It spreads primarily through the respiratory droplets of infected people directly or through indirect surface contact. Old, and people with pre-existing health conditions have higher infections and higher fatality rates. COVID-19 may present with mild, moderate, or severe illness; the latter includes severe pneumonia, ARDS [Acute Respiratory Distress Syndrome], sepsis and septic shock. Bacterial co-infection is possible. Fever, cough, and breathlessness are the likely symptoms. Symptoms may present over 2-10 days after infection. The virus can be detected using reverse transcription polymerase chain reaction test (RT-PCR), a DNA-based test. There are 50+ labs in India for the same. SARS treatment is not effective against CoV2. There is no specific viral treatment procedure yet, except for symptomatic treatment. Anti-HIV drug combinations Lopinavir and Ritonavir are being tried, in case of high severity. Plasma and other treatment therapies are also being tried. Genome sequence-based and isolate-based vaccines are at various stages of development. Clinical trials have begun in a few cases.

Till such time, we get vaccines and therapies, we only have to reduce incidence of infections, and flatten the curve. We need to augment our health and medical capacity. We need to boost our generic immunity through nutritious

food including fruits, citric acid et al. We need to identify the people who acquired silent hypoxia (reduced oxygen saturation in lungs, with/without COVID pneumonia), using pulse oximeters and treat without the need for ventilators. Handwash with soap, or alcohol-based hand rub, face mask, avoiding touching eyes, nose and mouth, maintaining a distance (at least a metre) from the suspected/infected, and practicing respiratory hygiene (covering mouth and nose with bent elbow/tissue while coughing/sneezing, and disposing the tissue safely immediately) are critical in reducing incidence. The research so far suggests that CoV2 survives even at 60 deg C for a long time. Remember the helpline number 1075 in India. While we do all these, we need to keep poise and calm, and use the time available to invest in relationships that matter the most, and reflect on our ways forward. We know that virus mutates and hope that it mutates to our advantage.

We have **migrant workers** and their families – returned, returning, stayed back (stuck in migration sites). They need to survive this period. And after survival, some of them may not like to get back to migration sites. We need to rehabilitate them locally. In the migration sites, the works may have ‘evolved’ and require different skillsets. Survival support now, and immediately thereafter Skilling for and supporting self-employment and small enterprises in the new paradigm require our action. MGNREGS needs to be tailored to ‘building themselves’ through wages for the same.

Immediate. Let us feed all our Poor, Vulnerable and Marginalized. We have stocks. Let us shelter the transit migrants and homeless in the infrastructure, not used right now. Let us buy up the produce from farmers in a big way. We need to let farmers do farming, farming food crops. Let us give work and pay wages to wage workers everywhere. Let us fully equip sanitation system including HR. Let us regularise sanitation, health and nutrition workers.

We need to augment **health** infrastructure and reduce health expenditure of people. About 100 million people move up and down the poverty line, because of this. COVID 19 and related economic distress may bring 400 million into poverty, albeit temporarily. We are going to see more of these. Our incursion into fragile ecosystems have triggered not just changes in climate but potential health disasters as wildlife-human contact increase the potential for the spread of infection, of viruses we know little or nothing about. Therefore, can we increase the government spend on health, can we double from the current 1.2-1.3% of GDP? If required, nationalize medical facilities, for a while. Can we establish eldercare (including palliative care) centres for 60/70+? Can we invest in ‘1000 days’ fully, truly, equitably and universally?

As the lockdowns lift, as the economy receives stimulus to get back into action, we need to appreciate the possibilities of more such pandemics and disasters, more frequently. We need to appreciate **when the crunch comes, what matters most is life** - air, water, food-nutrition, shelter, entertainment and relationships. Nothing else matters. We need to get to the basics. We need to work on these life systems. We need to work on the major livelihoods – farming and related; weaving and related; and backward-forward linkage services and products.

Slowly, the farmers find it difficult to take their produce to the ‘consumers’. Considerable crop goes waste. Ease restrictions on purchase from the farmer. Government may pick up the produce. And/or Government may finance the entire value-chain operations till the produce reaches the consumer through the community-producer organizations. E-NAM transactions and e-NWR transactions have to be facilitated in a big way. All this is for this Rabi harvest.

Criticality is to take farming in the direction of **regenerative agroecology**. Across. Universally. Over the next decade or so. Regenerative Agriculture is a system of farming principles and practices that increases biodiversity, enriches soils, improves watersheds, and enhances ecosystem services. Regenerative Agriculture aims to capture carbon in soil and aboveground biomass, reversing current global trends of atmospheric accumulation. At the same time, it offers increased yields, resilience to climate instability, and higher health and vitality for farming and ranching communities. The system draws from decades of scientific and applied research by the global communities of organic farming, agroecology, Holistic Management, and agroforestry. All land. All days. No fallow. Integrated with birds and livestock.

Can we take this agroecology across the country, this year? A quarter of the states. A decile of districts. A 5% of the blocks. Can we work through Civil Society-Community Institutions architecture? Resource NGOs. National, Regional and State Networks and Coalitions. NRLM. SRLMs. SHGs. SHG Federations. FPOs. Can we build on them further? Can we build more of them? Can we work with consumers? Their institutions. Can we build custom models suitable

macro-micro agri-eco zones? Can we build practitioners into resource persons quickly? Can we saturate model villages, panchayats? Can we initiate bio-villages? Can we establish direct producer-consumer linkages? Can we show significant portion of the consumer rupee goes to producer? Can we show improvements in health? Human health. Soil health. Water health. Can we show better productivity per unit of land, per unit of water? Can we show farm and related income of more than Rs.25,000 per month or Rs.300,000 per year really?

Currently, methane and nitrous oxide are two major Green House Gases from agriculture sector. Methane emission depends on anaerobic degradation of plant residues et al under submerged conditions. Rice-fish cultivation can lower the methane and other GHG emission. It also restores soils and soil fertility. It also offers 50%+ higher income. We get rice and fish to eat.

We work for co-culture systems overall. Multiple crops, Multi-layered cropping, intercrops and bund crops, integrated farming with birds and livestock including desi poultry, small ruminants – goat and sheep, livestock, ducks, pigs, bees (for honey), dairying, processing-value-addition-storage-transport, input enterprise, outlets, farming enterprise, collectivization, packing and packaging, small packs, branding, etc., form part of this effort. The idea is to work on a web of value-chains, and as much of the value-chain(s) as possible, and achieve higher proportion of consumer rupee.

We as consumers can finance farming at the beginning of the season. The farmers may pay back by the produce. Farmers also retain some produce for their consumption.

Other larger group is **weavers, crafts persons and related workers**. Can we pre-book orders? Can we have fund to finance the work? Can we have a medical fund? Can we provide essentials against future supplies by weavers? Can the state buy the stock? Does e-ways work for them? As the world goes frugal, we need to redesign our product lines. Silver lining is that handlooms seem to be part of the sustainable lifestyle. Meanwhile, as this restructuring happens, weavers and crafts persons need living stipends and ration.

It is time we work seriously on our **education** system. Particularly for 2-18 years, beyond '1000 days'. In the mother tongue surely. English medium can be an option. As the children grow, one can go into English, may be at 11/12 yrs. Can we have universal, free education? Can we have our schooling budgets double up? Can we have Ashrams, Gurukulams, and Navodayas for all? Can we handover schooling management to local community? Can a student be worked upon to realize one's potential for 15 years, 35,000 hours, may be in 3-stages: warming up and foundation, 3R Skills – early childhood (10,000 hrs); Core and Life skills, 7R skills, competencies – pre-teens (10,000 hrs); Equipping for realizing the potential, seeing the world, work skills, practice – Teens (15,000 hrs). Can they devote 10,000 hours on must know, must see, must listen, must read and must try to read et al, by the time they take up responsible agenda? Will they take up responsible agenda? Can we and the state invest on them well? Finally, can each education participant devote dedicated 10,000+ hours to achieve mastery in something s/he is passionate about? Can they become and be human beings truly? Can the 'neck' of the funnel disappear? Can the rights to education, employment livelihood and life are equally and truly endowed to all? Can the high potential participants supported with care and nurtured to realize their potential?

Can we restore norms on maximum pay one can take, maximum interest one can earn, maximum surplus one can make? Can we take social responsibility seriously, linked to turnover? Can we insist for the same for the individual? Can we seek pay back? To society.

Can we work more on the ground? Can we seek at least Panch **Panches** [women and men, elders, young, farmers etc.), in every Panchayat or for every 500/1000 families. 10-20 million, and build them up as servant leaders – management workers – mentors – social entrepreneurs servicing 100-200 families on average? This may cost Rs.10,000 Crore/year, may be for 3 years. Can't we afford? Of course, they need to be selected with care, rigorous testing and competency and value screening, followed by assessment in internship/apprenticeship over 6-12 weeks.

We talk about **relief** on one hand and we talk about **rehabilitation and readjustment** on the other. Governments, Donors and People are pouring 'help' but the pot is huge. Funds are diverted and would be diverted to this in a big way. Budgets have to be recast. Civil Society and Community Institutions need to get together to form coalitions a la Rapid Community Response to COVID (RCRC). Many an organization has joined forces with RCRC. These include: AKRSP, ABS, Arunodaya, CARD, DSC, FES, Goat Trust, Hartika, Harsha Trust, Ibtada, JSS, Kabil, Kaivalya, Keystone,

Manjari, Nirantar, PEDO, PRADAN, PRAYAS, SPS, Samarthan, SRIJAN, SesTA, Sir Syed, Trust Consulting, Unnati, WASSAN, WOTR et al. This list would increase. RCRC would work with migrants and support to Government's efforts. Philanthropies like Omdiyar Network are funding this under their Rapid Response Funding Initiative to serve the 'Next Billion' Indians. Many donors have articulated their commitment and are unveiling such initiatives. Quick back of the envelope calculations reveal some Rs.20,000 Crore is on the table. CSR Funds directed to this could be another Rs.20,000+ Crore. This is apart from PMCARES Fund and Funds of the CMs. These could easily reach Rs.50,000 Crore. Bi-laterals and Multi-laterals are also making commitments for India. They could easily touch Rs. 20,000 Crore. State sponsored stimulus can be another couple of lakh Crore Rupees.

All these directed funds reduce funding to existing LPRD programs. Here lies the catch and here lies the intelligence.

We need to sync post-COVID rehabilitation and readjustment agenda and LPRD agenda. We need to scale-up, deep, diverse and out. We need to showcase and mentor. We need to have more customized examples locally. We need networks, alliances, coalitions, movements and aandolans at various levels around the new paradigm(s) – Natural Farming – Farms and related; Weavers, Artisans, Crafts; Migrant Support; Health; Education; E-works, services, platforms; Self-employment and Enterprise Support; Leadership-Management-Mentoring et al.

Let us not forget children who own the future. Let us not forget PVM, the bulk of us. Let us demarginalize. Let us not forget inequity. Let us lose arrogance. Let us be humble, for we cannot afford anything else. Let our egos give way to co-existence, love. Let us reinforce hope. Let us have faith in the universe and its intelligence and its ability. Let us promise ourselves to be with the world in its healing and handing it over to her. Let us love and care ourselves and our world. Let us surrender fully. Let her take charge. Let her take us forward. Mentally. Emotionally. Physically. Spiritually. **Let us flow forward in N.** Else. She and her friends act decisively.

As N opens up, let us see her on the ground. Fields. People. Micro-sites. Let us listen her. People. Groups. Teams. Leaders. Workers on the ground. Let us touch. Smell. Taste. Feel. Intensely. Deeply. N shows the way, from within us.

Join us in the world of yoga – sat-chit-aanandayoga for 7L. We can co-exist flowing in N, else world exists without us.

159. Repurpose

50 years of Earth Day. Nature is reclaiming her space, taking advantage of lockdown. Skies are bluer. Air is cleaner. Rivers are fresher, with life. Wildlife is venturing out. Nature is rejoicing. We want this to continue after lockdowns end. We should do something right for this. May be public transport, for example. May be local economies. May be Collectivization and Communitization. May be shorter value-chains. May be taxation in favour of these. May be climate change resilience. May be living with, in nature. Natural Living. Natural Farming. PVM-LPRD Services. Health. Education. Democracy. Leadership-Management-Entrepreneurship- Mentoring-Technology. May be a portfolio with all of them. Quickly. All of us.

Repurpose

Let us get a deep immersion. Let us get a rigorous induction. Let us go through a visioning – appreciate current reality and behind the current reality. Let us hear, see, feel experience truth, light and life. Universe, World, Nature. Its ways, diversity, and variety. In situ. Let us go around. Yatra. Shodh Yatra. Life Journey. Livelihoods Journey. Leadership Journey. Learning Journey. A million km. Many modes. Including walking, cycling - 10000 km, 1000 days, 12 hours a day. Spontaneous movement, going by the ear, eye, nose. A significant cross section, sample of people, locations, macro-micro. Individually and collectively. Let us assess ourselves. Our progress. Our self-reliance. Our needs, limitations, perspectives, philosophies, resources, and aspirations. Our institutions. Our democracy. Let us dig deep inside. Reflect. Our imperatives. Our human and life purposes. Our Ikigai. Our stories. Our failed efforts. Our little successes. Our hope. Our Faith. Reasons for these. Our strengths, abilities; our weaknesses, frailties; our ladders, straws, opportunities, fiends; our snakes, threats, risks/challenges, enemies. Let us take a look at what can go wrong. Let us knit a road map. Blocks forward. Lines forward. Strategies. Partnerships. Networks. Technologies. Linkages. Platforms. Institutions. Enterprises. Forums. Resources. Movements. Influencers. Let us articulate assumptions, plans, steps. Activities. Milestones. Timelines. Responsibilities. Costs. Let us define pathways. Let us plan for building our capacity. Let us plan to overcome our lack of capacity. Let us define Results. Impacts, outcomes, outputs. Let us figure out inputs. Team. Let us argue our logic. Let us talk our theories of change. Long term. 10-20 years. Short term. 3-5 years. Immediate term. 6 months – 18 months.

Let us be clear: When the crunch comes, what matters most is life - air, water, food-nutrition, shelter, entertainment and relationships. Business as usual does not happen, does not work. New normal has to emerge. New paradigm, in sync with nature. Beginning with the schooling. Beginning with '1000 days'. We go frugal and basic. More equitable. Lower Collar differences. Higher Minimum wages, Lower Maximum wages.

Let us also be clear: We increase our work away from office, rather than from home. 50:50. We go electronic significantly. Work from anywhere. No single core location. Bandwidth to increase. Longing for 2 days of catching up increases. These 2 days can be long. We cannot forget that we are social beings. Limited space, and/or no private space at home could trouble many of us. For LPRD worker, this can translate as being in the field but connected. Work discipline for working from anywhere need to evolve. Practicing the discipline has to be learnt. We need to learn – balancing the 'paid' and 'unpaid' works. We need to remember that the 'paid' work pays for 'unpaid' work too. It deserves its due fully, or a little more. Also, it pays to have more space closer to nature.

Let us be absolutely clear: Children own the future. We are just the trustees and we need to handover this world to them in a better shape. We need to demarginalize and care the PVM.

There is no other way: Let the arrogance go. Let the egos go. Let us surrender. To her, nature with a capital N. Let her take charge and make us flow in her. N shows the way, within us. Let us unlearn, learn and remain useful. Till the end.

Let N's Will and Genius keep us there. Let us co-exist. In N. Reflecting, unlearning, practicing and pursuing.

Join us in the world of yoga (atma yoga) – neelayoga for 7L. Krsna confirms One in N is 'him'.

160. Sangha and Songs for Life

Buddham Saranam Gachchaami, Dharmam Saranam Gachchaami, Sangham Saranam Gachchaami. Let our fragile egos go bust. Let our generosity towards life peak. Let us go to N, N law, N flow.

Nobel Prize giving Gitanjali. My first serious translation into Telugu in early '80s. I am still searching the manuscript.

Buddha has paved a way, with Gita and Gitanjali in hand.

Sangha and Songs for Life

*Siddhartha Gautama **Buddha** is a philosopher, mendicant, meditator, and spiritual teacher (some 2500 years ago). A reformist within the Sramana movement. An advocate of Nirvana, out of Duhkha. Lumbini, Bodh Gaya, Sarnath, Sravasti and Kushinagar are important locations associated with Buddha. Primary disciples took 'Buddha' forward. These include: two chief disciples Sariputra, Moggallana, before him; Mahakasyapa; Rahula (son); Ananda (cousin); Purna, Subhuti, Katyayana, Anirudha, Upali et al.*

Can we be in Buddhist circuit in a year? For significant time? Extinguishing of the "fires" of desire, hatred, and ignorance?

Buddha is asking us to appreciate that there are four cycles of worldly conditions co-exist and keep turning around: gain and loss, fame and disrepute, praise and blame, pleasure and pain. All thoughts, words, and deeds derive their moral value, positive or negative, from the intention behind them. We think, therefore, it comes about. Suffering, impermanence and non-self are real. Perceiving otherwise lead to appropriation, formation of attachments, desire and aversion, and strengthened ignorance. Our sense of self is both logically and emotionally just a label that we impose on these physical and mental phenomena in consequence of their connectedness.

Buddha is not denying to honour our basic social relationships, as long as we are alive: parents and children, teacher and students, husband and wife, friend and friend, employer and workers, follower and guides. Buddha is not denying to pursue fulfilment and happiness in this very life – from accomplishments through persistent efforts, protection, friendship, and balanced living. Therefore, Buddha advocates asthaangapath – eight-fold path: right view, right intention, right speech, right action, right livelihood, right effort, right mindfulness, and right concentration. Mahatruth, referred as Four Noble Truths: Duhkha, Kaaran, Aduhkha is possible, Pathways. This is the enlightenment.

Dhyaana (attention, sustaining attention, quiet joy, deep joy, focused absorption and more) takes us there, through several stages: no disturbance with/without thoughts; joy without intellectual processes; deep joy with nothingness; focused nothingness; infinite space; consciousness; nothingness; 'lost' beyond perception and non-perception. We reach Dhyaana stages through Yama, Niyama, Aasana, Praanayaama Pratyahara, and Dhaarana. Final stage of dhyaana culminates in Samaadhi.

Apart from Dhyaana, we need to exercise – physical, mental, emotional. Let us keep silence. Let us walk. Let us be in the sun. Let us tire out physically. Let us sleep adequately. Let us fast often. Let us reduce/skip carbohydrates as much as possible. Let us eat less, if the share of manual work in our routines is less. Let us eat more fruits, vegetables and nuts. Let us have 'fighters' in our food like turmeric, ginger, garlic, pepper, honey, lime, cloves, etc. Let us have micro-nutrient supplements if required. Let us have warm water. Let us gargle with salt water.

Buddha is inspiring us to think about a sangha. A sangha that reaches out. A sangha that follows their sutra. A sangha keeps choosing its 'leadership', as required from time-to-time. A sangha where members choose their tasks and keep doing. A sangha where the members are dedicated to existential life. A sangha where members are lifelearners, lifeworkers. A sangha that appreciates and commits to 'hope' [paths exists], 'faith' [can take those paths], 'promise' [can get capacity to take those paths], and 'love' [discipline and care to flow together in the path]. A sangha of dhyanees. A sangha expanding the membership with this commitment? A sangha flowing towards 'Nirvana' in the path that leads to Nirvana.

Chalam, Gudipati Venkataachalam, has been a great influence. From a non-believer, he slowly transformed into a Ramana follower and settled in Arunachalam. His translation of Gitanjali into Telugu was one of the best I have come across. Musings et al earlier, and Telugu Gitanjali et al.

Let us recollect Gitanjali, Song Offerings by Rabindranath Tagore. It is his English Translation from Original Bengali. This translation of 103 poems gave Nobel Prize, first to an Asian. WB Yeats, in the introduction to the Book, writes "I have carried the manuscript of these translations about with me for days, reading it in railway trains, or on the tops of omnibuses and in restaurants", "Tagore, like the Indian civilization itself, has been content to discover that soul and surrender himself to its spontaneity". Some excerpts that keep me going over His the last almost four decades:

- *You have made me endless, such is your pleasure. ...*
- *At the immortal touch of your hands my little heart loses its limits in joy and gives birth to utterance ineffable.*
- *My heart longs to join in your song, but vainly struggles for a voice. I would speak, but speech breaks not into song, and I cry out baffled. ...*
- *Life of my life, I shall ever try to keep my body pure, knowing that thy living touch is upon all my limbs.*
- *And it shall be my endeavour to reveal thee in my actions, knowing it is thy power gives me strength to act.*
- *I ask for a moment's indulgence to sit by thy side. The works that I have in hand I will finish afterwards. ...*
- *Now it is time to sit quiet, face to face with thee, and to sing dedication of life in this silent and overflowing leisure.*
- *Only let me make my life simple and straight, like a flute of reed for thee to fill with music....*
- *My eyes strayed far and wide before I shut them and said "Here are you!".....*
- *My desires are many and my cry is pitiful, but ever did you save me by hard refusals.....*
- *My eyes have seen and my ears have heard....and I have done all I could.*
- *I am only waiting for love to give myself up at last into his hands. ...*
- *If you speak not I will fill my heart with your silence and endure it...The morning will surely come, the darkness will vanish, and your voice pours down and your melodies will break forth in flowers in all my forest groves. ...*
- *my best beloved, the gates are open in my house – do not pass by like a dream. ...*
- *let me give myself up to sleep without struggle, resting my trust upon you....*
- *He came and sat by my side but I woke not. ... why are my nights all thus lost? why do I ever miss his sight whose breath touches my sleep?*
- *Kindle the lamp of love with your life. ...*
- *My debts are large, my failures great, my shame secret and heavy ...*
- *for all the care I take I lose sight of my true being.*
- *with your love, you keep me free. ...your love for me still waits for my love. ...*
- *Where the mind is without fear and the head is held high; Where knowledge is free;*
- *Where the world has not been broken up into fragments by narrow domestic walls;*
- *Where words come out from the depth of truth;*
- *Where tireless striving stretches its arms towards perfection;*
- *Where the clear stream of reason has not lost its way into the dreary desert sand of dead habit;*
- *Where the mind is led forward by thee into ever-widening thought and action – Into that heaven of freedom, my Father, let my country awake. ...*
- *Give me the strength to make my love fruitful in service.... and give me the strength to surrender my strength to your will with love. ... your will knows no end in me. ...*
- *When desire blinds the mind with delusion and dust, ... come with your light and your thunder. ...*
- *In that shoreless ocean, at you silently listening with smile, my songs would swell in melodies, free as waves, free from all bondage of words. ...*
- *Every moment and every age, every day and every night he comes, comes, ever comes. ...*
- *And let my return to myself be immediate return to him. ...*
- *I saw you standing by me, flooding my sleep with your smile. ...*
- *I bitterly wept and wished that I had had the heart to give you my all....*

- *Your joy in me is so full. .. where would be your love if I were not? ...In my heart is the endless play of your delight... In my life your will is ever taking shape. ... your love loses itself in the love of your lover, and there are you seen in the perfect union of two. ...*
- *this golden light that dances upon the leaves, these idle clouds sailing across the sky, this passing breeze leaving its coolness upon my forehead. ...The morning light has flooded my eyes – this is your message to my heart, your face is bent from above, your eyes look down on my eyes, and my heart has touched your feet. ...*
- *Children gather pebbles and scatter them again. They seek not for hidden treasures.... The sea plays with children....*
- *When I kiss your face to make you smile, my darling, I surely understand what the pleasure is that streams from the sky in morning light, and what delight that is which the summer breeze brings to my body – when I kiss you to make you smile. ...*
- *You have made me known to friends whom I knew not. ... I may never lose the bliss of the touch of the one in the play of the many. ...*
- *You give yourselves to me in love and then feel yours own entire sweetness in me....*
- *That I should make much of myself and turn it on all sides, is your maya. ...In me is your own defeat of self. ... all ages pass with the hiding and seeking of you and me.*
- *It is, the innermost one, who awakens my being with his deep hidden touches. ... at whose touch I forget myself. ... who moves my heart in many a name, in many a guise, in many a rapture of joy and of sorrow. ... and all my desires ripen into fruits of love. ...*
- *Take this fleeting emptiness of mine, paint it with colours, gild it with gold, float it on the wanton wind and spread it in varied wonders. ...*
- *You have taken every moment of my life in your own hands. ...*
- *...but I find that yet there is time. ...*
- *Death ... for you, I have borne the joys and pangs of life.*
- *I have got my leave. Bid me farewell.... I am ready for my journey. ...*
- *I love this life, I know I shall love death.... I am blessed ... if the end comes here, let it come.... come silently*
- *who knows what they mean ... And you sit there smiling. ...*
- *let all my senses spread out and touch this world at your feet. ...flow to a sea of silence ...eternal home....*

It is still the play of some light and some darkness. 4 million cases, 300,000 deaths. 60,000 and 2,000 in India. Corona is still ascending but slowly. Economy went by a couple of years minimum. 50% global unemployment. 30% in India. World is opening up. India is opening up. From lockdown. Vaccine trials are on. Therapy protocols are emerging. Understanding is increasing. 'Distance' and 'wash' continues. We need to get going, in all dimensions. We need to hurry slowly. Into Future with adjustments, refinements. Into New Normal, towards truth, light and life. Repurposing ourselves in the frame of shifting paradigms. Local economies. Natural Living and Farming centric shorter value-chains. FNH-Immunity centric Climate change resilience. Frugal leisure. LPRD-PVM Self-help Collectives. Communitized governance-democracy. Future education. Portfolio L+ beings.

Let us repurpose, with crystal clear clarity. The crunch has come. Work has to move away from 'office'. We are only trustees, at the best. There is no other way to be. Let us repurpose. Let us live, let the life live.

Let us seek refuge in N. N Law. N flow. N's Will and Genius take us and keep us there. If we are 3R+. If we be e-3R. If we reason, think and reflect. If we unleaRn, pRactice and puRsue. If we become 7R.

Join us in the world of yoga – asthaangayoga for 7L. Krsna confirms he is at 7 to take us to 8.

161. Transitions

5 million (115,000) cases, 325,000 (3,500) deaths. Corona is still ascent slowly. Economy went back by a couple of years minimum. 50% (30%) unemployment. We, L+ beings, are opening up: portfolio of adjustments, refinements; new normal, towards truth, light and life; local economies; natural living and farming centric shorter value-chains; food-nutrition-health-immunity centric climate change resilience; frugal leisure; LPRD-PVM Self-help Collectives; Communitized governance-democracy; and future education.

Government of India has announced the details of Rs.20 lakh crore stimulus package, Atmanirbhar Bharat. Except for some cash, ration, increased MGNREGS budget by Rs.40000 Crore, viability gap funding of Rs.8000 Crore, most of the package is about credit facilitation for various stakeholders including states, MSMEs, workers-farmers-vendors etc. Credit play out is not effective at the bottom-end including tiny enterprises, service enterprises and informal enterprises. People need cash in their hands. Half of India, some 17 Crore families, needs support for 3-6 months, @Rs.200-300/day/family, in addition to what has been given so far as ration/cash by states/union.

Labour reforms underway may give freedom to enterprises, but the workers may be stripped of some of their basic rights including hiring and firing at will. No labour law application would lead to increased informal labour and decreased wage rates. Shift duration increase from 8 to 12 hours may not help workers. However, national floor minimum wage reforms may benefit the workers. We have to see whether they remain on paper for workers or not.

Migrant workers – some will stay back in their native villages; some will not find jobs when they are back. This is a challenge area for all of us to 'rehabilitate' these two segments. Further, we have a new segment of local unemployed/underemployed, and the self-employed losing 'works' or having products with no/less demand. Concomitant issues of production include: air, water and waste. They need to be addressed in a systemic manner, including reskilling, resource support and nurturing support.

With hindsight, we may argue whether lock down was required, or only tracing, treating and tracking would have sufficed along with 'distancing' and 'washing'. Lockdown has brought unprecedented hardships for some 30 crore tribal and other rural communities. Their livelihoods have been threatened significantly. NTFP collection season has shrunk. Other activities have got affected. 50% of the livelihoods value of the year might have been lost for a majority of them.

Because of the process of coevolution, life learned to immunize itself to infectious diseases and the immune system of the forest dwellers evolved in concert with the immune system of the forest. It is a have-to-have. Time in nature significantly reduces inflammation, and increases the function of antiviral cells, for example. Forest visits increase the intracellular anticancer proteins. There is a strong association between access to healthy wild nature and longer, healthier lives. Can we have more forest(s)? Can we respond to the demand for clean air experienced during lockdown, as a people's right? Can we go for more fair and renewable energy? Can we go for fair data?

Scientists are warning us that worst pandemics are on their way, if we do not work with nature. Frequency may increase. 1.7 million unidentified viruses known to infect humans are estimated to exist in mammals and water birds. Rampant deforestation, modern agricultural expansion and infrastructure development bring us closer to catching them. One million species of plants and animals are at risk of extinction within decades. All this appreciation calls for investing in being in sync with nature, for human and planet health. Governments have to proactively fund. There is no alternative. Business as usual is not OK.

Human touch is an important need of a human being. Our bodies need touch, as we are wired for touch. Release of oxytocin and serotonin connects to our happiness and wellbeing with lower stress. It also saves natural killer cells that kill viral, bacterial and cancer cells. Our social behaviour is affected by touch or touch deprivation. This physical distancing has to come down. It cannot go on, on an imaginary basis.

Transitions

When about 100 rich have the wealth of the bottom half of the world, it has its own repercussions. Pandemic has been pushing the state to take charge of education, health, childcare, eldercare, housing, minimal employment etc. It is also time we discuss employment, underemployment and dignified employment. Minimum wages have to be redefined so that life with dignity is not lost. Can we go towards more and more worker-owned enterprises?

Historically, prosperity comes from equality and education. Also, big challenges of the day require cooperation and internationalism transcending nationalism.

Progressive taxation; public funding for basic services; worker protections and participation in management; and special focused work with PVM are the clear ways forward for work on LPRD-PVM. We need to see the future from the point of view of the play of 5 elements – Pandemic(s); Climate change; Inequity, poverty, vulnerability and marginalization; Collectivization, Communitization, and Partnerships; and Technology including digital data and e-world. States' commitments and spends, and contributions from CSR, donors and philanthropy will also influence these.

The leadership has to be effective for these ways forward to unravel. The top key competencies to be demonstrated by the leadership include: safety hygiene and values; self-organizing teams; unlearning and learning; nurturing and mentoring; and sense of connection and belonging ('apnapan')

We have not yet crossed Corona. But, the World is getting back to its ways of 'being out of sync with nature'. We are incorrigible. Can we work on this?

Now, Amphan devastation, Locust, more viral and other epidemic activity, droughts and floods, climate changes. We need to repurpose. Quickly. The crunch has come. Our egos have to bust. We need to be generous to life.

Life's Transitions

We need to apportion all our expenditure into 6 parts: 1 Part reserved for Learning-Seeing the ground truth; and 1 Part for 'care'. By the same token, we need to divide our time into 6 parts: 1 Part for 'learning'; and 1 part of volunteering and care. I seek co-life-workers to join me in dedicating next 10-12 years (4000 days/50,000 hours) in the following way – in five parts: 1 - field-travel; 2 - being with change agents, people who make a difference; 3 - raising resources for them; 4 - survival; and 5 – spirituality.

Let us appreciate that there are several transitions happen in life, at least four I could figure out. In a typical sahasra chandra darshan life (80+ years), these four may be seen as – 3R+ learning 0-15-30-80 years (student); identifying, finding and getting ready to invest time, energy and resources for the best part of life and progress 15-30-45-80 years (early career); searching for meaning and purpose in life seriously and seeing 'it' 30-45-60-80 years (transitioned career, what/how next - legacy); and figuring out and being useful to life at large and universe, with nothing else coming in the way 45-60-80 years. The years are indicative and may vary from individual-to-individual.

This has taken me to reflection on how I progressed from Gundrampally. From a quick tuition by Krishna Rao Sir, to failing in Class 2, receiving class first prize from father as a chief guest in Class 3, to growing classes of the school as I reached higher classes Class 6 and 7. To joining Sarvail, the first Gurukulam of Modern India, thanks to PV Narasimha Rao, to getting National Talent Search and Mathematical Olympiads, to joining AP Residential Junior College at Nagarjuna Sagar. To REC/NIT Warangal, and growing up, to exploring alternative careers, to joining IRMA.

Blessed to be in Gurukulams – Sarvail, Sagar, Warangal and Anand. They made all the difference to what we are today. PV has initiated Residential Schools, referred as Gurukulams, in 1971, starting with Sarvail, followed by Tadikonda and Kodigenahalli (1972) for the rural meritorious, followed by a residential junior college at Nagarjuna Sagar (1975). Subsequently (1983/84), we have 4-5 schools per district in Telugu states, thanks to NTR. Navodaya schools [Class 6 to 12], one per district, have been started in the country, building on the same concept (thanks to PV and Rajiv Gandhi, 1986). Here the day starts at 0500 hrs in the Brahma Muhurat and goes till 2200 hrs. With Gurus 24x7 with us. More about them soon separately.

Regional Engineering College, now National Institute of Technology Warangal, again a first REC in the country (1959, thanks to PV), and a residential campus, not so attached to teachers, has introduced me to the real world slowly –

exposing to Gender, Class, Equity, Naxalism – apart from Technology. Institute of Rural Management Anand, is a residential campus, with teachers accessible 24x7. More soon separately.

From Gurukulms to working with Dr Kurien et al in Dairy Board and IRMA. To working with tribal communities, GCC. To working with commons and collectives, participation, philanthropy. To initiating Akshara – 7L portfolio. To be in self-help LPRD-PVM movement – SERP and several states, NRLM-UNDP. To working with 50K+ LSIs, LSOs, LSEs. To be a Practitioner-Mentor-Academic. To be in Natural Farming. It is a long way. We discuss more about them in subsequent yoga'kshemam's.

The time has come to intensify the fourth transition. Buddha is inspiring us to think about a sangha. Gurudev is seeking us to write and reach out.

Let us intensify the life's transition and seek N. N takes us and keeps us there. If we are L+ people. If we have portfolio of active transitions. If we are 7R. If we practice 7L.

Join us in the world of yoga – parivarthanayoga for 7L. Krsna confirms he is our charioteer.

162. Unlock

It is Lockdown 5.0/Unlock 1.0, 2.0 and 3.0 over next 100 days. All activities outside containment zones are allowed (with curfew during 2100-0500 hrs; children below 10, elders above 65 to stay home). To be resumed in a phased manner. Phase 1: Economy, Worship, Hospitality, Shops, Local Travel with no or graduated restrictions; Phase 2: Education; Phase 3: Others including International Travel, Metros, Entertainment, Congregations. Safe distance, face mask, hand wash – to continue. Work from Home/Anywhere is to be preferred. There will be many who cannot do these.

Still Corona is strong: 6.3 million (191,000) cases, 375,000 (5,400) deaths. Economy is opening up and catching up slowly, may pick up speed of 2019, only in 2021/2. Some migrant still reaching their native locations; some wondering how should we get back; and quite a number wondering what to do. Some of us are talking 'new ways' and some of us are talking 'how do we get back to old ways'. Many of us in between – lost and directionless. Is it transience? Reasonably long transience? Or a temporary pause, slow down?

When Amphan hits, when locust swarms flood, when more pandemics are in the horizon, when climate crisis window is getting narrower, should we not take and tap these opportunities to move towards new normal, towards truth, light and life, natural living and farming centric shorter value-chain self-help local economies? Increased inequities and inequalities need attention too. Can we do something about consumption too? Can we be in consumption for a decent life, in sync with nature and protecting the future? Can we live with disappearing companies and enterprises? Can we achieve greater immunity? Can we work on consumers and producers towards nutritional food systems? Can we improve our public health systems? Can we be frugal? Can we patronize 'small' and 'local'? Can we be more conscious of our future and planet's future, and act accordingly?

The talk about reverse migration taking us back by 15 years may be pessimistic. The trend cannot be denied. The solution is not loans alone. The self-employed and entrepreneurs need money, investments, or equity, and in a big way. Consumers need money in their hands, again not loans alone. We need to find work for at least 10 million in rural areas newly; and another 10-15 million in the urban areas who may not get their old 'jobs'.

As a result, rural areas have significantly (~20%) more people. More people have to find work in rural areas. There are pressures on commons, forests, land leases, share cropping etc. Intensification of agriculture increases. MGNREGS work demand increases. New off-farm and non-farm opportunities are tapped locally. The demand for better education and better healthcare locally increases. Social protection demand increases. Remittance incomes come down and need for farm income stabilization/augmentation increases. Pre-production (fruits, vegetable, dairy, chemical free produce) agreements increase. Local processing increases. Local economies flourish, may be around local towns and emerging urban centres with farming and related activities in tandem. This scenario needs to be tapped and supported fully.

Government(s) still need to handover cash to the poor, vulnerable and marginalized, some 150 million families, @Rs.25,000 minimum for restoring dignity, hope, faith and promise in them. This is just a 15-20% of the total stimulus package. But it helps in a big way. Let us not shy away from taxing our rich slightly more.

It is also time for our leadership/leaders to learn and show care in kind, responsiveness and kindness-solidarity emotionally.

We hope India in G11, and in UNSC, Modi in Y7, KCR in Y7 et al will take us there. We continue our little endeavours. In Unlock 1.0/2.0/3.0 and beyond.

The time has come to intensify these transitions to strengthen old ways and add new ways of being with, living in N.

Let us get going. Let us reorganize ourselves. Let us reorganize our works and commitments. Let us reorganize our forums, platforms, networks, collectives, organizations, groups and enterprises. Let us initiate where required. Let

us reorganize our schedules. Let us reorganize our methods and practices. Let us have robust portfolios of active transitions. Let us be 7R. Let us practice 7L. Let N take charge. Let N take and keep us there.

Join us in the world of yoga – nijapraakritiyoga for 7L. Krsna confirms he is waiting for us there.

163. Rare skills for leaders

Corona, India at 4th Position. Curve is yet to start flattening. 8 million (325K) cases, 0.4 million (10K) deaths. Negative growth is confirmed. Migrants – quite a number - wondering what to do. Most of us are lost - 'new ways', 'back to old ways' or in-between hybrids.

Till some time, we need to follow – distance, mask, and wash – the corona mantra. WFA needs to be encouraged. Care of the vulnerable and stricter enforcement matters. We need to hurry slowly. We need to inch forward.

Let us also begin to initiate work under Bharatiya Prakritik Krishi Paddhati (BPKP) that has come into being in May 2020, across the country, may be, in a small way. Let us get back and hurry up on NF Platform and NF Coalition nationally and beyond.

Rare Skills for us, the leaders

Shane Snow suggests that the leaders need to quickly acquire these rare skills. Increased interconnectedness universally, has the ability to make micro into macro in no time. It is not easy to suppress data. If authentic sharing does not happen, 'modified' data reaches via gossip, rumour and social propaganda. This can affect our work, our results and our purpose(s).

Therefore, we need to be system thinkers – understanding interconnectedness, ripple effects, synergy, human systems, teamwork to unlock larger potential of the system, team diversity and multiplicity, integration. Curiosity, Openness, Interpersonal Skills, Communication Skills, Asking right questions, Navigating complexity, Analytical ability and Tolerance for Ambiguity help in improving systems thinking.

We need to be intellectually humble and honest. Information asymmetry has to be reduced. We need to work for more transparency. We need to go 1-2 levels up in integrity norms. We need to be more adaptable and flexible. The realization has to be 'strong' that what we know is very little. Team knows more. World knows more. This would mean listening all views, no over confidence, separating ego and intellect, and revising viewpoints with new 'insights'.

We need to be generous to a fault. Kindness and ability to feel the state of others and respond matter the most. Can we 'not only refuse to shoot the opponents, but also refuse to hate them'? Then, we can innovate, discover, re-invent systems that work for us, all of us, all the life, in this universe.

Leaders with these skills are not utopian. They exist amongst us. We need more and more of them. And we can be these. We can make hard choices. We can put people above money. We can put community first. We can be at the forefront of offering hope, faith, promise and love for the poor, vulnerable, marginalized, and addressing the crises they face and this planet faces. Windows are small, 10-12 years. We need to act now. This is not the last pandemic. We may have more. We may have more disasters.

Can we not invest in more of us becoming these leaders? In a big way.

Skills for Living and Livelihoods

We need knowledge, skills, tools and/or resources and therefore to be gainfully employed, either working for someone/some entity or working for yourself, to achieve livelihoods, a means of living, in terms of arrows, capitals, and contexts of the livelihoods arena. Gainful employment is a continuum – casual, wage, job, self-employment, micro-entrepreneurship....

Context

Yes, there is a crisis. This crisis is further accentuated by COVID19. A much larger crisis we ever imagined. The skewed resource distribution; the skewed skill distribution; the skewed information availability; growing middle and rich classes; widening gulf between the rich and the poor; reducing charity; business orientation in public services; increasing allocations to some programs like Employment Guarantee, Old age Pensions, Public Distribution System, Subsidy for low-interest loans, etc.; dying and drying traditional occupations; some paradoxes – unemployment and

underemployment co-existing with employers not getting candidates for jobs, money of the poor in banks is more than the loans they receive, large unutilized infrastructure and investments for new infrastructure, demand for the products and services we cannot give and no market for the products and services we can give; rapidly changing climate – ecological, social, economic and cultural; globalization and liberalization; changing (accelerating) pace of life and decision-making; low capacities of the facilitating civil society to teach the poor meta-fishing skills (beyond fishing skills), rather than fishing skills and offering fish.

We have, for example, grown from a mere 5 crore families in farming with a mere 15% labour to about 15 crore families with more than half as labour, in 70+ years. The well-being of 12-13 crore families depends on how well the remaining 5-6 crore families get absorbed in the lucrative and decent non-farm livelihoods quickly. That would mean a whopping $5 \times 2 = 10$ Crore jobs just to rehabilitate farmers and farm workers. The crisis situation is more pronounced with other traditional livelihoods. Growing middle class wants products and services and these people have to produce/provide these products/services. As an economy, services have touched 50% of GDP, and primary sector is less than 20%. Workforce has to get distributed accordingly.

Fortunately, the parents do not want their children to continue in these livelihoods. The youth are reluctant to continue. If educated, the reluctance is higher. Unfortunately, the quality of our education is pathetic. A recent employability survey reveals that a mere 1% of our graduates and post-graduates are employable. This is slightly better for professional graduates. Our own experience in recruiting candidates reveals this amply. About 10000+ graduates/post graduates when assessed on four simple counts – writing 50-100 words in mother tongue about one self; reading a passage (in mother tongue) and responding to direct questions; translating a simple 2-3 sentences; and simple arithmetic problem – most of them could not score a minimum grade. Surprising but that is the reality we are living with.

In any case, it appears that the youth want to get into government service as priority. Otherwise, we are self-employed/enterprise-centric ('krishi'). Therefore, many of the youth are not wired to be 'slaves' doing a routine low-end job. They would like to be self-employed or run an enterprise for products or services. They seem to have 7R Skills – 3R+ICT, Reflect, unlearn, practice and pursue. They seem to have entrepreneurial competencies - Vision, Initiative, Result Orientation, Innovation, Critical Info Seeking, Inter-personal Ability, Tenacity, Self-control, Strategic Influencing, Concern with Impact, Learning Orientation etc. Because they have survival instincts.

With COVID, some migrants are back in native places. Some migrants go back to work locations to find that they are no longer needed. All of them need to be absorbed locally. Transient poverty is increasing to go beyond 60%. They need to be absorbed in the work force, either as skilled worker or as self-employed.

While Government may not absorb more people on its rolls, these poor, their organizations and the organizations that work for them need skilled workforce, skilled in community mobilization, collectivization, servicing their collectives, analyzing and planning for households, groups and collectives, pooling resources, providing market intelligence, sourcing inputs, pooling the produce and adding value, marketing the pooled produce, extension in managing natural and physical resources, social resources and financial resources, so on and so forth. They also need service providers. They need teachers. They need health workers. They need milk testers. They need book keepers. ... some 1 for 20/25 families – i.e. 30- 40 million! Some 0.5 – 1 million integrators, working as chief executives (or their deputies) of community organizations, or the support organizations/units! They also need entrepreneurs to launch and manage enterprises. Some of these organizations/enterprises may have business turnovers in the range of Rs.100-1000 Million, comparable to medium size corporate!

Paradoxes and Questions

There are crores of people, eagerly searching for jobs. Paradoxically, on the other side, employers are unable to find employees with suitable skills, and are facing difficulty in filling up jobs with suitable persons. A fraction of these people are accessing placements. Only 10% (2% formally, 8% informally) of total workforce avails skill training. Professionals are in job market without required skills. 80-90% of skilled, semi-skilled and unskilled workers, without formal training, are engaged in informal sector. Majority people are unskilled workers.

The schools are not able to offer life skills, foundation and core skills and soft skills. The students after going to school for a few years get a feeling that they should not be engaged in certain occupations including farming and other

traditional occupations. Is not there a need for market need assessment of products and services consumers seeking, and the current skill status of people in the market? Should they not be counselled deeply for getting ready livelihoods and marketable skills for gainful employment post-schooling? Should not the counselling involve discussion on what market needs, what skills they have and what skills they can acquire based on your behavior competency profile and skillset?

Many more paradoxes exist – skills needed vs. skills available, employers need skilled persons vs. skilled persons need jobs, skills without certificate vs. certificates without skills, skills in abundance vs. skills that support/enhance our competitive edge, placement vs. admissions etc. Industry's ways of dealing with skilled workforce (blue collar) vis-à-vis other human resources (white collar) is under scrutiny and there is a consensual demand for treating everyone as human resource. With increased share of services in GDP, the concepts of service level agreements and full-time equivalents are heard more often and they find their way into industry too. This paves way for increased outsourcing, large units taking outsourcing from multiple units for increased scale and cost effectiveness and need for multi-skilling.

It appears that all skills that can be thought of are in the schedule of wages for minimum wages – if not in the list, it is treated as part of others. With MGNREGS working, for unskilled, market has to pay at least the minimum wage for any skill. Under the circumstances, how can we absorb with remunerative incomes guaranteed, some 15-20 million youth every year from now on, after accommodating the existing 300+ million youth on the 'bench'? Tall order! It can be a long wait!

None of us know the future well. This would mean offering the youth multiple skills and meta skills so that they cope with not-so-certain future and future projections/forecasts. This would also mean: improving the foundation of 3R-7R skills to all; teaching and practicing dignity of labour; and increasing skill-schools, occupational/vocational gurukulams. These schools need initial funds to begin and for infrastructure and could become self-reliant in due course. Trainers need to be trained in the new and expanded curriculums that include soft skills, life skills, etc. There should be space for continuing education and career paths should be visible. They need to get paid well, better than an unskilled/ less skilled educated assistants. Then, the youth can professional education loans, and buy skills education. They need to be prepared - some could be employed; some could become self-employed; and some could be entrepreneurial - starting tiny enterprises that can take on outsourcing work, service provision. They can be collectives of service providers with multiple but interlinked/integrated services. Yes, they need to be financed.

In addition, there is a need for place to stay, eat and socialize in the environment s/he is familiar with. This offers scope for 'temping' enterprises. In all this, identifying the people based on their competency and interests, inducting them, and mentoring them become the key processes forward.

Some BIG questions that come up – are we pushing 'migration' into cities? Where are the employers? Are we going to have skills that are required in rural areas? What about the unemployment in the 'educated'?

Skilling – how can we make it useful to Indian Rural Youth, to Rural India. How do we ensure that there is some understanding between the urban and rural players so that an integrated effort without unnecessary competition in the job market? Should we merge the rural and urban Skills Missions into one?

Can we tailor the Skilling to provide for Jobs and Self-employment? Can we offer entrepreneurial support, mentoring etc.? How do we bring in the existing self-employed? Family-employed? Can we finance them? Can we support value-addition? Can we collectivize the self-employed for achieving backward and forward linkages and value-addition?

How do we map the demand for Jobs? How do we map the demand for products and services? Do we have the counselling for the Youth for their current skill-set and aspirations? How do we ensure quality skilling for them? How do we show market for them? How do we involve and build ownership for the community institutions in identifying the needy youth, matching skill needs with market skills, skilling, and placement?

Can we give vouchers to individual youth to choose her/his skill need and get skilled? Can we ask the Community Institutions to take charge of skilling? Or can we build a partnership between the skilling agency and community institution?

Can we achieve the scale we require? Some 2 Crore/year? Can we keep the entire framework engendered? Gender sensitive?

Skilling in India - on the whole, we have outlays increasing for skills without concomitant results. It is still surprising, employers are not chipping in big way to pre-sponsor skilling for placement. Similarly, financial institutions and banks are shying away from sponsoring would be 'entrepreneurs' and self-employed to skills, and helping them with grants and loans to establish product and service enterprises, on the scale we want.

What can be done?

- *This is a wake-up call. For a life-centric economy. Faster recovery from CoVID and more crises. Self-regulation has to be learnt. To be rooted in, be in sync with nature has to be learnt.*
- *Be electronic. But, beware of e-fatigue.*
- *Services to PVM in access entitlements, rights, services and justice; Universal basic income*
- *Let us appreciate that there is an Education Funnel and only a few pass through it. When about 20 million children enter school (subsequently in workforce) every year, only a fraction (less than 2%) join the organized sector employment. About 80% have to join the agriculture and allied sectors as owners/labour, or become self-employed artisans or join the casual/semi-skilled/skilled workforce. Many of these have to be 'rehabilitated' in alternative sectors.*
- *Let us appreciate that there is a Continuum: Education, 3R Abilities, Skills, Experience; there is a Continuum: Traditional/Existing → New/Emerging; Tribal/Rural → Urban*
- *Let us appreciate that there is an Employment (Wage, Job, Self-employed/Services, Entrepreneur) Continuum. Employability and Competency Continuum and Demand Continuum. Jobs can be in Individual or Collective Enterprise(s). Collectives of Workers are feasible.*
- *Let the youth exercise informed choice, based on appreciation of aptitude and ability. While the aspiration profiles of the youth, more or less, remain the same, the capability sets are very diverse. The differences exist in multiple axes – background (tribal, rural, urban), literacy (less, more), skills (less, more), security (security seeking, entrepreneurial – self-employed, running an enterprise, leading a team), sex, marriage, knowledge, skills and behavioral competencies etc. Many may have differential basic 3R (reading, writing and arithmetic) skills.*
- *Let us ensure that we choose youth with values – Hope (it is useful), Faith (can learn, have capacity), Promise (reliable, long-term), Love (care, discipline, concentration and practice)*
- *Let us be sure that they get remunerated well*
- *Let us ensure that they got high quality skilling so that a career path is visible*
- *All should get life/core/soft skills, market skills, leadership-management skills, in addition to training skills. They should learn to understand and manage oneself and teams.*
- *Let the training be residential, not less than 180 days.*
- *It is important that they get multiple skills, generalist skills and integrator skills.*
- *Let us offer 3F: F-F-F – fish, fishing and meta-fishing. Initial unemployment stipend and stipend during skilling; offering skills; offering meta-skills to market skills, services and products, discover the gaps and opportunities, and finding a way to address the gaps, and/or tap the opportunities, and learn new skills on their own or through finding appropriate sources, et al.*
- *Let there be some stake/investment by the trainee too.*
- *Big Skill Areas portfolio should include: Natural Farming, Integrated Farming and related; Enterprises; Education; Health; Self-help – micro-finance services; Community Institutions; Retail; Security; Delivery Boys; Driving-Transport; Home Management; Eldercare; '1000' days etc.*
- *Let us offer skilling portfolio of options – customized; videos; live examples; exposure to real job or enterprise; off-line and online; rigorous practice; career guidance, mentorship, internship, apprenticeship, handholding, funds and linkages*
- *Let us offer vouchers to youth so that they can buy 'skilling' programme wherever they want*
- *Let us increase skills for self-employment/entrepreneurship numbers vis-à-vis skills for jobs*
- *The offer should include: Knowledge, Skills, Tools, Practice, Apprenticeship and Resources*
- *Let the local community institutions in identifying and tracking the trainees.*
- *Let us allow moving from Job skilling to Skilling for Self-employment, and vice-versa. Better still is hybrid.*

- *Let us nurture and take them till the end – till retained job, may be a year; or a well-functioning self-employment unit.*
- *Let us assess the entrepreneurial spirit: pursue opportunities relentlessly with limited resources, taking calculated risks. Remember Tea-Pakoda Enterprises!*
- *Let us teach the principles: we are an enterprise country; tribal-rural-urban-emerging (TRUE) is blurring; there are no real experts; we need to dig deep; purpose matters most, not the tools-skills; organizations and enterprises need social company.*
- *Let us teach: local, local market; quality-scale trade off; reach the consumer directly as far as possible; we cannot do everything – we need partners; enterprises, entrepreneurs and workers can come together; let us operate in a prosperity paradigm*
- *Let us remember that all enterprises are not formal; all are not big; all are not stationary; all are not having offices; some may be 1-5 number enterprises.*
- *Let us remember entrepreneurs need support: counselling, training, mentoring, role models, Business Plan, Systems, Market Feedback, Technology adoption, Team, Risk cover, Equity?*
- *Entrepreneurial clustering for commodities, products and services is possible; entrepreneurs can service one another too.*
- *Angel Investors, Venture Capitalists, Financial Institutions, Banks et al are linkable.*
- *Let them go through visioning and planning for them individually and as an enterprise.*
- *Let them go 'meta'; Let them strengthen/build Existing Collectives, Collectivize and Communitize*

It is time for our leaders to learn and show the rare skills of systems thinking, honesty-humility and generosity. Can we work on them?

Let us be with N. Let us be 7R and practice 7L-SHG. Let us help others amongst us to be 7R and practice 7L-SHG. Let us be skilled for robust portfolios of life. Let N take charge. Let N take and keep us there.

Join us in the world of yoga – jivanipunayoga for 7L. Krsna confirms he is watching us to take us there.

164. Living in 2020 and Beyond

Corona, India is galloping towards 3rd Position. Curve is long way away to start flattening. 10M (550K) cases, 0.5M (16K) deaths. Therapy is inching in. 'Vaccines' are circling around. Distance, Mask, Wash, Immunity Nutrition, WFA – still the mantra. Technology helps. Tracking App, Data Analytics, Dashboards, Drones, Info-guide, teleservices.

These crises are echoing – let us live and evolve with life, nature; let us transcend just seva and sangarsh, to seva, sangarsh and samsodhan. This effort multiplies the results manifold. Let us go towards more life-nature-centric living-thinking-action leading to augmented knowledge and evidence for and with us. And by us soon.

Living in 2020 and Beyond

Future calls for hybrid of deep expertise (core competence, unique skills, depth) and generalist integration ability. Breadth of Perspective. Ability to connect the dots. Ability to generate the dots. Ability to appreciate advancement in technology. Ability to handle increased/increasing uncertainty. Realization that past performance does not guarantee future results. More skillsets and more toolkits in hand. Access to more skills and more tools. Agility. Flexibility. Reading widely. Broad spectrum. Systems thinking. Interconnectedness. Disruptive impacts. Multi-functional experience. Multi-domain grasp. Multi-geographic insights. Multi-cultural appreciation. Immersions. General cognitive ability. Meta-fishing ability.

We need to have life-centric nature-centric approach. Philosophy. Way of thinking.

As technology takes deeper roots, we human beings become less useful unless we deliberately focus on being useful. Artificial Intelligence takes over many human tasks. Our 'tasks' need to be reinvented more frequently, again and again. Some of us, majority of us, may end becoming unemployed, and unemployable. Virtual, hybrid worlds may take charge of engaging us. We seek meaning in life in these worlds. These include 'isms'. Ideologies. Lifestyles. Screens. Books. We seek 'happiness' in the mind, brain. We seek 'happiness' in the journey. Life. We seek 'happiness' within. Equated universal happiness.

As we have limited knowledge of the elephant, and as we do not realize that, we end up drawing conclusions. Mostly mistaken conclusions. Our incompetence does not allow us to realize this. In fact, we remain or become confident in our opinions and articulations. Unrecognized ignorance drives us. Many a time this ignorance is linked to our self-worth. The old dogs in the mind let no new dogs easily. We lack the skills, tools and abilities to assess the old dogs within us. To silence them. To shun them. Even if we get 'feedback'. Can we keep reminding ourselves that there are lot of things we do not know; and the one part we think we know 100% is not true. Many small parts are still not known to us. Not understood by us.

Let us realize that it is 'one' consciousness that is spread all across cosmos. Its modes and quanta differ.

Agroecology practices take us closer to this consciousness. Health and wellbeing of Humans, Life, Soil and Planet. The elements include: Multiple crops, 365 day-green cover, livestock, integrated farming, landscape management, local value addition, local self-reliance, short value-chains, family food-nutrition-health security and equity, low cultivation costs, increased proportion of consumer rupee in the hands of the producers. State could get out of 'subsidies'. Forests would be back. Bio-diversity. Unfollowing. Regeneration. Collectivization and aggregation. Communitization. Community-owned value chains. Outlets. Producer-consumer linkages. IT Platforms.

Towards increasing land and water productivity. Towards living without debt. Towards Nutrition security. Towards living soils. Towards Resilience. Towards Dignity. Towards Universalization. Towards covering the entire Planet.

Let us hurry up on Natural Farming Platform and Natural Farming Coalition nationally and beyond.

It is possible to take the 'work' closer to the nature and deliver globally. Work closely with global teams. One can add local work into the portfolio. Teaching. Caring. Farming. Value Addition. Planning. This may improve/increase Nutrition, Health, Savings, Care, Usefulness and Happiness. This is the 'culture' of self-employed families. Can we hybridize this now? For more and more of us?

While every entrepreneur is a social entrepreneur in some sense, some are more social than others. They tackle world's most urgent issues. They work under intense pressure in under-resourced situations. Path is often lonely. They often overlook their own wellbeing. These lead to high burn-out, mental health and relationship breakdown incidences. 50% is the guesstimate among the successful.

Their wellbeing and well-doing are closely interrelated. Performance is optimal when the pressure is in the stretch zone. If it crosses into strain or burnout, the performance drops significantly. Art and Culture that appeal to hearts and minds can play a significant part in keeping the pressure within the realms of stretch zone.

Life does not have to be so stressful. Simple life can help in making it less stressful. It increases happiness. When the crunch comes, we need air, water, nutrition, clothes (cover), shelter (shade), engagement and entertainment. Simple life includes silence, solitude, reflection and meditation. It gives us more time to ourselves. As we reduce time for materials, we get time to invest in our relationships of quality and intensity. Friends improve heart, mind and brain health. Be generous and keep doing good. As consumption comes down, we have less debt. Need for money, incomes comes down. Health improves. Focus improves. Planet can feed more. Planet's health improves. We become beings. To have is not important. To do may be limited to – to be.

It is time for us to learn and start living in post-COVID window and beyond.

Let us be life-centric. N-centric. With hybrid portfolio of skills of core and generalist. Deep and Integrated. Management and Leadership. Let us be leaders with these portfolios. Let us build leaders with these portfolios. Let N take and keep us there.

Join us in the world of yoga – navanipunayoga for 7L. Krsna confirms he takes charge of guiding us to him.

165. National Coalition for Natural Farming

Corona, India is galloping towards 2nd Position. Curve is yet to flatten. 13M (1M) cases, 0.6M (25K) deaths. Virus is in mutation. Therapy is inching in. 'Vaccines' are in trials. Distance, Mask, Wash, Immunity Nutrition, WFA – still the mantra.

Let us listen to who made and are making a difference on scale. Nirmanakaya Sevaks. Servants of Life. Masters. Lifeworkers, Development Leaders. Social Entrepreneurs. Mentors. Angel Investors. Let us relearn from them. Their Journeys. Their Methods, Tools, Practices, Processes. Their Whats, Hows and Whys. Leesa is putting up a mechanism for this. Heart-to-Heart. **Heart-to-Heart with Masters.**

Let us get ready. We listen live to some of them in the coming 2 years. Every Saturday. 1900-2030 hrs. Then we have them in the videos. Then we have them in the print. Then we meet them in forums.

We are 7.8 Billion. We are a long way away for stabilizing our numbers on this planet. More than 1% growth rate. We still spend less than a dollar a day on healthcare. 60 cents on Education. 25 cents on Defence. 50% of us access internet and 'electronic'. We are losing forests, lands.

10% of us are undernourished; 20% of us are overweight; 10% obese; 15,000 a day die hungry; 10% no access to safe drinking water.

We use only 15% energy from renewable sources. Sun is giving us 1000 times our energy needs. Water is there. Wind is there. Atoms are there.

India produces about 500,000 managers every year. 80% are mediocre. Not even 1% are considered as premier/standard management schools. Most management schools still not transcended to offer leadership, entrepreneurship as part of the management. Further, development of the poor, vulnerable and marginalized is hardly their focus. The debate of 2-year, 1-year, part-time, online-hybrid – which is more appropriate is not resolved yet. The tendency is clearly towards a top class one-year programme, after a couple of years of work experience. We need generous generic servant development-social leaders to serve our people, their value-chains and businesses. They need to appreciate portfolio of integrated multiple disciplines. They need to appreciate emerging technologies. They need to cope with VUCA world. They need to respond to changes – climate, technology, social, cultural and economic. They need to transcend algorithmic skills and increase learning focus on higher order skills a la leadership, leadership toolkits, strategy, crises, conflicts, disruption, ICT, data analytics, dynamics, ethics, inclusion, social purpose, sustainability et al. They need to have learning touch with the schools life-long. They need to network. Also, the people who come into them are not the best. The challenge to attract the best remains unaddressed for many decades now.

Yes, all need not be academically qualified leaders. Most need to learn and become. Soon.

As we grow into leaders, it is possible that loneliness hits us. It is not mental always. It manifests as physical pain in the brain. This discomfort impacts work and increases costs. Burnout adds to this loneliness. Burnout is not exhaustion alone. Loneliness and exhaustion work on each other as in a vicious cycle. Of late, exhaustion is increased (50% talk about this). We are tired more but we continue to work. Loneliness is largely due to emotional exhaustion. Loneliness is a killer. Burnout and loneliness is across 'HR' whether overworked or not. Greater human connection is the key that leads to greater psychological wellbeing, in turn to well-doing. For this to happen – we need - caring, supportive, and forgiving relationships; compassion for workplace resilience; small groups and networks for advice and support, with mentoring and teamwork, group tasks; celebrating individual and collective successes. Our immunity increases. We live longer. We are less anxious and more happy.

All of us are leaders and we need Metaskills (meta-fishing skills) – the ability to know what knowledge, skills, tools, resources that are required (we do not have, or there is demand), find the sources to acquire them, acquire them and deploy them as needed. How do we learn metaskills? Metafishing skills? Can we devote 10,000 hours to practice metaskilling? Practice giving? Practice helping? Practice serving? Experience, feel multiple situations, possibilities. See

right. Read right. Listen right. Be current. Network right. Have networks that feed. Pursue relentlessly. Do not give up easily. Metaskilling ability increases.

Government of India has announced in May 2020, the Bharatiya Prakritik Krishi Paddhati (BPKP) and issued guidelines. BPKP is like a pre-cursor to the coming National Mission on Natural Farming. BPKP is towards zero-external input farming, relying on the principles of ZBNF. Preferred focus is on dry lands, rainfed areas and tribal areas, small and marginal farm holders, and tenant farmers. Farmers are tracked and certified under PGS for buyers who need certification. BPKP's budget is modest, Rs.12,200 per ha. About 65% of this is for field cadres and capacity building. Value-chain related plans can be funded additionally.

Thus, BPKP, explorations and early efforts by the state governments to come into agro-ecology thinking, and small pilots as proofs of concept by civil society, and attempts to advocate for proof of applying the concept on scale, have given us a good starting point for coming together.

National Coalition for Natural Farming

We wished for National Coalition for Natural Farming on 28 June 2020. For learning, accelerating the practice and evolving policies around agro-ecology based multiple farming practices. Thanks a lot to Everyone, for the time, energy, support and inspiration. Now and in future. In less than two weeks, on 9 July 2020, it came into being, with an articulated purpose of building System-wide capacities for mainstreaming NF across India (and outside). Specifically, it wants to contribute – Ecosystem for NF in 5 years, 2 million Champion Farmers in 5 years and enabling 50 million small and marginal farmers and farm workers into NF in 10 years. Ambitious but needed. No alternative.

Forum for a distributed, plural and regenerative ecosystem. Public opinion and action. Champion farmers as resource persons. Institutions and partners in mobilizing and leveraging. Transformations transcending tipping point. Landless, marginal and small farm families and farm worker families. Women and men. Returned migrants. Nutrition security for the vulnerable.

The approach is to achieve exceed critical minimum and tipping point levels as quickly as possible, given the intensity of crises, and the availability of small window not more than 10-12 years. The discussion and decision of formal structures for the same will be taken in due course, if required.

Non-negotiables and Common Accepted Principles, Mandatory Minimum, Unto one's ability, Maximum Meaningful Programme based Vision derived from Ground drives the Coalition. Nationally. Locally. In the realm of NF Continuum. NF Principles. Farms to Landscape to Ecosystem and beyond. Human, Life, Soil, Planet Health. Moisture, Microbes, Matter. Planet boundaries. Future's Trusteeship. Nutrition, Livelihoods and Local Governance. Participation, Collectivization and Communitization. Saturation. Short local value-chains. Tracked Value-chains. End-to-end. Verified Source Areas. 1000 flowers with proof of concept application on scale. Customized local adaptations. Higher % of Consumer Rupee. Premiums? NF Brand(s). Partnership with Brands like AMUL.

Special focus remains on indigenous; tribal and subaltern communities; rainfed; forests; land and water; women; small and marginal; farm workers; IT professionals entering farming; returned migrants; farming entrepreneurs.

Special attention is also on discovering and evolving Science behind NF, with farmers as the scientists, with new learner risk-taking scientists with higher inductive logic, with land to land; land to lab to land; farms as live labs.

Special drive is towards NF ecosystem. Policies. Incentives. Triggers. DBTs. No subsidies for chemicals and other anti-NF activities. No fertilizer subsidy. No electricity subsidy.

Realization includes de-addiction. Mindset changes. Behavioural. Catching the young. In homes. In schools. Work on school curriculum. Work on NF academics. In Farm colleges, Universities. NF Universities. NF Leadership Centres. Learning Centres. Resource Centres. Cultural Centres. Libraries. Literature in popular forms with least jargon. Books, Songs, Stories, case Studies, Videos, Films, Modules, Manuals, Case studies, caselets. Long Notes, short notes. Conversations. Methods. Toolkits. Writeshops. Apprentices. Peer-learning. Crosslearning. Redundancies. Diverse knowledge and learning systems and spaces.

Engaging matters. Farmers. Community leaders. Civil Society. Researchers. ICT. Governments. Engaging locally, appropriately. Local for local. Point for point. Strategic. Tactical. Meeting their needs. Using their creativity. Energies.

Taking their gives and giving their takes. Telling what is possible. Reaching out to more and more. In less and less time. Resource Persons, Peers. Online, Off-line. Even in Corona times. Mentoring. Troubleshooting. Call Centres. Everyday. Planning, facilitating and tracking. Preparing for the next year, next season. Now.

Inspiring, mobilizing, and joining in the plans from the ground, in their own ways.

Its seven strands of work (engagement, operations) are:

- 1. Stakeholder Platforms, Forums, Movements. Social. Women SHGs, Women and Men Farmers, Consumers, Community institutions, PRIs, NGOs, Community+Support Combos, Researchers, Supporters, Governments. For Mobilization, Learning, Extension, Aggregation, Meeting the needs, Solidarity and Policy discourse.*
- 2. Experience Base on Ground. Practices, Farms, Farm-situations, Integrated Farming, Landscapes, Geographies, Institutions, Men and women, Cadres, Practitioners, Value-chains, end-to-end. Verified Source Areas.*
- 3. Capacity at Scale. Architecture. Mechanisms. Practitioner-Peer-Champions. Online, Offline, In situ.*
- 4. Learning and Communication - ICT Platform(s). Tracking. Database(s). Data Analytics. Learners. Policy Groups. Donors. Producer-Consumers. Buyers-sellers. Groups.*
- 5. Research, Innovation and Documentation. Synthesis. Impact Assessment and Dissemination. Shrinking the black box(es) of biological, life and other processes.*
- 6. Education. NF Professionals, Facilitators, Entrepreneurs, Managers. Children. All stakeholders. Formal and non-formal. Lateral and self-learning. Learning Material of various levels.*
- 7. Resource Pool of Practitioners-facilitators. Support various activities at various levels.*

The key team to anchor the NCNF is Core Support Team, mostly senior volunteers committed to scale Natural Farming and committed considerable time, say 10-20% of work time – at least 10 hrs a week or 50 hrs a month or 500 hrs a year. The areas of support include: mobilizing collective commitment of coalition for scaling, enrolling key stakeholders, policy discourse at various levels, bringing variety of knowledge, human, financial and other resources, planning and guidance at various levels and on various activities, governance at field, and higher levels, seeking advice from Advisers and Advisers' Groups, facilitating various teams around work/ operational strands, and taking work from volunteers, resource persons, paid part-timers and full-timers, community and support groups/organizations, and secretariat.

The Core Support Team supports in taking forward and realizing the vision and direction of the Steering Committee. A small secretariat is under development. Amit Chandra Foundation is chipping in initially.

A small (5-7 member) Steering Committee has taken charge of setting and steering vision, strategy, architecture, membership, partnerships, direction, governance and oversight. Its portfolio includes: vision, strategic direction and guidance, planning results, enrolling variety of member-stakeholders and partners, engaging with governments, donors, civil society and federal community institutions, raising resources, and taking the work from the teams, resource persons, volunteers directly or through core team leadership/secretariat.

Steering Committee works closely with Committed to NF Friends from Philanthropy, Donors, CSRs, Governments, International Organizations/Groups, Regional/National Networks, and Strategic Generic Leadership Advisers and Advisers around the key strands of Coalition's work. Core Team Leadership, Work (Strand) Teams and Secretariat service them.

Steering Committee may have inclusive-diversity-variety. More youth. Include community institutions, CSOs, Techies et al. But with passion. Size cannot be big. May have a Convener/Chair for holding it together. A rotating Chair, Convener are possibilities.

As we go along, members' forums may emerge. Practitioners, and other stakeholders to be part of the members' forums. Geographic and thematic Chapters, sub-chapters and communities of practice to emerge all across. Focus Groups emerge working on different critical issues of interest.

Initial Steering Committee, for a year, came into being unanimously – Vijay Kumar, Vijayanand, Mihi Shah, Abhijit Sen, Kavita and Jagadeesh. The Agenda before them -

Long-term:

Vision, Approach, Results, Concept, Framework Comprehensive;

Non-negotiables, Meaningful Maximum, Common Minimum Mandate

Coalition architecture bottom-up;

Members - farmers, cadres, support individuals;

Member organizations - community organisations, support organisations, networks, etc.;

Operational work strand teams – field, geographic and thematic teams; Governance Systems;

Formalization;

Augmenting - Knowledge, Experience, Field-Models-Research Base; and

Augmenting - Pool(s) of Resource Persons, Volunteers, HR, Funds

Short-term:

Come into being, come to full life, physically, electronically; core group/team, website et al;

Teams around Operational/Work Strands and Secretariat;

Engaging with ready governments and initiating work with them;

Enrolling ready Community and Support Organizations and working with them;

Training for CSO, Government teams, cadres and farmers;

Pilots; and

Raising knowledge, material, human and financial resources for Work strands

Let there be a more robust comprehensive but live dynamic coalition framework note in the next 100 days. A la NRLM Framework for Implementation. This will be a living document. With soul. Consciousness. For life in the margins and life getting into margins.

*Let us hurry up now. Let us take NF Platform and NF Coalition forward. **No excuses now.***

The way ahead is Life-centric. Nature-centric. Living, Farming, Nutrition. 7L. Leading, Learning, Loving. Happiness is in living. Living simple. Living in Panchabhuta. Being is life. Living is life. Flowing is life. Touching lives is life. Silence, solitude, reflection, meditation take us there. Generalist KSTR - Knowledge, Skills, Tools, Resources - take us there. Lok takes us there. Core takes us there. Depth takes us there. Breadth takes us there. Bird takes us there. Worm takes us there. Integration takes us there. Leadership, generous generalist servant integrator leadership, takes us there.

Let us be N-leaders with N-portfolio. Let us build and mentor N-leaders. Let us invest in N and N takes care of us. Let us give a better N to the future and future cares us.

Join us in the world of yoga – now - sahayoga for 7L.7R, Krsna confirms he is waiting in N for us.

166. Friends make all the difference

We are getting ready for the first Steering Committee meeting of the National Coalition for Natural Farming on 30 July. Steps forward.

Union Cabinet approves the New Education Policy 2020. NEP final draft for circulation is available. A landmark step ahead, after 35 years, towards 6% GDP for Education. Kasturi Rangan's Committee prevailed. HRD Ministry becomes Education Ministry. Key highlights from LPRDPVM's perspective include:

- *Universal access to schooling at all levels. 3+12 year schooling.*
- *Key Principles – Respect for Diversity and Local Context; Equity and Inclusion; Community Participation; Tech-use; Core Essentials, Conceptual Clarity, Critical Thinking and Creativity; Holistic, Interactive and Experiential Learning; Continuous Assessment and Review*
- *5+3+3+4 structure, starting at age 3. Intermediate becomes part of the schooling. Schooling starts with nursery and kindergarten. Anganwadis become part of schooling. Schooling is for 3-18 years – Foundation, Preparation, Middle, Secondary. ECCE to become part of school; School complexes; School Education Zones*
- *No subject optional groups in secondary level. Flexibility and choice including arts, crafts, 'extra-curricular', sports, coding and vocational skills.*
- *National Mission on Foundational Literacy and Numeracy.*
- *Digital content, as much as possible; and in multiple languages. DIKSHA, SWAYAM et al Platforms.*
- *Focus on non-academic skills, language diversity and course fluidity, beyond the language and STEM core.*
- *Mandatory Health and Nutrition, Physical Education, Fitness, Wellness and Sports*
- *Reduced weight of school bags, Bagless days*
- *Integrated Pedagogy, Experiential Learning, Practice-based Learning, and Peer Tutoring*
- *Knowledge of India, Lok Vidya*
- *Open Schools to offer equated alternative school curriculum, and literacy and life-enrichment programs*
- *Small internships at school level*
- *Three languages, with at least two Indian. Mother tongue at least till Preparation Stage (Class 5)*
- *Sanskrit to be available as an option throughout. Other classical languages too.*
- *Two level offerings in subjects*
- *Testing of competency-based learning around analysis, critical thinking and conceptual clarity; and twice a year.*
- *National Assessment Centre, PARAKH (Performance Assessment, Review, and Analysis of Knowledge for Holistic Development)*
- *Holistic Progress Cards*
- *Bringing back out of school children*
- *Libraries, National Book Promotion Policy*
- *Higher Education Commission of India in lieu of UGC, AICTE et al to manage National Higher Education Qualification Framework.*
- *Professional Councils as Professional Standard Setting Bodies*
- *Multi-disciplinary education across. Multidisciplinary Education and Research Universities (MERUs); Stand-alone technical universities, health science universities, legal and agricultural universities etc., including IITs to have holistic curriculum.*
- *3-4 year UG with multiple exit, entry options – certificate (1), diploma (2), degree (3), degree with research (4); 1-2 year PG; No M Phil.*
- *Academic Bank of Credits (Digital) – for credit transfer*
- *National Research Foundation*
- *Open and Distance Learning including credit-based MOOCs, e-education, National Educational Technology Forum*
- *3.5 Crore more Higher Education Seats*
- *Research-intensive, teaching-intensive universities and autonomous degree-granting colleges*
- *National Scholarship Portal*

- *School Standards Authorities, School Quality Assessment and Accreditation Framework, National Achievement Survey*
- *4-year Integrated BEd, 2-year BEd, 1-year Bed; gradually only graduates as Teachers; local teacher education programmes for eminent local persons as teachers on special courses/subjects*
- *National Professional Standards for Teachers*
- *Academic Leadership Positions*
- *Gender Sensitivity*
- *Special Support to Gifted, Talented Students*
- *Lifelong Learning*
- *Adult Education: Foundational Literacy and Numeracy, Critical Life Skills, Vocational Skills, Basic Education and Continuing Education*
- *NEP Timelines for unveiling*

There is no mention of Residential Schools. I guess these are embedded within.

Friends make all the difference

Friends, Friendships. They made all the difference in our lives. Let us be friends with Life, Nature, Universe. Let us invest in nature and people, peers and children. Let us take all our relations to transcend to friendships. Our parents. Siblings. Children. Teachers. Students. Colleagues. People I am with. So on.

Let us be in N's Gurukulam. Let us learn. Let us learn all day, all night. Let us learn when the trigger comes. Let us be ready for learning anytime. All through the day and all through the night. 0200 is a good time. 0430 is also a good time. 1400 hrs is a fine time. Let us exercise. Soul, Mind, Indriya, Body. Let us be fit. Let us have stamina for learning. Let us practice. 10000 hours. Giving, Helping. Loving. Caring. Being useful. Mentoring.

Let us listen to our Friends. They let us back to 'be'. They let us not go out of 'be'. They let us become better in being in 'be'. They let our eyes do not over the head. They bring the eyes back. They resist the eyes going up.

Let us be in N's Gurukulam. The day starts early. 0400/0500 hrs. Exercise, yoga, meditation, dhyana, prayer and silence. Pre-breakfast. Self-service. Rotation of various duties and responsibilities. N's teachers' are with us 24x7.

Every day, except Sunday. After a brief get-together, we are with the friends: teachers and peers. Several Classes with breaks for breakfast, water/tea/coffee, lunch. We study, friends available to help. Library works, Group works, explorations, conversations with friends go on. Some tutorial, mandatory tasks, optional practices are sprinkled in. Some play, some prayer, and dinner followed by self-study. Catching-up conversations and learning from peers. The sleep or the wakefulness with closed eyes. The wake-up call for the next day.

Sunday is a maintenance day. Seeing the world outside. Some adventure.

Friends are making us better as human beings, day-by-day. Showing us to show compassion, kindness, generosity. Giving us, by just being with them, intense experience. Making us more sensitive and responsible. Helping us to balance loving support now and ensuring future discipline and self-reliance. Making us conscious of immense source of power within us and outside, and coping and dealing with it. We can be their limbs, not ourselves, several days and vice-versa.

Friends and Friendships make all the difference in our lives. Let us be friends. Friends with Life. Universe.

The way ahead is being friends with Life, Nature and Universe. And Living. 7L. Living happy. Living simple. Being together. Living together. Flowing together. Touching lives take us there. Being friends take us there. People take us there. N takes us there. U takes us there. Breath takes us there. Water takes us there. Generous kind loving generalist servant integrator friendship takes us there.

Let us be N-friends with N-portfolio. Let us invest in People, Life, and N. Let us give and be friends to N and N gives friends to care us.

Join us in the world of yoga – now - snehayoga for 7L.7R, Krsna confirms he is friends with all N's friends.

167. Interdependence

Corona, India continues to peak. Infections/Deaths - 22(2.6)M/800(50)K. Yet to slow down. Russia announces a vaccine. More vaccines are on the anvil. Yet we are still figuring out coping with it. Our mantra remains - Distance, Mask, Wash, Immunity Nutrition, WFA.

As Brooke Jarvis commented, skin is increasingly seen as a “complex, diverse ecosystem. Bathing was less frequent a couple of 100 years ago, except in India and China. Soap was an innovation, may be 100+ years ago. People had to be persuaded to use soap. Body odour came into the picture. Separate soaps for body, face, hair came in. Conditioners, Moisturizers came in. We may not need all of these.

Hamblin experimented to get an understanding that our skin functions as a living permeable dynamic interface that connects to a complex diverse ecosystem. Soap may disrupt the natural balance of the microorganisms with the skin. It appears that we have moved from too little of hygiene to too much of it. It is important to think hygiene as a matter of health and balance with skin’s microbiome, thousands of species of bacterium, fungi, viruses and mites. Skin outer cells last no longer than a month and we shed a million cells a day. It is more important to better our habitats, and diets, to better our bodies.

While soap is better than a sanitizer, we still need to rethink on 20 second scrubbing with soap and so often.

My friend Dr MBV Prasad writes, our body has inherent capacity to maintain the balance and adjust any deviations arising from within or without. When this is not sufficient, disease manifests in the body. When the host factors and optimal treatment take upper hand, the disease will be cured.

Whenever the body identifies a hostile virus, bacteria or fungus, it immediately tries to mop it up and protect the body against the invading microorganisms. Memory is built into the immune system that it can react much faster and more efficiently if it encounters the same organism again later. If the microorganism is strong and new, it becomes difficult to control it. Likewise, formation of new cells and destruction of aged cells is a continuous process in the body. Body has the capacity to identify the abnormal cells and remove them as and when they form. Only when this mechanism fails for a variety of reasons, some of these cells manifest as cancers. The body continuously tries to repair itself as needed. When the wear and tear is more in a particular body area diseases manifest.

The host factors - age, body weight, smoking, alcohol and any existing diseases like diabetes; and appropriate treatment at appropriate time tilt the balance in favour of the patient. If disease factor is low and host factor is strong, we may not even develop disease or may have a minor illness which does not require any treatment. When the disease factor is strong and host factor is weak, treatment is required, based on the imbalance.

Therefore, let us try to improve the host factors – staying fit, with regular exercise, avoiding substance abuse, not being overweight, taking care of any existing diseases, and keeping the mind positive.

New National Education Policy requires our attention. We need to be going deep into it and support it getting finetuned so that it benefits all, all children in general, and the children of poor, vulnerable, marginalized, disadvantaged. The pursuit of Jnaana, Pragyaa and Satya by and for all. We need to be careful: Ensure equal opportunities for education to all at various levels. Ensure positive discrimination for the deprived. Ensure affordability. Ensure meaningful, decent and remunerative employment-engagement. Ensure realizing one’s innate potential as fully as possible.

National Coalition of Natural Farming, a movement, begins to roll slowly. It has to learn and adapt a lot from the earlier and existing movements – bhakti, feminism, swaadhyay, youth, collectives-cooperatives, self-help, et al. It is important that the institutional architecture like AMUL-NDBB-IRMA, SHG-VO-SRLMs-NRLM-NIRD-SIRDS-TTCs-RPs come up in a big way. Augment variety and numbers in the architecture. Centred around inspired volunteers and supporters. Passionate. Based on truth and realization. Literature. Examples. Evidences. Stories. Songs. Plays. Videos. Films. Proverbs. Quotes. Messages. Charismatic leaders, ambassadors, influencers. From various walks. Including MS Swaminathan. Endorsing and reinforcing the core values – hope, faith, promise and love – for people, planet.

The people working for these need to be treated well, served well, mentored well, with what, how and why. Immersion. Induction. Demonstration. Role Models. Professional and Personal lives co-exist and feed each other. Cannot separate the two. Secured personal lives guarantee exceptional and excellent professional lives. For being with the movement 24x7. For influencing all those who matter into the movement. For taking the responsibility with higher order diligence. Quality. Ownership. Accountability at the level of the heart, mind and soul. Take time to Trust and Trust without doubt. Till we get cheated.

Discipline has to be demonstrated. Even in Movements. Time Discipline brings all other discipline. Can we also be 'to the point' in our communications? Always ready with 'elevator' pitch? No compromise on quality and hygiene at all levels?

Let us remember this movement is the work of God, People, Planet, Universe; for God, People, Planet, Universe; and by God, People, Planet, Universe. Let us be there.

One addition to this architecture will be a self-reliant Research, Knowledge and Learning Centre. Women and Men Farmers in the lead. Towards natural life, living, livelihoods, farming, linkages, leadership, learning, love. Towards immunity, health, nutrition, food security. Centres of Excellence in Farming, Farm-centric livelihoods, Value-chains. Farm to Plate. Models, Processes, Practices. Scaling Approaches. Learning Landscapes. Practitioner Fields. State-of-the-Art Laboratories. Learning Platforms. Standards. Testing. Resource Pools. Courses. Journals. Partnerships.

In India, In Global South. Everywhere on the Planet. Paradigm shifts towards farmer-consumer led research, knowledge, learning and extension. Innovation Hubs. Farming Plans. Participatory Field Learning Schools. Community Ownership, Tracking and Audit.

It begins with women as confirmed friends of natural farming.

Heart 2 Heart Talk with Masters (read: IRMANs) started off with Prof. R Rajagopalan in the spotlight, thanks to Leesa and her core team of volunteers – Jayapadma, Priya, Ruchi, Shilpa, Mythili et al. This will continue for several weeks from now – Sunday 1600 hrs. Raja, you are one of the important reasons why we are not less in the Development Leadership in this country. We are blessed.

Interdependence

15 August. 73 years of Independence to India. Interdependence. Prime Minister wished us from the ramparts of red fort. We thank for the freedom. For sure, we are inching for the identity, solidarity, capacity, rights, wellbeing and choices for all, everyone, of us. Our progress is impressive. Some of us are faster and some of us are slower. We have faith in our capacity and will. We promise ourselves that we journey forward with more intensity and resolve. Of course we love ourselves. We lead ourselves to be free, to be independent, interdependent.

Let us lead ourselves with working with body, limbs, heart, mind, soul. This corona will not last. Some other corona may come. There are many crises. And many will come. Some are natural crises. Many are made by us. Let us be ready. Let us be with nature and together, we fight all crises before us. We need intense movements to be with N. A la freedom. And we need leaders. People's leaders. Development leaders. Systems leaders. Technology leaders. Spiritual leaders. Integrating leaders. Participation, Inclusion, Collectivization and Communitization leaders. Culture leaders and communicators. Leaders binding unity in diversity. Leaders celebrating diversity with central spine. Lifeforce leaders and awakeners. Leaders of Global-National Movements at local levels.

We are a Krishi (enterprise, self-employment) centric. Our people are self-employed entrepreneurs mostly. This is in our blood. In our DNA. We need to rekindle this spirit, rooted in N. The youth, the women as trustees will make it. The elders will guide. Children will inherit to pass on to next generation. Enterprise with human face. With social face. In sync with nature. Sustainability and legacy for NextGen.

We give. We give with all our mite. We act in realization that we are connected and dependent amongst us. That is our strength. We work in circles and not in straight lines. As a circle, we raise ourselves. Shorter to longer/larger. We as producers reach out to we as consumers as directly as possible. We lead local. We lead value-addition everywhere. We make for ourselves and surpluses we give, sell to others amongst us. We enhance our abilities and capacities for adding value everywhere. With equity. With decent incomes to all involved.

If we are protected against life, living, livelihoods and enterprise risks, we would be focused. If our health is cared for, our children's education is guaranteed, our minimal survival needs are cared for, we focus on 'our leadership' and we soar. As living is eased, livelihoods take precedence. If these become rights, entitlements and justiciable, we move on with linkages, leadership, learning and love. We move on to give.

If we get money easily for our work, then we put in our best. If we do not have to go for sourcing resources, we become resourceful. If we are cared for, we care.

Focus on PVM people, villages, areas is crucial for equitable prosperity and balanced development. Lest we lose peace. May be, we lose conscience. May be Consciousness.

It appears possible to increase incomes to our farmers, weavers, producers, service producers, provided they have integrated portfolios of value-added products and services. And reach out to the consumers as directly as possible. Collectivization and Communitization help. Infrastructure and Digital infrastructure help. Digital transactions and solutions are going to stay. Hybrid is the way. Optical fibre networks, wifi everywhere is the expected norm, but with security. It should not lead us to surveillance and losing privacy.

Gender sensitivity matters and it needs to be demonstrated everywhere.

Celebrations and recognitions matter. Deserving needs to be recognized. PVNR, Kurien are in the list for Bharat Ratna. We cannot ignore recognizing them.

*We will celebrate the Master Practitioners in our own way. We propose '**Development Practice: Conversations with Master Practitioners**' soon.*

Immediately now, we will be more field-centric. Enterprise-centric. N-centric. With Technology, Digital Technology supporting.

Let us get together and get going.

The way ahead is being servant leaders with Life, Nature and Universe. Leading happy. Being together. Leading together. In Field. In enterprises. With people. With N. with U. With Mastery. In systems. In teams. In giving. In sharing. In visioning. In learning. In practice. In pursuit. In 10000 hours. In emerging and being generous kind loving generalist integrator servant leader.

Let us lead N and N leads us.

Join us in the world of yoga - anyonyayoga for 7L. Krsna confirms N leads him and he leads N and N's leaders.

168. Humility

Dr MBV Prasad continues. Healthcare costs for primary and secondary care are not very high. Problem arises in providing tertiary care, for emergencies and complications. In these situations, no one can forecast how much treatment is needed and when one can expect improvement and the potential outcome. Generally, the longer the treatment in a tertiary care ICU and use of more support systems means, the less likelihood of successful outcome. However, no one wishes to withdraw treatment. People do not want to pay for futile treatment.

With the overuse and abuse of antibiotics & disinfectants, bacteria are getting smarter and devising ways to become drug resistant. Infection may be the primary problem or can happen as an add on to some other disease. Either the disease or the infection can lead to failure of organ systems in the body. The level of support varies depending on the amount of malfunction.

Like – supplemental oxygen through simple cannula, masks, machines into the nose, directly into the windpipe connected to a ventilator (invasive ventilation), ECMO - extra corporeal membrane oxygenator (artificial lungs), lung transplantation. Simultaneously the original problem of infection or other systems must also be treated and supported. At some point in time, the patient's lungs and other systems must improve and start working again. When the patient is deteriorating despite the support given, it is natural tendency to escalate the treatment.

Like this, kidneys, heart, intestines, or liver may fail and need support. Despite the best will and efforts by experienced doctors, inadvertent injury or complications may arise during the process of treatment. If this happens, it may worsen patient's condition, needs additional treatment and incurs more cost. Whether the patient makes a successful recovery or not, money must be spent in the effort to save the patient..

One of the key purposes of education is to understand and articulate and this includes communication: reading, writing and presenting. Reading critically. Writing and presenting coherently. Let us focus on this. The point is not English. The point is language. Keeping notes is another that is useful for reflecting and examining ourselves in future. Some 30-40 years ago, we used to write letters, long letters to friends and others concerned with us. Now, we have switched over to e-writing. This is helping us to write more often. The writing itself has become shorter and perfunctory pieces. This is despite e-writing helping us to keep copies better than earlier. Can we have two-way deep reflective communication back? From data, information to knowledge, experience, emotions. Can the New Education Policy keep our GenNext there?

Can we have the foresight and relentless pursuit of a JRD for a national cause, for example, to have a PM Relief Fund in 1947? Natural Farming is one such cause. Marrying Livelihoods Missions and efforts with Natural Farming and Natural Living is one such cause. Can we pursue them relentlessly?

SERPs 15 million. Jeevika mobilized 11 million women. Umed 5 million. Aajeevika as a whole 70 million already. And more in urban areas. Mobilized women started to transform their lives. As human beings. As entrepreneurs. As leaders. Taking destiny into their hands. Working with Panchabhutas with love and care. They are hurrying up slowly to take farming and living in nature into their hands and lead us forward.

Heart 2 Heart Talk with Masters (read: IRMANs) continued. Raja, followed by Prof Arul, Prof. Gulati.

Humility

Ganesh has reminded me of humility. Patience and forbearance. Particularly while learning, leading, loving and caring. Let us remember that we are tiny speck in this giant universe. Our time period is in the light years of existence of the universe. We can get effected by an invisible non-life. Therefore, humility is not a chance. It is acceptance of the reality towards a journey of growth and learning. For inner wellbeing. For resilience.

Even then, we need to note that our energy, thoughts, words and actions have consequences. Our intentions, collective intentions come through. We need to accept what is there as it is before we intent change. We have reasonable control on ourselves, and not on others and their circumstances. And our energy can change

circumstances. If we commit to change deep inside us fully. Our lives are our own making largely. We are connected. Everything is connected. Time is connected. A small change here and now can make a big difference somewhere after sometime. We can only do one thing at a time in that nano second. Let us be clear multi-tasking with multi-ends does not exist. We need to give. Period. We need to give in to give. Then we grow. Conscious change is to change the course of history. Present energy matters, and nothing else. Patience and perseverance is the only way get lasting joy. This comes from leaving a lasting impression on the whole.

Humility, humbleness, includes confidence, asking questions and guidance, comfort in being uncomfortable, goals/vision, and reflecting on the behaviour, beliefs and practice every day. Humility cannot stabilize. It needs to go up more and more. It is an important life skill for all of us.

It is a recognition of self in relation to the universe. It is a liberation from consciousness of self, centring on low self-preoccupation. It is being 'grounded', on earth - humus. Humility includes appreciation of one's talents, skills and virtues; and limits; but remain humbled to what one can become. Pride leads to thinking of oneself more. Humility is the opposite of this, where one thinks about oneself less, often never. Humility is surrender to the will of the universe. This translates as practice of learning, service, care and love-kindness. Accepting criticism, forgiving, and modesty are part of humility. Humility is letting the ego go. It is the feeling deep inside, not an outward action. One with Universe, feeling one with everyone, everylife and everything.

Humility is action without claiming the results. It is not being a doormat. Humility can go together with a fierce resolve with awareness, openness and perspective. It is a recognition that we are worth no more or less than anyone else. Therefore, we listen. We are mindful. We are in the present. We are grateful for what we have. We show gratitude. We seek help. We seek feedback. We are mindful of the language.

This applies to learning too – in four learning relationships - learning through coaching, co-learning creating knowledge, mentoring, and peer learning. Learning leadership calls for dealing with ambiguity, engaging, capacity to unlearn-learn, team learn, and open systems thinking.

Humility takes us to 'interbeing'. Thich Nhat Hanh's how to love. Understanding oneself and others fully. If our hearts expand, if we have a lot of understanding, we can accept others as they are. That gives us, all of us, a chance to transform. First, kindness. If we are happy, then we can be kind to others. If we are kind, we can understand. If we understand, we can empathize. If we empathize, we can share suffering and happiness mutually. If we are joyous, we share the joy of love. With trust. With respect. In ourselves. Mutually. We are part of the universe. With eternity inside. This is reignited by listening. Listening gives understanding. Understanding gives rise to interbeing. And a virtuous cycle. We cannot exist by ourselves alone. We can only inter-be.

Humility seeks patience, forbearance. Perseverance. Tolerance. Can we be cheerfully patient? Rapid pace of technology is rewiring humans to be less and less patient. Therefore, are we being rewired to be less humble? We need be careful. Can we practice patience and forbearance then, to be humble? Can we practice?

We have begun to list 100+ Master Development Practitioners in India to begin '**Development Practice: Conversations with Master Practitioners**'. Legends who made a difference and continue to make. In India and outside. For the poor, vulnerable and marginalized of India. In a variety of ways. And on scale. We will converse with the 'masters' in various ways, through various means. Please nominate. We plan to start listing in September.

A core team from across the country is coming together. Please volunteer. Let us get together and get going.

The way ahead is having humility. Being humble servant leader with patience. Serving Life, Nature and Universe. Unlearning-learning leading. Listening, Understanding, Empathizing and Offering Joy. Being together in humility. With people. With N. with U. In teams. In learning. In leading. In practice.

Let us be patient and be with N and N hurries and takes us.

Join us in the world of yoga - vinayayoga for 7L. Krsna confirms he is waiting patiently to receive N and N's associates.

169. Learning – Practice

Corona, India is peaking to 'flatten', we hope. India at #2. Registered Infections/Deaths - 28(4)M/900(75)K. May be ten times this on ground. Vaccines are queueing up. Yet we are still figuring out coping with it and the deaths of the dear ones, earlier than 'normal'. Not-so-successful, but no alternative - Mantra continues - Distance, Mask, Wash, Immunity Nutrition, WFA; stay fit, be mind positive.

I am still surprised, google tells me that I travelled in 20,000 km, 100 cities, 500 locations in 2020. Even during CoVID year. Can I slow down? There is no alternative.

Sleep is a means of servicing the body. It gets rid of impurities. It is a maintenance and repair time for the wear-and-tear of the body at various levels. What we need is rest. It is possible to sleep less and still feel restful. Try these: eat fresh food; eat simple, eat chemical free; take 'less' food and easily digestible food during the day and within 2 hours of sunset; sleep only after two hours of dinner; do not sleep with head towards north; do not deny sleep forcefully; be joyful when awake; be relaxed while 'living'; do yoga and achieve lower pulse rate; and do meditation.

Dr MBV Prasad continues. Nothing is free, not even air, water,So is healthcare! Funded by budget or patient pays. With insurance or otherwise. Or Government schemes-packages. Government may have to 'take control' fully. Now there are several stakeholders in healthcare provision. The providers in the system wish to get more money out of it, whereas the users want to get the services for as low cost as possible, if not for free. Healthcare and allied industries are not healthy for a variety of reasons, including doctors becoming a small cog in the healthcare industry. This calls for considerable understanding across and a concerted, decisive action from all. Meanwhile, it is important that we have a good cover – insurance.

CSE write-up quoting CSTEP Study confirms natural farming's big gains – savings in water, energy and money. CSE Report on Natural Farming is being released on 8 September by NITI Aayog.

Heart 2 Heart Talk with Masters (read: IRMANs) continued. It has been Sanjiv Phansalkar. It appears we imitate our mentors-teachers in our methods, ways and practices!!!

'Development Practice: Conversations with Master Practitioners': the listing is ON. More Conversations are being suggested – with Scale-up Champion Leaders; with Start-up Leaders; with Young Leaders. We will converse with in various ways, through various means. Please nominate. Please volunteer. Let us get together and get going.

Stumbled upon Bombay Plan for India, 1944. 8 people could do that. Time has come to have a Plan for India for the next 15-20 years, in the new paradigm. It has to be bold and radical. Some of us need to put our minds for this for some time and articulate. Qualitative and quantitative. Let us begin with the ends first. Then the means to these ends and sourcing resources. Focus areas and modus operandi. A systemic and systematic plan. This should include reducing poverty and misery, improving livelihoods, education, health, care and wellbeing.

Former President, Bharat Ratna Pranab Mukherjee, 84, rested. He was a clerk, a lecturer, a journalist before becoming a lawyer-politician, a man for all seasons. His mark on Indian politics well over 40 years is unmistakable. His books show us the movement of the state of affairs during the last 40-50 years: Congress and Making of the Indian Nation; Thoughts and Reflections; The Dramatic Decade: The Indira Gandhi Years; The Turbulent Years: 1980-1996; The Coalition Years: 1996-2012.

Kesavananda Bharathi passed away. Let us be inspired that Constitution has put a frame that takes us through Identity-Solidarity-Capacity-Rights-Wellbeing-Freedom path for sure. Let us work to realize it.

Learning-Practice

5 September, Teachers' Day, took us to thinking on Teachers. Education. Learning and practice. A teacher is: adhyaapak, upaadyay, pandit, aachaarya, drsta, guru; tutor, instructor, lecturer, practice help, trainer, counsellor, guide, coach, trouble shooter, loco-parent, philosopher, friend. Many roles and many possibilities. An educator. A learning for action facilitator. An inspirer to practice and act. A value-inculcator. A vision and perspective builder.

Teacher manages 'instruction' and/or 'education', cares, offers expertise, and nurtures 'behaviour'. S/he needs to have people skills, data-tech-knowledge skills, and social skills. Knowledge domain. Craft-Skill domain. Disposition-values domain. Teacher needs be enthusiastic and interactive, in her/his ways. Towards learning orientation, path, drive by the learners.

We may be surprised. Intelligence at 50 is more closely correlated to intelligence at 8 than to educational attainment. Having said this, education increases measurable intelligence. Learning increases with a portfolio of multiple modalities – visual, auditory, kinesthetic, musical, interpersonal, intrapersonal, verbal, logical etc.

It is almost established that if we invest dedicated 10,000 hours on any discipline, we master it. And if we master one, we can comprehend 'all'. The questions are – which item to focus on? Do we have 10,000 hours? It is 30 years, 1 hour a day; or 10 years, 3 hours a day; or 5 years, 6 hours a day. Do we remain dedicated so long?

Then the issue is to figure out: residential system, gurukulam, home education, homing-based school education, or a hybrid. It is clear we need mother-tongue based education for some 10 years; we need to be home-based; we need to be homing-based; and we need to be in a gurukulam. All these have to be done by a learner. Let us not skip any. No one way is fine fully. Learners not paying fee is a critical element in Gurukula thinking. Society, Community and State has to pay for maintaining Gurukulam. Gurudakshina is a payback and this has to be institutionalized.

Current Gurukulams include Residential Schools, Ashram Schools, Navodaya Schools and Boarding schools. However, the doctrine is not fully internalized all of them equally. Then the seats of higher education and institutes. I am blessed to have transited through four such Gurukulams – Schooling – Sarvail; Intermediate – Nagarjuna Sagar; Technology – NIT Warangal; and Rural Management – IRMA. I am surely an improved person because I went through them. My recommendation is: have a gurukulam education for a minimum of 1000 days in your education portfolio.

A must read-see-listen classics, may be 100, exist for us. These may include Mahabharata, Ramayana, Vedas, Thirukkural etc. Experiencing life across. Travelling the country is an important part of education.

All of us should be conversant with Our Constitution. Religious sacred books – Gita, Quran, Bible, Guru Granth, Dammapada etc. We should know our history, our context, our resources and our culture. All of us should have practiced 7L skills – life, living, livelihoods, linkages, leadership, learning and love. All of us should go 'meta'. All of us should be 7R practitioners – read, write, arithmetic and ICT, reflect, unlearn-learn, pursue, practice. All of us need to be entrepreneurial. All of us need to be generalist integrators with personal mastery in some discipline.

It may be important that we work with Education Continuum chain from '1000' days to '2000 days', 3-18 year schooling, university, leadership-management post-graduation, doctoral research and beyond. 2-3 critical settings. Right to Mandatory Compulsory Education till 18 years calls for this as urgently as we can - as our literacy levels are nowhere near 100% and the education index is hovering around 70%. It is also time we are talking about new survival skills – reasoning, coding, analysis, synthesis, critical thinking, systems thinking, complex problem solving, team plan-work-learn, participation-culture, global thinking - local action, integration and articulation. We are talking about Dharmam, Rinam. We are talking about being in sync with N and U. We are talking about being useful as a means to our end of liberation, or an end in itself. We are talking about continuum from atheism to monotheism to nirguna-sadhuna and bahuguna to universalism, secularism. We are talking about poverty-vulnerability-misery reduction to prosperity to transcending aham-iham, and may be param. Continuum of slavery to voluntary usefulness.

Thus knowledge, skills, tools and resources at multiple levels to serve oneself, one's family, one's extended family and the society form part of the education. These include 7R that broadly includes listening, reading, memorizing, reciting, saying, conversing, writing, numbers, coding, algorithms, meditating, reflecting, thinking and logic, comprehending, unlearning-learning, appreciating, realizing, conferencing, discourse, practicing, demonstrating, researching, and pursuing relentlessly.

3-4 years of pre-education (1000-2000 days from conception in the mother's womb), and at least 15-years (25,000+ hours) of Right Education: Enlightens; Improves (self); Builds/reinforces behavioral competencies; Inculcates a sense of usefulness; Demonstrates a sense of equity-equality; Practices simple living, and 'naked' community life; Transmits culture and traditions; Nurtures Values; Fosters physical-mental-emotional-inner-spiritual wellbeing;

Facilitates mastery of a discipline, and a meaningful life. Thus, it builds character, develops personality, and contributes to learning, wellbeing and prosperity. It prepares us for real life.

First 2000-days have the ability to reduce inequities dramatically. They can increase IQ-EQ benefits in the long-run. Can we start looking at 0-18 years as 'Compulsory Education' and work on it comprehensively?

I get a strong feeling to delve deep into ancient Gurukula, Swaadhyay and Sangha systems to feed our new education. It needs to start early; it needs a learning hygiene, architecture and group; and it needs to help our students discharge their three debts – to the nature (by being in sync), to the past and present gurus (by learning and practicing), to the future owners (by being trustees). It needs to help the students realize their innate potential towards being with N and serving U. This innate potential is from genes, from womb, from the stories, songs, plays, acts and words in the family, from 'life' before school... This could be broadened, augmented, sharpened, and nurtured in schooling and beyond. This needs to be realized.

Education should not cut-kill. Individual's leadership and creativity for being useful to U. If it has to do only one thing, then it needs to accept all of us are born leaders, and it needs to hold and nurture us, with hope, faith, promise and love, we deserve. We take care of the rest, through our life-long unlearning-learning-practice.

As teachers, we are blessed to touch lives of so many participants passing through this 'learning' arena, with us in there. Usefulness is maximized!

Through Interdependence, Inter-be, Intra-accountability. It is integrity within. Self-adherence to principles. Self as being whole; Life as being whole; location as being whole; institution as being whole; community as being whole; universe as being whole. In entirety, without being cut, sliced or diminished. In full. With stamina. Fully functional. The best. Excellent, not less. By living fully, wholly; walking the talk; committing less; delivering the little committed; no ambitious promises; caring the environment around; staying focused; and being with people committed to this whole.

This usefulness is Kaivalya. Being useful is Kaivalya. The way ahead is being useful. Learning and being useful. Unlearning-learning-practice and being useful. Being learning leader – young, start-up, scale-up, master. Humble servant leader with patience. Being useful to Life, Nature and Universe. Offering Joy. Being together with co-learner leaders. With N. with U. In teams. In learning. In leading. In practice.

N reciprocates, takes and keeps us along in Kaivalya.

Join us in the world of yoga - vidyaayoga for 7L. Krsna confirms Vidya liberates N and N's learners and takes into Krsna and Krsna's Kaivalya here and now.

170. Coexistence

Corona, India is still peaking to 'flatten', we hope. India at #2. Registered Infections/Deaths - 30(5)M/1(0.1)M. May be ten times this on ground. Vaccines are still queueing up. It appears we went wrong in locking ourselves down. Courtesy an error of 0.1% being read as 1% fatality. Mixed up with infection fatality rate and case fatality rate. Because of statements comparing CoVID with Influenza and Flu interchangeably and getting mixed up in the process. Lockdown was declared taking this figure of 1%. Three levels – infections; tested positive; admitted for care in hospital. We seem to have taken second level as base for CFR, rather than the third level. As a result, we panicked more to get more fatalities. Non-CoVID fatalities increased. Economies got affected badly. Sweden has no lockdown and has a death rate of 0.0058%, as against the global 1-3%.

Dr MBV Prasad continues. Lifestyle and Health. Dietary habits, inadequate sleep, work stress, monetary issues, road rage, air pollution, smoking, alcohol abuse are leading to a variety of health problems. Most common is increased acid production in the stomach leading to abdominal discomfort, bloating, burning or even pain. Some other problems are high blood pressure, diabetes, overweight, chest problems, vitamin deficiency, sleeplessness and a host of psychological problems.

Our body is in constant interaction with our environment through breathing, drinking and eating at physical level. The sensory inputs affect at psychological level. Body has enormous capacity to adjust the variations in these inputs. A balance between the person's constitution and the amount of proper maintenance or abuse that decides the onset of imbalance or disease. It is important for people to realize that they are responsible for their own health and take appropriate precautions. Doctors can only guide the people to some extent. Doctors many not know and control many things. Any ailment that does not clear away in 1 or 2 weeks needs checking by a doctor and tests if necessary. Doctors and medication should be used judiciously for short periods as and when necessary. It is one's own responsibility to take care of their health.

Heart 2 Heart Talk with Masters (read: IRMANs) continued. Raja, Arul, Gulati, Sanjiv. Now it was Balaji. Ajit Kanitkar is in line. IRMA has been a Gurukulam with all its scope.

Volunteers are gearing-up for Conversations with 'Development Practice' Leaders – Masters, Champions, Start-ups, Youth. Also small group discussions every week. More often if required. Methods, Tools, Cases. Classes. Practice Classes. Real and Virtual. Please nominate. We need more nominations. We need more volunteers. Let us get going.

Charles "Chuck" Feeney, 89, pioneered 'giving while living' anonymously. Some 8 Billion USD or Rs. 60,000 Crore. Frugal living and giving almost everything when alive. Hunting for causes now. Education, human rights, social change, healthcare etc. With 'zero' now, on 14 September 2020, they (he and his wife Helga) closed their giving arm. I remember 'Virat'. E-met Amit Chandra. Is he and Azim Premji are in the direction of the same?

My genius friend, Ramarao brings a point home about reading. We cannot read all books. Even if we have photo-snap read ability. So we need to read a few books very well. A few musts have to be read. Reading we have to do. Daily. In order to learn to lead our lives so that we are useful, we are content. Nothing more. For this, we may need a few key classics and new books. Explaining our psyches to us. Taking us to find jobs that we love. Developing our courage to work on the opportunities. On relationships. On health. On travel. On being grateful and forgiving. On managing our ups and downs. On coping with the loss and on preparing for death. So on.

We get on with reading. Re-reading. Related reading. And its new avatars of reading.

Vijay Raghavan reminded us 13 September is the first death anniversary of BN Yugandhar. Father of Satya Nadella. Mentor par excellence. Participation Advocate to the Core. BNY was Collector, Srikakulam and Anantapuramu; Director, LBSNAA Mussorie; Secretary, Rural Development, Gol, worked on Watershed Development and Decentralized Planning in the country on Scale; Secretary to PM. On retirement, he guided South Asia Poverty Alleviation Programme, SERP as Founder Executive Vice-Chair, Founder Chair, Commitments and Founder Managing Trustee, WASSAN. He was also Member, Planning Commission. He was willing learner and he spent a quite a few

hours sitting with me in understanding livelihoods, LEAP et al. Many legislations for poor - Minimum Wages, Bonded labour, Debt Relief, People with disability etc.

Most of us might have heard – Pedagogy of the Oppressed. He introduced us to – Pedagogy of Hope; of Freedom; and of Heart.

Thus, it is a reinforcement – we forget that we may not be awake live tomorrow and we think we will live for ever. We forget that we are part of the Earth. We forget to celebrate life, and celebrate growth. We want to capital to move everywhere, but not people. We borrow from future while the need is the otherwise. Nature includes the rule of the powerful, peaceful co-existence of 'life' and nature's outbursts. Being is a search for fulfilment, and a living without attachment. Like farming. Insignificant before Nature. Glaring inequities everywhere across levels. We cannot keep quiet for long. We become restless. We are suffering. Solutions seem to be around. We are not getting together.

We need to. We need to think, plan, pursue and practice. Tapasya. To energize ourselves. To simplify ourselves. To localize, collectivize, communitize. With less or no funds from outside. Every one of us has to give time, energy and resources, not one time, regularly. Pay back. Be part of the Global Movement(s) at local levels. Towards compassionate coexistence.

Coexistence

Can we coexist? As a matter of living philosophy?

Telangana's Liberation 72 years ago, and joining India, reminds me of coexistence.

Coexistence includes existing together with diversity, complementarity and opposing lives. Stable coexistence is the criticality. This is facilitated by equalizing mechanisms and stabilizing mechanisms. Culture of adaptability, pluralism and equity promotes coexistence.

Coexistence begins with hope, faith, promise and love. Loving action, not love articulation. Small sacrifices for the coexisting people. Doing things to reduce the discomfort of the coexisting. Listening. Living with guard down and showing dependency and vulnerability. Living without facades, as naturally as feasible and possible. Being proud of the coexisting people, with genuine reasons. Defending the community. Respecting the members. And investing in the relationships in a big way.

Collective is an example of members coexisting in an effort. Federal Collectives are at supra level. Coexistence has to be nurtured in these institutions calling for leadership of high order. With faith in the wisdom of the members and ability of the servant leader professionals to work hard and be frugal. Lifelong partnerships and relationships. Collectives demonstrate the useful coexistence of members, member leaders and professionals.

Coexistence of leaders in teams, boards et al is akin to coexistence in communities. Co-leadership adds strengths on one hand and multiplies vulnerabilities. It is an art in existence, we need to learn together. We need to have consensus methods as main modus operandi. We need to accommodate and adjust to the worldviews of one another. We need to deal with likely extreme positions people take. We need to honour the invisible lines of responsibility and trespassing jointly. We need to be together in singing the chorus. We need to share the stakes in terms of money, energy, time and relationships. All this is public glare. Together, we are stronger. We are formidable. We have solidarity. We access our rights. We achieve our freedom. It can bootstrap us towards greater joy and usefulness. Better robust solutions. Synergies. Substitutions and rotations. Lasting friendships. Hope, Faith, Promise and Love takes care of everything. It helps if we have structures and systems; if we minimal shared responsibilities; if we discuss measurables; if we know and appreciate our weaknesses; if we humour ourselves; and if we celebrate life and living.

If we reach community and hang on, community adopts us and offers the space for coexistence. They trust us. They admire us. They find us effective and inspiring. Will we reciprocate? Do we reciprocate?

We coexist within our teams, groups and families. CoVID has reduced these coexisting spaces and augmented one-two spaces through work from home/anywhere. WFA may be an option transcending the CoVID. Work-life balance remains a challenge. When at 'work', 'home' calls you for help and vice-versa. Work hours increase dramatically.

Coexisting leaders need to be more understanding, more inclusive and more accommodative of the 'life' of their peers. Many adjustments at various levels need to be anticipated, planned and supported.

Coexisting servant leadership calls for Observing; for being Self-aware (particularly assumptions, biases); for Analysis (with tools, instruments, peers); and for being Vulnerable (with improvements based on realization).

Coexistence is seen in missions and movements. Poverty movements. Spiritual movements. Coexistence with norming. For the salvation of the universe, coexistence and individual. This includes Constitution. General Conferences. Governance mechanisms. Planning, doing and tracking. Accounting and audit. The entry, the immersion-induction, probation, confirmation/undertaking, and ordaining.

Coexistence and spirituality go hand in hand. Spiritual capital, the fundamental capital or resource of every life being is to have an intense will power, soul power for improved life and wellbeing. This is possible with we being together, we coexisting. In local habitats. In Universe. With HFPL. With humility, interdependence and inter-be. Notwithstanding beliefs, classes and social standing. Through reflection, giving one's time-energy-resources for coexistence, simply frugal, being with nature and celebrating life. Through fighting the war within together. Inner journey of practicing articulated inner commitment together. Of yoga. Reflection-contemplation-meditation, knowledge, devotion, and action. Yoga of usefulness. Practice of Usefulness. Here and now. In coexistence. For natural, physical, emotional, social and spiritual wellbeing.

While on coexistence, we cannot escape Gandhi. Principles of coexistence set the benchmark to achieve. Our practice in due course may take us there. These include friendship-based relationships (love all); simple frugality; celebrating life; equitable existence; open transparency; time-energy-resource commons; serve all (sarvodaya-antyodaya); and flow. On the foundation of truth, non-violence and truth.

Coexistence requires learning and practicing together. Building coexistence competencies investing 10,000 hours. Tailored and customized locally. Related to leading, managing, mentoring, living, integrating, linking, learning, caring. We do not seem to be doing this, but data, information, and related. Filling forms. Skilling to be a part-worker. No certified competence. Nothing meta. Nothing a la portfolio. Let us reverse this. Then we achieve coexistence with Identity, Solidarity, Capacity, Access to rights, Wellbeing, Freedom. Forums and platforms serving the coexistence. Technology serving it.

Coexistence includes hard work. Pushing one another. Pulling up one another. Layer by layer. Role Models within. Vulnerability and dependency visible. Handholders, without labels, within and from outside. Available when needed for one another.

Coexistence lets us to be more 'at ease' as in a family. Work well and rest well. Spend more/most time with the family and friends. Make a single agenda that combines 'existence' and 'coexistence' agenda. Vision, Plan and track together. Reflect-Meditate every day. Write every day. Meet every day. Practice 7R. Get energized. Celebrate ourselves.

Then it will be coexistence on scale, as trustees of the future. For our liberation. As Global movement at local levels. Through adherence to coexistence principles. Wholly. In full. The best. Excellent, not less.

This useful coexistence is Liberation. Moksha. Vaikunta. Coexisting for unlearning-learning-practice and being useful. Coexisting and being useful to Life, Nature and Universe. Now. Offering Joy. Coexisting with co-learner leaders, teams, N and U.

Join us in the world of yoga – saha-astitvayoga for 7L. Krsna confirms Siva is in Jiva, and Narayan is in life, and Siva and Narayan together take N and N's 'coexists' to Krsna's Brindavan and Vaikunta.

171. Intent and Spirit

35(6)M/1(0.1)M. Corona is still peaking. India is into second wave. 1% infections formally is the direction. Ten times more infections are likely. Herd immunity may be building up too. Corona Mantra continues.

Dr MBV Prasad. Lifestyle diseases require lifestyle adjustments. Some people have fear and or anxiety. Many do not want to seek psychological or psychiatric help and they may need appropriate psychological or psychiatric counselling, diagnosis and treatment. Self-diagnosis may not be right and helpful.

Chronic extreme sleep deprivation and/or excess sleep reduces cognitive abilities slowly. Chronic - less than four hours, more than 10 hours is not OK. Can we clock 6 hours a day sleep on an average?

Antyodaya. Reflected on DAY-NRLM and NULM – the progress and plans. Do we take the ‘last people’ into confidence? Are not all incomes of the people, companies, and governments (may be taxes) coming from the people working at a lower wage, and/or working with lower margins? Should not they be the owners of all development apparatus, architecture et al?

Remembered: Deendayal Upaadhyay (103). Konda Lakshman Babuji (105). Gurram Jashua (125).

25 September. Sripathi Pandithaaraadhyula Balasubrahmanyam (Balu, SPB) went silent. 40000+ Songs, 16 languages. 2 songs a day, over 5 decades. Player across the ‘music’ value-chain. Singer. Music Director. Voice. Actor. Mentor. Telugu, South Indian States and India are getting back to ‘life’ after a sudden stillness. SPB continues in the eternal space.

26 September. Modi speaks to UNGA. He bids for India’s rightful place in decision-making.. Reforms in UN. This is not 1945. UN is not effective. Let us reflect truthfully. Vasudhaiva Kutumbakam. Vishwa-kalyan.

Bihar Elections are announced. Results on 10 November. New Government may be by 15 November.

Farm Bills. Troubled farmers. Bharat bandh. Some suicides too. APMC-Mandi, cooperative, MSP operations et al guarantee alternatives. These platforms add to bargaining and negotiation power to the farmer. Already low bargaining power cannot be undermined. Dispute redressal cannot be limited to official machinery. Essential Commodities Act may not benefit farmers as farmers, but may benefit farmers as consumers. Emergency EC imposition under certain circumstances may not benefit the farmers. Farmers selling anywhere is an option but may not be exercised by many. Thus, these bills may help ease of doing business, and not of ease of doing farming. These may not help the farmers’ collectives also.

It is not easy/possible to assume: Business will work on minimal profits; not make farmers contract labour in their own fields; not force farmers to sell at ‘lower’ prices; sell only packaged items; not hoard. These bills may help in ease of doing business with farmers; may not be the other way. On Ground examples (like no APMC in Kerala, Maharashtra, Bihar; no APMC for Milk) showing no help to farmers. When allowed to procure from farmers (as wheat in 2003), it did not help farmers. Like in seeds, if the risks of production, credit, price etc., are taken care for farmers, the contract framing may help farmers. In any case, these bills will not reduce the price fluctuations. These bills will not stop ‘stocking and playing the market’.

Most farmers, already, are free to sell anywhere they want. The problem is the logistics and their affordability. Mandi prices act like benchmarks. These bills will take away these benchmarks. They only bring in free hand to business, and big farmers.

Still, recommendations of National Commission on Farmers (Swaminathan as Chair) on MSP are not implemented in full spirit. Farm debt cost has to come down. Farm security has to be improved. Farmers need to collectivized. Local value-chains need to be improved. Farmers, may be through their collectives, need to fix their prices. We need market intervention operations. We need brands. We need AMULs, NDDBs, IRMAs.

Three labour codes. Industrial Relations, Social Security, Occupational Safety, Health and Working Conditions. Ambit increased to include migrants, unorganized workers. Worker reskilling fund. Flexibility for employers to hire and fire. Threshold increased to 300 workers. Strike only with 60-day notice. This may contribute to ease of doing business for employers. Will it help the workers, workers' work security?

FCRA Amendment. Focus is restriction and control. Account has to be opened at SBI Delhi. Administration cannot exceed 20% Funds. Administration includes remuneration, travel, communication and office management. Except for Teachers. Public servants cannot be paid. Public servants include local panchayat representatives. Transfer to other organizations, persons is not permitted. All office-bearers, directors and key functionaries are to be Aadhaar-identified. Government can hold summary inquiry and stop use/receipt of funds. All these restrictions can be fatal to civil society work and call for more Indian Funds. They reduce leveraging abilities significantly. Interesting: we want ease of doing business for business, not for not-for-profits. Can't the not-for-profits operate as 'for-profits' and make no profits?

Min-Max Pay. In all our organizations and enterprises, can we have a limit that the maximum that can be paid to an individual be not more than 50 times the minimum pay in the organization? If 50 is less, at least can it be 100? And not more? And the equity payment value should be included in this.

Heart 2 Heart Talk (IRMANs) continued. Raja, Arul, Gulati, Sanjiv, Balaji, Ajit and Saswat. Gurukulum's Life and its nothing-to-hide Intensity is reenergizing us. Absolute nakedness. Mentoring. Relationships. Intimacies. Making us better people. Towards realizing potential for usefulness. Towards wonderful blossoming possibilities, transcending existing constraints and patterns. Towards working and being together. With assurance that we are with us. Synergies. Joys of Flows. Flowing together, learning and teaching ourselves. Leading to Love. Loving to Lead.

Once we reach forums of significance for our lives, we end up having life-friends. We keep adding knowledge-wisdom bytes every day. We hone communication from within, for communicating as per our will. We learn to have the courage and the ways to be with the souls and lives that we care. Let us not miss ourselves. Let us not miss the crescendo. This is possible.

Could see and connect at cognitive level with one, after a long silence. Let us connect at all levels and become complete. Got connected with another one - could talk to each other. Ram Aneja lets us know that he is joining IRMA as Professor Emeritus; back to IRMA after 25 years. Together with Tushar, IRMA can go for a new 'life' with renewed vigour, commitment and new normal appreciation.

We are inching towards going forward with 'Development Practice' Conversations. Please nominate 'leads'. Please volunteer.

Talked to Krishnagopal. Can we have a NewGen Academic Institute, a la IRMA suited for the new normal, may be in AP? Remembered 'Virat' and 'Siddhartha'. Then my mentors. So many. In so many forms. In so many ways. Mentoring us. Mentored by us.

Reading-Writing. When we start to read, can we commit to complete? Can we read like a writer? Can we write regularly? Writers read better. And readers write better. Listeners tell the stories better and story tellers listen better. Lively. We need to read the entire book, even if we do not understand. Ascertain – idea validity, writer's authority to write this, and idea usefulness. Look for metaphors. Write metaphors but authentic and appropriate.

All time best-selling books tell: Achieve through definite purpose; Buy Assets and leverage income generated; Work on Business as 'Entrepreneur-Manager-Technician'; Market Perceptions; Smile, Listen, Make others important; Customize solutions; Leap blue ocean value; Discuss 'to do' and get surprises.

Definite purpose is the intent. The reason for Tapasya.

Intent and Spirit

Intent is the supreme driver of actions. Not results. The journey. The flow. The flow has faster pace early, 80-100 hours/week. Longer hours, days, weeks... in the early days of flow 2. We have at least three flows. 1 – learning, warming-up; 2 – work with learning, performing to peak; 3a – being useful with work, preparing for life and legacy; 3b – life and legacy.

In our sahasrachandra life, approximately (+/- 30%), we have 333 moon months (27 years) in each flow. Incidentally, Flow 1 lasts till the flow 3 end and flow 2 joins flow 1. Flow 3 joins flows 2 and 1. It is triveni. Realization that portfolio of Interdependence, Humility, Learning-Practice and Coexistence is the only way of the flows of usefulness. It becomes a living philosophy.

Inspiration. Intent with Spirit. It can come from outside. From Universe. Once inside, it drives as internal locus of control. We become more active and we are happier.

Vivekanada's intent translated into Ramakrishna Math, Mission, Order, Lok Sikha Parishad. Annie Besant's intent into Theosophical Order of Service. Of All Humans. All Life. Including Non-Life. Multitude of Movements, sub-orders, entities etc., emerged across the world – from The Round Table, Home Rule League, Order of World Peace, Boy Scouts etc. We have Satyagraha. We have Swadhyaya. So on.

Shastri's intent translated into action. Austerity and simplicity personified. Concerned with common man.

Dairy Board. Milk Self-sufficiency. The intent, spirit and inspiration translated. Amul's success, Prime Minister Shastri visiting Anand and villages into the night, and asking Verghese Kurien to replicate AMUL. Shastri could give all the goodwill. Resources had to be raised. Dairy Board, IDC came in. Monetization came in. Monetization of Milk Powder and Butter Oil. Operation Flood 1, 2, 3 happened. AMULs. Operation Goldenflow. Oils-Oilseeds. Collectives across commodities. Market Intervention Operation. Salt. Electricity. Dhara. Sabarmati. Professionals. IRMA. Commons. FES. National Collectives.

Self-help, Livelihoods, Natural Farming. Many more examples.

We listen in to the intent. The intensity of it. The nuances of it. The sources that caused this. The sufferings. The reality. The emotions. The examples and evidences. The enormity. The sources that caused the tension in. in-tension. The spirit of it. The ways of resolving this. Without losing the intent. Therefore, the ways forward. This is the inspiration to ourselves, our colleagues, our leaders. Leaders we are serving. They may relate to the 'intent', the 'spirit' in their ways. Let them do. Let them get the inspiration deep within. This is critical for the intent to be energized. To be sprinted to spirit. To drive the thoughts, words, actions, consequential triggers.

When the inspiration is flowing in, can we seek the story to continue? It lets the inspirations to become commitments and driver triggers. To be useful. We need to place ourselves in the usefulness spaces. With needs. As beings, we may not do perfect work. Moving towards the same is possible. That is the way.

The life of the Intent is the spirit. Bringing spirit to life is inspiration. From deep within, triggered from within or without. Spirit then drives actions. Spirituality searches the purpose-direction. It seeks completeness. It seeks evolution to realise one's innate potential. Full potential. It seeks 'who am I'. It seeks reducing suffering-unhappiness. It seeks freedom-liberation. It seeks nature-life in its possibilities and enormity. It seeks usefulness. Meaningful. Relevant.

The search may end in choosing a path, articulating an intent. In-tension. To be resolved, by holding tight the search-end, rather than the current-end. Actions are triggered. More are inspired. More actions. Flows. Drops, trickles, small streams, streams, small rivers, mighty rivers, perennials .. graduation unfolds. Capacity flows. Coexistence flows.

Yoga of flows in the flow. For cessation of suffering. For freedom-liberation. For 'ego' to go. For serving-loving life. For trikaran suddhi. For becoming 'Virat'-'Siddhartha'. For listening to the inner self. For aananda.

The spirit can be animated through attention, reflection and meditation daily. Exercises, asanas, mudras. Music, sounds, dance, steps. Silence. Diets, fasting. Simple existence. Being with and observing nature, life. Reading-writing. Intense conversations. Friends. Swadhyaya.

Mentor, Community, Groups animate the spirit. When we are ready, the Guru appears before us. In a variety of forms. Thoughts, words, pictures, scenes, experiences, friends, 'life'. Initiation helps. Satsang helps. Discipline, pursuit, practice and experience help.

Working through a framework, or principles, norms and practices of existence, living and usefulness animates the spirit. A portfolio that includes appreciation, understanding and knowledge; devotion and surrender (to Nature and

Universe); reflection-meditation-yoga; work with humility; and energy to live and be useful. This working with intensity without being affected by results is the spirit. The spirituality.

This includes working with technology including data science and artificial intelligence. AI is progressing from responding from data repository, reasoning-analysis, and using senses. From pre-defined procedures to pre-defined rules-patterns), as defined by experts, to learning on the go figuring out patterns. It is not easy to exhaust all possibilities; to classify clearly through definitions. It is by recognition. It serves non-expert users. Models are possible. Data trains AI. More data, better it is. We have lot of labelled data – 7 Billion Mobiles, 4 Billion Active users, High computing power. Consumer market for data.

AI comes before us as an intelligent kid with data, translations, interpretations, summaries, outputs – faster. Much faster than most of us. Specially in nature, science domain. It is teaching itself – AI General. It is going deeper – AI Narrow. In Medicine, it is progressing fast. Fear of unknown and mimicking our impulses is troubling us. Some jobs are being lost. We need substitute them with 'human' jobs. We are better in somethings; AI is better in some other things.

Therefore, we need to work with, work in sync with intelligence of the universe. Individually, we need to surrender to it. How do we? Clear intent, spirit, inspiration, direction and values; Naked openness, unlearning, learning, relationships and communication; Actions, action architecture, action hygiene and accountability.

The core of the core – hope, faith, promise, love – has to be active. Unlearning-learner has to be active. Servant leader has to be active. Life has to be active. We are working with leaders. We are here in communicating intent, animating spirit, facilitating inspiration, and supporting architecture. We can organize ourselves. We can do and seek action. We can coexist and be in teams. We can be one together. By let go. By being vulnerable. By being connected. By love. Smile. Listen. Give time, energy. Recognize by name. Touch deep within. Connect 'practices'. Reflect. Play. Song. Group(s). Nurture. Celebrate.

Intent with spirit – intense will power, soul power - translates into Missions, Movements, Orders, Communities, Teams. Of coexistence. On Scale. For our wellbeing. For N's wellbeing. For U's wellbeing.

This inspired spirited intent for usefulness is Eternal Joy. Sudhasaagara-shikharadweepa-vaasam.

Join us in the world of yoga – sankalpayoga for 7L. Krsna confirms Krsna Gurukulam is awaiting us to join in and flow with N and U to sudhasaagara.
