

# Yoga 'kshemam'

G Muralidhar

with support from livelihoods team

First Edition

June 2023

Published

By

Livelihoods Team

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## G Muralidhar

Muralidhar identifies himself as a life worker and his 30 years of work bears a testimony to it. Through his work at NDDDB, GCC, SERP, NRLM, NIRD, and by mentoring several developmental organisations, development professionals, grass root institutions and individuals, he acquired in depth, diverse experience and knowledge portfolio, with pan India outreach. Being an alumnus of NIT Warangal and IRMA, he brought in significant technical and management perspectives to people centred development.


One of Muralidhar's core contributions to development sector includes his extensive work with Community Based Organisations. As a State Advisor-Livelihoods, SERP, and as Lead, Capacity Building in NRLM, he created functional architecture for CBOs. His pivotal role in designing and penning down the framework for NRLM helped replicate institutions of women across the country. Muralidhar nurtured thousands of people's institutions with belief in the capacities and wisdom of poor, strength of collective action and the process of communitisation, thus ensuring their success. Muralidhar played a key role in promoting organisations like Kovel Foundation, CCN Network, Akshara, and NAANDI Foundation. He helped carve new vision for various organisations from charity mode to development mode, most recent being Help Age India. Through Akshara Livelihoods, he is enriching and spreading new livelihoods thinking and practice of TRUE (Tribal, Rural, Urban and Emerging) livelihoods, provides Visioning, Strategic Management Support, Monitoring and Learning, Training and Consulting services across the country.



As an academician, trainer and mentor, Muralidhar reached out to hundreds of students, development professionals, engaged in mentoring mentors at all levels and continues to do so. Presently, as member of Academic Committee, he is actively involved in curriculum and course improvement of PGDRDM, NIRD.

Presently, Muralidhar gives his time to developing framework, designing strategy, rendering technical support and facilitating implementation of Zero Budget Natural farming in the state of Andhra Pradesh. Through this, he is creating footprints in the agricultural sector of the state by institutionalising climate resilient natural farming.





**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.

272 Yoga'kshemam's since November 2007 through 11 January 2023 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.

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## 1. People's Collectives

As a world, we are in a state of transition. Change and Transformation is happening now at a pace hitherto not imagined. From hunter-gatherer to agriculture (100000+ years), to industry (10000+ years), to IT (a mere 300+ years), and now (single digit years)! Then, my great great grandfather was the best – I were to imitate/emulate him; gradually, I learnt from my parents; then, I learnt in school and go on to perform till I retire; now 'learn – de-learn – learn' in quick cycles lest I become obsolete. We need to cope with this pace.

2007 UN Population Report confirms that urban population in the world outstripped the rural population. India is fast catching up. What does it mean in terms of understanding livelihoods in general and of the poor in particular? We need to make a huge paradigm shift for allocating resources, focusing attention and addressing poverty. This becomes more relevant when half of the world's poor live in our sub-continent.

This April, Hyderabad has become Greater Hyderabad and now an A-1 city. This would mean more investments in Hyderabad Infrastructure, changing the land situation further in its vicinity. Transactions of Rs.40 Crore per acre in Hyderabad suburbs already are heard! It was Mecca Masjid blasts six months ago. A month ago, it was Lumbini Park and Gokul Chat blasts. An MNC representative walked away to Kaulalampur, instead of Hyderabad, to establish their IT unit, and 5000+ potential jobs were lost.

Governments are approving SEZ after SEZ across. Locals are opposing. There is a retail boom now, after the IT, cell phones and credit cards. What do the poor think about all these? How does the Daridra Narayana cope with his not-so-extravagant demand for a decent livelihood? Of course now, in SEZs, Governments talk of compensation - land, shares and jobs. People want jobs. The employers need candidates. What a paradox! The organizations, that train the youth to prepare them to match both, are increasing and the existing ones are growing up.

Of all the capitals, spiritual capital – the will to improve, achieve, and live a better and meaningful life for oneself and for the society, now and in future – matters the most, within the contours of ecological context that sets the limits to growth. All other capitals 'conspire' and cooperate. Contexts realign. Livelihoods arrows improve for one and all. People's collectives help in this process.

Self-reliant cooperative acts are coming in state after state. Yet, we see a Government Order saying that dairy cooperatives cannot be registered and the existing ones are deemed to be registered in the traditional act. A court quashes this. An assembly confirms the GO with a bill. What do we understand of all this?

Sec 581 of the companies' act provides for registration of producers' companies that function like cooperatives. JJ Irani Committee finds it not a good idea. One more Act is contemplated.

More and more states are coming up with a rural poverty reduction projects with livelihoods focus. These projects, DRDAs and most NGOs have ensured that women get into SHGs, linked to banks or Micro-finance institutions. Nobel Peace Prize to Md. Yunus and Grameen Bank has confirmed the importance of micro-finance in addressing credit needs of the poor. We witness the growth of MFIs in size, area etc., in double quick time. In AP alone, Banks have lent Rs.3500 crore last year to women SHGs. AP Chief Minister talks about ensuring credit of Rs. 100,000 per woman. Indian Government contemplates a bill to regulate MFIs. Ironically, we will have one more Act to regulate cooperatives!

These collectives and other support organizations require services of new and existing human resources. They need livelihoods orientation and continued learning support. They need to practice seeking knowledge and skills to use resources optimally, and transferring these insights to people, to show the 'elephant' and the 'ant'.

We need large pool of bright minds and dedicated hands - professionals, community level resource persons, volunteers from mainstream, part-timers, full-timers and life-workers. We need non-poor partnerships and collaborations. They need platforms and forums to come and contribute. Like Akshara Sakthi - Livelihoods Volunteer Force - a platform for volunteers. Like Community Livelihoods Facilitators' Forums - informal self help groups of community level resource persons and leaders. Like Chelama LPC – Livelihoods Professionals' Collective. More platforms and more people into them are needed.

An ILO report on occupational profiles, sadly, does not list development work, while it is one of the largest domains employing people. It reinforces that development/livelihoods workers/professionals need to come together for meeting their solidarity, security and learning needs. To be more effective, we have to quickly pick up our multiple twin-capacities for – leading and following; mentoring and being mentored; learning and offering learning; being in-charge and let go; seeking support and supporting; being passionately attached to action and vision and detached to results; bird's view and worm's view; and planning for ends and action for means.

How do we go forward? As “this world has enough to feed the needs of every one” (Gandhi), get ready to “attend to the suffering” (Jesus), “throw away meditation ... attend to the suffering” (Buddha - and he went on to serve the suffering). Sanjaya, the reporter at Kurukshetra through the last stanza in Gita, sums up – “where man of wisdom Krishna and man of action Partha practice, there is prosperity, success, happiness/ welfare and fairness and justice.”

For starters, yoga involves dialectics and logical reasoning, self and supreme knowledge, duty, renunciation, meditation, eternal spirit, devotion, commitment, practice, and of course, salvation, as articulated at length in Gita.

Wherever you are, whatever you are, whatever skills you have, your role is significant. Give time. Give energy. Give spirit. Apply yourself. We will be proud to say that we live in a better place where people live to love this world and die to ensure that this world lives and lives for everyone.

Come with us into the world of yoga – the practice of action with knowledge and wisdom, for prosperity, for success, for welfare, and for fairness and justice. Kshemam - well-being of the poor, well-being of the world and actually, our own wellbeing – is guaranteed. November 2007



## 2. Education for Sustainable Development

It may be a strange coincidence! The world poverty eradication day and the Livelihoods Professionals Collective's founding day are the same. It willy-nilly points out to an interesting, but not so obvious fact: livelihoods workers/professionals at the ground level are poor. Like the poor, they also need to come together for meeting their solidarity, security and learning needs.

I have been to Ahmedabad last week to participate in the 4<sup>th</sup> international conference on education for sustainable development, thanks to Centre for Environment Education. Over 1500 participants from 90 countries were there. As expected, Rajendra Pachauri was there for the inaugural session as the chief guest. Gandhi was there all over. I heard this name and reference at least 100 times in two days I was there. Sustainable development – we cannot gloss over Gandhi. It reminded us of 1992 Rio Conference, 2012 framework for addressing climate changes.

One interesting insight – one climate change aspect is the fall in pH of oceans from 8.2 to 8.1. Against this, when 8.2 pH is the best thing for human health, we seem to consume acidic air, acidic water, acidic food etc. The message is consume less acid; increase your pH. A child participant urged us to shift to solar energy. If we tap solar energy for a day, it can meet all our energy needs for more than a year. Interesting calculation! A youth participant has urged the leaders to listen – listen to people, listen to inner voice, listen to voiceless, etc. Listen to lead is the message! Gandhi's message – my life is my message, and he lived his life to give message.

In the conference, we were part of a thematic workshop –education for sustainable livelihoods, one of the thirty workshops being organized in parallel. Integrated knowledge – the elephant of the whole, the worm's view – the ant of the reality, the best practices distilled, the 'why' of the situation and the 'why' of the solution, in addition to 'how' and metaskills are the critical elements of the education in sustainable livelihoods, the workshop indicated. The education is required for the community, the community leaders and facilitators, the livelihoods workers and the policy makers. The collective action institutional processes themselves offer education.

Livelihoods Framework places highest premium on the spiritual capital – the will to improve, achieve, and live a better and meaningful life, now and in future, within the contours of limits to growth set by ecological and Environment context. Then, all the forces in the universe conspire to achieve your intent, as long as the intent is for universal good.

In response to Nara's expressed confusion, Narayana in Gita elaborates this very lucidly – there is no superior path. Any path taken, based on one's aptitude, towards the intent, will lead to the intent. We need to remember no one can remain action-less even for a moment. Everyone is driven to action helplessly indeed by the forces of Nature. Therefore, choosing a path towards the intent very early matters. Performing your obligatory duty, instead of not working or engaged in doubts and dilemmas, is the only way out as it would not be possible being without work.

Krishna explains further: Every individual has to be assigned a specific vocation as a duty and it has to be in tune with his natural aptitude, svabhava. He has to be engaged in that work, karma. No one can claim the right not to work. None has claim to akarma. Further, the enlightened one should inspire others by performing all works efficiently so that others can emulate. Because whatever they do, others follow. Whatever standard they set up, the world follows. While doing so, one should remember one's inferior natural work is better than superior unnatural work. Unnatural work produces too much stress.

Knowing the Self to be superior to the intellect, intellect purified by spiritual practices, superior to senses and body, one can discipline oneself through the practice, if one wills. For the one who has attained yoga, the equanimity becomes the means of Self-realization. A person is said to have attained yogic perfection

when he or she has no attachment to the fruits of work, at the same time on track without losing focus on the intent/vision/mission. A person is a yogi if s/he has both Self-knowledge and Self-realization, who has control over the mind and senses.

To practice yoga, one needs to know and remain committed to loving, with inner purity, without fear, to seek and to give. As we practice yoga, our intent will be a reality. When our intent is that people have portfolios of decent livelihoods, our path has to support people coming together as collectives and the professionals service these. Our path has to provide livelihoods orientation and continued learning support to the people already in the sector. Importantly, our path has to practice, practice to seek knowledge and skills to use resources optimally, and practice to transfer these insights to people, to place integrated and deeper whole before the people for them to make informed choices.

The leaders need to listen - listen to people, listen to inner voice, listen to voiceless, etc.

As we quickly pick up our multiple twin-capacities, we contribute more effectively to the learning, loving, leading livelihoods and life of the poor and people at large, and our own salvation.

Therefore, come with us into the world of yoga – the practice of action with knowledge and wisdom, for Prosperity, success, welfare, and fairness and justice. Our own, our Poor's and our world's Kshemam is the guaranteed bonus! December 2007

### 3. Meta Fishing Skills

Happy New Year 2008! Best Wishes for a satisfying and exciting life ahead to all of you!

During the month, I have been to 'National Conference on Farming' organized by Consortium of Indian Farmers' Associations' for a while at Hyderabad. A TV channel has asked us about the crisis in farming. Then, our livelihoods team went to Ongole and then to Guntur as part of the Livelihoods Orientation Campaigns. All of them have pointed out the looming crisis at large on all the traditional livelihoods and occupations.

We have grown from a mere 5 Crore families in farming with a mere 15% labour to about 15 Crore families with almost half as labour, in 60 years.

Yes, there is a crisis. 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 almost half as labour, in 60 years. The well-being of 10- 11 Crore families depends on how well the remaining 4-5 crore families get absorbed in the lucrative and decent nonfarm 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.

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.

Thus, we are constrained by competent human resources in general and in livelihoods domain in particular. We need to build livelihoods workers at the community level and at higher levels. We need them to be part of the people's institutions. We need them to provide services to poor for a reasonable fee. We need them to launch and manage enterprises that pool, process and market the produce and services of the poor and vice-versa. We also need the community leaders with commitment and competence.

Then, the livelihoods we are talking about are of the community. The community should be taking the decisions. Before that they need to be privy to the integrated 'livelihoods' knowledge (within the community and outside). This integration, deeper analysis together with community and facilitation for

evolving choices for the people, matters and livelihoods workers are required for this. Then the livelihoods workers are required to assist them in implementing their decisions.

Therefore, Livelihoods Orientation has to become a state, national, and global campaign to reach out to the poor and the people who work with and/or for the poor. Even the non-poor and the people who have the capacity to work with the poor have to be reached out.

We need to remember, 'Daridra Narayana' will not remain forever. S/he is bound to come out sooner or later. Then, s/he will put her third foot on the heads of all those persons who have not supported although they are in a position to support (that is, most of us).

Narayana elaborates to the confused (or is he feigning confusion?) Arjuna - one is considered the best yogi who regards every being like oneself, and who can feel the pain and pleasures of others as one's own. And he goes on to emphasize - the yogi-devotee - who lovingly contemplates on the people with supreme faith, whose mind is ever absorbed in them, who develops the plan of action to serve them and who facilitates/ensures implementation of those plans - is the best of all the yogis. Further, he points out that a person is said to have attained yogic perfection when he or she has no attachment to the fruits of work, at the same time on track without losing focus on the intent/vision/mission.

Thus, to practice yoga, one needs to know and remain committed to loving, with inner purity, without fear, to seek and to give. Importantly, our path has to practice to seek appreciation of the reality and its projected future and develop plans for action together with the communities. As we progress on this path, we contribute more effectively to our own salvation.

Come with us into the world of yoga – the practice of action with knowledge and wisdom for our learning, security, and prosperity. January 2008



## 4. Engaging Youth

It appears to be the month of Indians of the Year. NDTV announced Abdul Kalam as the Inspirational Leader of India, Manmohan Singh as the Leader of India, and Rajnikanth as the Entertainer of India so on. CNN-IBN identified Chidambaram in politics. It has also seen the announcements of India's civilian awards – Padma Vibhushan, Padma Bhushan, and Padma Sri. In more than 100 names announced, no development worker could find a place.

Two things have struck me during the month to reinforce my convictions. One is on the way forward for youth employment and the other on the 'space' in the minds of the people through a variety of media including electronic media. The first one came from the discussions on a pilot to identify and build youth entrepreneurs, proposed by YES – Youth Employment Summit and HUDA – Hyderabad Urban Development Authority. The second came from informal discussions at Social Impact's Networking event.

When half of India is youth, when they have all the energy, enthusiasm and potential, then any one in general and livelihoods worker in particular cannot ignore youth. We need to catch them when they are children, when they are still in the schools, when they are prone to various attractions and when they want to express and demonstrate their independence. We need to work with the entire range of them.

Many of them do not want to continue in the occupations of their parents. Some are cut out for low-end jobs, some for high-end jobs, some for self-employment, some for micro-enterprises, some for leadership, some for community work, some for further advanced studies, and some others for future enterprises. Some need counseling, some need information, some need knowledge inputs, some need skills, some need market linkages, some need working capital, some need 'realization' and some others need adaptation. Most of them need inspiration, recognition, mentoring, support systems, solidarity collectives, livelihoods collectives, and meta (fishing) skills (beyond fish and fishing). All of them need soft life skills for leading productive lives.

This vast agenda is compounded with unemployment and underemployment co-existing with employers not getting candidates for jobs; constraint of competent human resources in general and in livelihoods domain in particular; growing middle class needs - products and services; 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 meta(fishing) skills. Rapidly expanding

ICT and IT Enabled Services have an important part to play in facilitating this agenda. We should get ready to work with them in all these agenda.

We need to work towards bringing the life, livelihoods, resources, environment, learning, leadership and love centre stage. This requires occupying the mind space for the people at large – the poor, and the non-poor; mind space of entrepreneurs and managers of enterprises; mind space of the four estates; mind space of the children; mind space of the leaders, technologists and scientists; mind space of the youth and the old; mind space of the illiterate and the educated; mind space of the women and the men; mind space of the credit providers and borrowers; mind space of the entertainers and the audience; so on. Thus, we need to build platforms for this. We need to use all 'channels'. We need to use all 'tools'. Importantly we need to build leaders with commitment and competence in the community, civil society and the four estates at various levels and on various dimensions.

We, therefore, need to integrate 'livelihoods' knowledge (within the community and outside), offer tools of deeper analysis to the community and their facilitators for evolving choices for the people. We need to build forums that offer skills in integration and using tools. It is time Livelihoods Orientation becomes an ongoing global campaign. When one gets into meditative silence (silence of voice/ senses, heart and mind)

and 'expanded breathing' to take higher amounts of oxygen, s/he develops concentration, reaches a state of reduced stress and finds more meaning full life.

Krishna discusses the meaningful life in terms of resolves and pleasures with Arjuna. The three resolves referred to are goodness resolve for salvation; passion resolve for craving for fruits of work and attachment; and ignorance resolve that does not allow a person to give up sleep, fear, grief, despair, and carelessness. Krishna advocates goodness and is against the ignorance. The practice of the first resolve - spiritual practice - appears as poison in the beginning, but is like nectar in the end, comes by the grace of Self-knowledge and service of the humanity and life. The practice of passion results in sensual pleasures that appear as nectar in the beginning, but become poison in the end. And the practice of ignorance results in pleasure that confuses a person in the beginning and in the end. Krishna confirms that there is no being, who can remain free from these three modes.

Patanjali, a revered Rishi, eulogized by Krishna, gives us the eight steps to Yoga, the path of goodness – Yama (moral restraint), Niyama (discipline), Asanas (attitudes and body positions), Pranayama (breath control, therefore life control), Pratyahara (withdrawal of the senses of sensual pleasures), Dharana (concentration), Dhyana (meditation towards the object/purpose) and Samadhi (transcendence).

*Thus, to practice yoga, one needs to know and remain committed to loving, with inner purity, without fear, to seek and to give. Importantly, our path has to practice to seek appreciation of the reality and its projected future and develop plans for action together with the communities. All this without attachment to fruits of work. Come with us into the world of yoga – the practice of action with knowledge and wisdom. For our meaningful lives. February 2008*

## 5. Taking Care of Our Aged and Ageing

February is the month of valentine. It is also the month of Budgets. It was also a month of the Aged, for us.

A great Gandhian social worker – Murlidhar Devdas Amte (Baba Amte) left us for good. May his soul rest in peace! It was a packed month – morning 8 to midnight 12/1 for 14- 15 days working with HelpAge India Program Staff who were getting inducted into development planning and project management and evolving its program vision and plan.

Remaining time mostly went in developing the management information system for the players in the cotton textile supply chain project. Another need of the day - loading livelihoods agenda on to micro-finance vehicles took some of our mind space and time.

One discussion led by Bhargava is still lingering in mind. How do we advocate? One way is to lobby for policy changes. The other is to organize the ‘potential’ make them demand. The most important, it appeared, is to appreciate the hegemony of dominant ideas on the mind, society, culture, literature and introduce alternative viable rationally sound ideas into the arena so that they slowly replace or fill the space to become part of the new hegemony. That would mean we need to argue the ideas logically, pilot test these ideas for their viability, demonstrate, and disseminate in a variety of forms that appeals to the mind that receives.

India is an ageing young nation. 8% are old now. This is increasing year by year. Life expectancy at 60 is more than 20 years. More than two-thirds of the older persons are working. The issue is how we could facilitate them to have decent portfolio of livelihoods that offers them remunerative enough income with less risks. Related issue is how we could reduce their expenditure without compromising the quality of life. The most important thing is how we could make old age that one should look forward to. With universal pensions for 65+ poor old and a host of benefits as senior citizens including 50% tariff for travel, old age has become less uncomfortable. Honestly, we all be old sooner or later and it is in our future interest that we side with the old in their struggle for better lives and livelihoods. We need to catch them when they are still young to prepare them for old age. Sure enough, they become a bit slow but that could be compensated with their experience, expertise and accumulated wisdom. They become a bit rigid but that could be compensated with their childlike ‘tantrums’. They are friends with our children which we struggle to become.

Yes, some need counseling, some need information, some need knowledge inputs, some need skills, some need market linkages, some need working capital, some need ‘realization’ and some others need adaptation. Some of them are keen to have their wishes fulfilled. But most of them need productive engagement options, recognition, support systems, solidarity collectives, livelihoods collectives, etc. All of them need soft life skills for leading productive lives in the quick-paced dynamic contexts.

One of the greatest service that can be offered to the old-old (or dependent old!) is home care and palliative care. We can help them in their last journey being smoother and more comfortable. We are in short supply of care givers, both volunteers and paid care givers. We need to ‘produce’ them soon.

These intense days in the month have helped me control the ‘street dogs’ in the mind to let new dogs in. These include: The best classroom in the world is at the feet of an elderly person; When one is in love, it shows; One should never say no to a gift from a child; Sometimes all a person needs is a hand to hold and a heart to understand; Ignore the facts that cannot be changed and ignoring the facts does not change the facts; Love, not time, heals all wounds; The easiest way for me to grow as a person is to surround myself with people smarter/wiser than I am; All the happiness and growth occurs while doing; And the less time I have to work with, the more things I get done.

We need to work towards bringing life, livelihoods, resources, environment, learning, leadership and love centre stage for every one – young and old, men and women, marginalized, forgotten, poor and rich, professional and volunteer, secure and insecure, extrovert and introvert, skilled and unskilled, wise and ignorant, hardworking and smart working, debt-free and deep-in- debt, fit and not-so-fit, rural and urban, indigenous and migrant, believer and doubting, and spirited and dispirited.

Krishna discusses the ways to keep focus on the supreme purpose with Arjuna. If one remains focused on the purpose with heart, mind, and intellect through meditation and contemplation, one will find a way out to attain the purpose. If one is not able to focus the mind on the purpose, one has to work long to attain the purpose by a plan and practices such as a ritual, norm, rule, habit etc., such that you acquire abilities to remain focused on the purpose. If one is not able to practice and focus, then one has to perform the duty (protocol) just as an instrument to serve the purpose. If this is not possible, one can surrender, with complete faith, to a master/mentor (person) unto his/her will and renounce the attachment, anxiety and fruits of work with equanimity. Then also, one achieves the supreme purpose. This is Karma yoga of Krishna.

Thus, to practice yoga, one needs to know and remain committed to the purpose with love and purity. All this should be carried out without attachment to fruits of work.

Come with us into the world of yoga – the practice of action with knowledge and wisdom. For us attaining our purpose. March 2008



## 6. Freedom of Oppressed

It is time of Jattras across. Many parts of India are getting ready to usher in the New Year, Ugadi.

Another social worker of repute, Hemalatha Lavanam left us for good. May her soul rest in peace.

It was a warming up month – getting ready to the summer ahead. We had some showers, thanks to depression in Arbaian Sea, which is rare. Some hopping between the workshops and discussions – New Economic Culture, Vasanthi Foundation Lecture, NIRD's crisis in Handlooms, International Resource Centre for Poverty Reduction, Leadership for Weavers, Zero draft country strategy for World Bank in India etc., apart from the continued time spent in developing the management information system and digging deep within us.

Extra ordinary cooperator of our times, Rama Reddy, has become the President of Indian Cooperative Union (ICU) as it completes its sixty years of existence, recently. Gandhi was its mentor. He considered cooperative as a self-reliant association where people come together voluntarily to help each other. ICU proposes to move forward in promoting cooperative development forums in various parts of the country and build on the advocacy agenda in cooperation from Cooperative Development Foundation led by Rama Reddy in Hyderabad and Cooperative Initiative Panel consisting of legendary co-operators Dr Verghese Kurien, Mohan Dharia and Lakshmi Chand Jain.

One discussion that has consumed our time and energy is the 'oppressed'. Who are oppressed? Who oppresses them? One way is we apply pedagogy of the oppressed for the freedom of the oppressed. As a sequel, we can organize them and make them demand social and economic infrastructure. They can also benefit from ollectivization in terms of solidarity, bargaining, local purchase, value-addition and sales. The most important, it appeared, is to appreciate that there is no difference in the way the traditional oppressed communities and the new economically oppressed communities live now. Their sources of incomes, expenditure drains, ways of occupying time and coping (and not coping with risks) are more or less the same. The traditional oppression has caused some deprivations in terms of variety of capitals available to them, and the contexts, typically remained unfavorable. I am sure today's economic oppression has similar impact on the oppressed. It is true that the multiple, intensive comprehensive and naked oppression is giving way to more subtle, less visible and further less realized forms of oppression. It is in this context, we need to seek adherence to 'new' universal values of equity, justice and participation in reality, beyond the rhetoric and lip sympathy. Thus hegemony of dominant ideas around these values on the mind, society, culture, and literature with viable and compelling rationale should make its presence felt.

The Foundation Lecture at Kakinada for Kuchibhotla Vasanthi Foundation [A Score of Existence – Context, Path, Work: Reflections of a Development Worker] gave me an unique opportunity to dig deep into the last 20-30 years of one's life and work, its context, its path, its account. It stirred me deep within. It reminded me how far I am from my dream. With hindsight, I could see my drivers, my triggers, my supports and my constraints. It showed me gaps and opportunities in the context. It showed how strong or weak is the foundation for the work of another two decades now. I cherished every moment of it this digging deep. This can be relevant to other development workers, people who watch and support development workers, and importantly the potential and future development workers.

For starters. 1997 – I was at Anand, it appears now, to meet Vasanthi. She was a young friend who joined the ranks of my inspirers. By then, I had another young inspirer, Anuradha, who came into contact with me, as if Guru comes in search of the disciple, in the true Sanatana tradition, for a while – mere one year. I am leading the path shown by her in her own way before her demise. Where am I after 20+ years in Development? Lots of unfin

ished agenda. Now, I am a livelihoods worker. Livelihoods domain and development sector is looking towards me as a promising mentor for livelihoods workers, entrepreneurs and organizations. I think this has been an awesome responsibility I have to cope with in the years to come.

Personally, I have become purer. I am on course to learn the 'art' of loving. I am learning to appreciate the second, third and fourth hand results and derive that vicarious pleasure. I am realizing that my duty begins and ends with 'doing' what I am supposed to do. I am realizing that I am a vehicle (or call me an instrument) and my job is to provide service as an instrument.

Krishna says 'It is better to seek further knowledge (*jnanam*) than to be engaged in repetitive practice (*abhyasa*) of the steps already learnt. Careful attention (*dhyanam*) to the implications of what has been learnt is superior to being engaged in gathering more knowledge (*jnanam*). *Karmaphalatyagam* is superior to meditation (*dhyanam*), intensive study. Such relinquishing leads soon to *santhi* (peace). Krishna's Karmayogis stay amidst society and conduct themselves as commoners and emerge as organizers. They are resolute in their mission, supreme purpose, paramartham. Then, they focus. Focus on Purpose, Plan, Protocol, and/or Person, at the least.

To practice yoga, one needs to know and remain committed, with physical, mental and energy bodies, to the purpose with love and purity. All this without attachment to fruits of work. Come with us into the world of yoga – the practice of action with knowledge and wisdom. For inching towards achieving awareness about us and our extended selves. April 2008

## 7. Microfinance and SHG Movement

Ugadi, Rama Navami and peaking up summer, remembering Dr BR Ambedkar has marked the month that went by. Cyclone in Myanmar has taken more than 60000 lives.

Gandhian, trustee of Gandhian Social Work in India, Nirmala Deshpande is no more with us. Probably there are no surviving direct followers of Gandhi now. May her soul rest in peace.

We began to experience the hot summer. Our travels and summer seem to be competing with each other. Livelihoods Orientations and Planning occupied our time during the month. We began to think about enhancing livelihoods of the urban poor. Distance Livelihoods Education has also been thought about. Continued time has been invested in Reviews and Brainstorming of Livelihoods Support Organizations and Projects, along with developing the management information system and digging deep within us.

We heard 2 million people participated in the inauguration of the Oneness temple in Chittoor. Some 10 people died in the stampede. Lots and lots of frustrated and/or restless people are flocking to 'religion' and 'spiritual' masters. The time has come to find ways and means to attract more and more people to the cause of enhancing livelihoods of the poor from all walks of life.

As I surf the TV channels, more and more channels have come up to provide 'spiritual' content. Then we have sports channels. We have music channels. Of course, we have a plenty of news channels. We may have to think of exclusive channels for development/livelihoods. We need to increase the coverage for development/livelihoods aspects with true livelihoods perspective.

As I see the growing micro-finance movement and SHG movement, it stirred me deep within. We see, in village after village, at least in South India, there are competing MFIs and credit providers/mechanisms to provide the credit to the poor. Of course, the terms are not uniform. People are availing the credit from formal multiple sources, apart from the informal sources. The issue is no longer the credit really speaking. The issue is the ideas for investing the amounts that can enhance the incomes and livelihoods for the poor. The platforms and forums created by the MF and SHG movement offer viable structures for taking up these ideas. Unfortunately, many of the structures largely remained unused for larger livelihoods agenda.

Our field visits in Warangal (Undivided Andhra Pradesh) and Karnataka, have indicated many gaps and opportunities that can be tapped –collective sourcing of raw materials, local value-addition and marketing where clusters of producers are present; collective sourcing of materials for reducing expenditures and meeting needs of the large number of poor like food etc.; encouraging entrepreneurs to service the needs of the poor and others; etc. The need to orient and offer livelihoods lenses to the staff in MF can be an important step in actualizing some of these possibilities.

More at the personal level, I am able to appreciate the need to set the direction, rather than focusing on nitty-gritty, and the need to move towards practicing universal values as completely as possible. When Ramakrishna responded to a request of the mother of a boy to tell her son not to eat jaggery, he needed a week's time to stop his habit of eating jaggery before telling the boy. As livelihoods workers and mentors we go through this again and again. The need is to be role models ourselves. Can we practice being true role models? Should we become 'professionals' where we just work for the objectives set whether we believe in them or not, as effectively and efficiently as possible?

Krishna waited a long time for his successor to spread the Karma Yoga and finally found Arjuna. When the chosen one is in doubt or dilemma, he went on to remind him of all the discussions on the subject they had, in the form of Bhagavadgita. It is important to realize the importance of the person who argues, Krishna confirms. If Arjuna has not asked those questions, Krishna would not have responded with the responses.

The world is controlled by the yoga – union – law of attraction and love. As we think, we transmit our thoughts to the world and the world responds by conspiring to make them real. If we have conflicting thoughts, the world gets confused. Thus, the desire, vision, the intention and the intensity of this intention makes our vision a reality. If we seek Santhi and Joy – let us intensely desire for it.

It will happen. To practice yoga, one needs to know and remain committed, with physical, mental and energy bodies, to the purpose with love and purity, without attachment to fruits of work. Come with us into the world of yoga – the practice of action with knowledge and wisdom - for making definite strides towards achieving awareness about us and our extended selves. May 2008

## 8. Collectives and Congress

Disaster after disaster! After the devastating Nargis cyclone in Myanmar, the earth quake in China have taken lakhs of lives and severely affected millions of lives.

There were elections in Karnataka and bye-elections in AP. Strangely, all our summer travels and work were also in Karnataka and AP (Telangana)! Yediyurappa has been sworn in as Chief Minister heralding BJP getting power in a South Indian state. While Telangana sentiment has been endorsed more or less by all political players, Telangana Rashtra Samiti and its chief KCR have to take back most of their words. For an independent observer, it is clear that at least 33% of the votes polled are in favour of Telangana. Such a break-up was not available in 2004 elections as the elections were fought jointly at that time. Everyone now openly admits that there is groundswell of Telangana sentiment. A new party – Lok Satta could get more than 10% of the votes polled, indicating trouble for the big two in the next year elections. The party of Chiranjeevi is inching towards its launch soon. We are entering into transition times. Hesitant Times! Yet exciting times!

We are already into two months of rising prices. Government of India has contemplated for long and hiked fuel prices. This fuelled the inflation further up. PM Manmohan Singh is suggesting us to wait for the monsoon for inflation to cool off on its own! Still the subsidies on fuel including LPG continue. However people are unhappy as the transport costs are going to shoot up. India is witnessing bandhs all over the country protesting the hike in fuel prices.

As Indian Premier League has managed a collective business of more than Rs.1000 Crore in two months, between eight franchisees and BCCI, Amethi has managed to conduct a mega rural cricket league involving 2000 teams in 2000 matches in seven weeks. Lots of business! Lots of sponsorships! Lots of advertisements! Lots of livelihoods! And lots of entertainment! However, all these are short-lived. I was told this even would be there twice a year. Then, there is a prospect of livelihoods for four months a year. How many such livelihoods – not less than a million (0.5% of families in India)! And per capita income will be - not less than Rs.10000 per month!

Entire quarter has been reminding us that micro-finance and SHG movement is heading towards saturation. Collateral free funds (on loan) are being made available. From one end, the micro-finance domain is slowly adding micro-finance plus dimensions – like savings, insurance, loan in kind, repayment in kind, flexible installments, food security etc., all towards clear livelihoods domain. Thus, the progression is to the right on the micro-finance – livelihoods continuum. In view of this, there is a need to match this with a deep, broad and intense coalition of ideas in the livelihoods domain that enhance this thinking on the continuum. A livelihoods Congress where various practitioners come, meet, share, learn and build workable coalitions of ideas, on a periodic basis is the need. For this, we need to intensify livelihoods orientation campaigns, livelihoods yatras, increase print and electronic information availability, induct volunteers, source funds and importantly enhance the value for participating in such efforts for development workers within and outside government and development sector.

We need to rope in print media, TV channels, e-portals, e-groups, schools and teachers in the schools, community leaders, youth, community-based organizations, volunteer groups, spiritual masters, religious influencers, business leaders and philanthropists. We can not ignore the 'achieved' and the frustrated and/or restless.

We also need to organize. When we think the solution to the poor is 'collectivization', the same has to be practiced and demonstrated by the development workers – livelihoods workers including micro-finance workers, for learning, security and solidarity.



Yoga offers two ways of going forward. One – become everything. Other – become nothing. All of us are in between – in large number of hues. As we are Karma yogis, we keep trying to become one or two. As we try and do x, y, z to become, we get tired. With tiredness, we become ‘everything’ or ‘nothing’. Till we are dead tired, this will not happen. Therefore, our pursuit in practicing universal values has to continue till we are dead tired. May be this is ‘professionalism’ we should be after.

To practice yoga, one needs to know and remain committed, with spirit, thought, feel, word, and action domains, to the purpose. Honestly, it is possible, for all of us. Come with us into the world of yoga – the practice of action with knowledge and wisdom - for living our lives naturally, when us and they disappear and become ‘us’. June 2008

## 9. Credit Availability for SHGs

Another disaster struck. This time, it was in West Bengal and Bangladesh.

Increasing inflation and prices is unabated! Monsoon is progressing! Continued visits to Sundarbans, and Ganga Heart Land, and participation in business plan bids marked the month that went by. Government has carried out its threat to increase the petrol and diesel prices. But the international prices are still rising. Manmohan was suggesting us to wait for the monsoon for inflation to cool off on its own! The monsoon is underway and there are no signs of cooling off.

Amidst all these, Government's efforts seem to be focused on Nuclear Deal rather than containing inflation and prices, and restoring them back to previous levels, six months ago at least. With elections around the corner, most of us think this should be the Government priority. Prime Minister threatens to resign for nuclear deal, rather than for price rise. Left wants to withdraw support on nuclear deal. Samajwadi Party wants to support UPA. Interesting times! Yet no respite to common man and the poor! We are finding comfort in the fact that the situation is worse in all other countries.

Sagar Island in Sundarbans has shown us what it means to be fighting with the nature. Low lands away from the main land, embankments fighting tides, crabs and river flows, near absence of mangrove forests, rising sea, tidal floods, eroding land, decreasing per capita land holding, fluctuating salinity, charging aquifers with water conservation efforts else where, the islanders live a challenging life. This is accentuated by the lower realization of proportion of consumer rupee from the mainland for their products. Even then, surprisingly they lead a healthy life. I could not come across, so far, any place cleaner than this. There is also a scope to take advantage of the religious tourism on account of Ganga's milan with Sagar.

We have learnt in Raebareli and Amethi that cash credit limit availability to the poor SHGs is more revolutionary than the first, second, third, fourth and may be fifth round of loans from Banks to them. If a 15-member SHG gets a CCL of Rs.5 lakh, it is as good as a member receiving access to more than a lakh of rupees in a couple of years. This confirms, as we go on this route, that the issue, in poverty reduction and livelihoods, is no longer money but ideas for investing this money. That confirms the need to keep moving right on the micro-finance and livelihoods continuum. Many of the SHG federations and their higher order federations, many of the MFIs have started adding microfinance plus products. They have started to think about interventions at individual, group level, village level and beyond. They have started to think about local value addition, processing, skill building and inter-group linkages etc. This brings the lack of livelihoods professionals to the fore, once again.

At the same time, the interest rates and the terms of credit are inhuman, in parts of the country where the SHG movement and the micro-finance institutions have not reached. I am still hearing rates of 1000% per annum and more! I am still hearing about loans that only grow despite life-long services by the loan to the 'loan provider'! These areas need 'interventions' in credit immediately.

What is the way forward? A coalition of livelihoods ideas! A platform for livelihoods workers! We need to build these coalitions and platforms. We need livelihoods volunteers who bring new ideas from outside for pre-testing, piloting and validation; we need volunteers who invest time to explore livelihoods realities with the poor in their context and opportunities that are emerging in the horizon in the wake of globalization, liberalization, privatization and technological advancement in various fronts; we need people who spot the gaps in the value-chains that can be plugged by the poor; we need volunteers who offer skills for the poor to analyze their situation; we need angel investors; we need social venture capitalists with faith in the poor and their organizations; we need new service providers providing services to the poor; we need platforms for the people to pool up best practitioners, to pool up ideas that are being tried and ideas that offer promise; we need 'bold' entrepreneurs; we need 'wise' mentors; we need

'passionate' supporters in civil society, media, bureaucracy and polity; we need writers and 'story tellers'; we need livelihoods orientation campaigners; we need livelihoods yatri; we need livelihoods portals; we need financing portals for livelihoods ideas; we need more 'bidding' networks and 'competitions'; we need livelihoods programs to build livelihoods workers; we need livelihoods life workers; we need percolation of livelihoods thinking into all walks of life; we need spiritual master who talk livelihoods; we need technical skill providers; we need marketers; we need financial analysts; we need ICT professionals bringing ICT for poor; in essence, we need a livelihoods world.

We need to build forums that meet security, mutual support, solidarity and learning needs of the livelihoods workers. We need to build para-workers and their platforms. Further, we need to build community leaders for livelihoods, nurture livelihoods gurus from the best practitioners and develop internal animators from the community for taking up promising ideas and getting ahead. We also need to identify micro-entrepreneurs and support.

It is a long way. Let us get going. This is yoga for us - offering one's knowledge, skills and resources (Krishna's prescription) to the poor, their organizations and the organizations that support them.

The practicing yogi continues to perform all her/his duties towards acquiring knowledge, skills and resources so that her/his offerings to the poor are more enriched and relevant. Thus, this does not call upon the yoga practitioners to lose their identities though it expects them to be devoted to it.

Join us in the world of yoga – the practice of action with knowledge and wisdom. You will not regret it.  
July 2008

## 10. Rural Development Management Programme at NIRD

As I write this, Beijing Olympics 2008 has just begun, to have 10000+ sportsmen in action. 14000+ Chinese performers welcomed them, led by their President, on 08 08 08 at 0808 PM (Chinese Time). A spectacular feat indeed! It shows a Nation has arrived!

It appears that inflation rate has stabilized at 12% and food prices have rested at higher level. Consumers have, more or less, learnt to tighten their belts. Unfortunately, the farmers are living through uncertainties.

Monsoon has caught up in South too, albeit late. North and Godavari areas in floods! Incessant rains all over!

Interactions with farmers, weavers, workers, and consumers, involvement in the new one-year program in rural development management and inducting the development workers in elders for elders movement have marked the month that went by.

Amidst all these, Government found its way on Nuclear Deal. Still there is no respite to common man and the poor!

I have participated in a meeting on developing a framework for taking forward the National Policy on Voluntary Sector 2007 in AP. While we welcome various 'mechanisms' at various levels for augmenting voluntary and non government efforts towards enhanced livelihoods and quality of life of the poor, we need to underline the variety in these efforts – some work with poor, some work with organizations that work with poor, some are federations and networks. And some are organizations of the poor themselves. The policy and the framework should create an environment for voluntary sector to thrive all across. The areas of cooperation with government should have different rules and methods for cooperation. No uniform processes will be good for all. The areas of cooperation and collaboration include policy, project design, planning, monitoring, social audit etc., capacity building, support services, piloting, research, knowledge building and dissemination, implementation, funding etc. The framework should enable and facilitate 'independent' voluntary effort, rather than constrain it. It should have a comprehensive database of these efforts. Finally, we need to realize that Government has to say where it wants to collaborate/ partner with voluntary efforts and how, rather than seeking to fit all voluntary efforts into a framework. There are millions of Community-based organizations, support organizations and their federal entities. What they need is some visioning and some competent human resources at various levels to help them realize their visions.

It appears that Government of India has stepped up its direct efforts to increase the availability of development Professionals in the country. Its NIRD has launched a 1-year Rural Development Management Program on 4 August 2008. 52 students are going through the program this year. Many such efforts within and outside the government are needed. Our initial involvement in the program thinking and acceptance to take a few sessions in this program has helped us to look at Rural Development Management once more. RDM – Principles and Practices – is the one-year program in 30 sessions. It launches Rural Development Management and appreciates its context(s). It explores what it means to be a Development Manager. It introduces Basic Management Concepts and Principles, with an overview of various elements of management. Finally, it introduces select principles and practices in RDM.

A Gallup's recent extensive research on Human Resource Engagement has identified 12 elements that help in great performance:

1. Job clarity on results
2. Having materials and tools to realize the outcomes (interestingly many of us do not know what results we need to achieve)

3. Matching strengths to jobs and developing the innate talent
4. Recognition and praise (within seven days!)
5. Caring about the people you work with
6. Mentoring
7. Valuing opinions and using everybody's brains for solutions for collective good
8. Connecting to a cause (mission/vision)
9. One for all and all for one (performance standards and rewards and punishments for deviants)
10. Trust (having a best friend at work!), fairness, dignity and regular personal two-way communication
11. Opportunities to learn and grow (a plan of growth for everyone!)
12. Knowledge and appreciation of the basics of the totality of the business/enterprise.

Can we move towards having these elements in our livelihoods organizations?

An unusual Professor at Carnegie Mellon, Randy Pausch, expired due to terminal cancer on 25 July 2008. May his soul rest in peace! His Last Lecture declares that he has done three things in life – building capabilities for pursuing dreams, pursuing dreams, enabling others to realize their dreams. For starters, Randy is the father of computer human interaction. His lessons learnt include – there are lots of people who help us – parents, teachers, mentors, friends, students etc.; keep having fun as there is no other way to be; have childlike wonder – curiosity; loyalty is a two-way street; never give up; we achieve because people help us to achieve; apologize when you mess up; focus on others. These are universal lessons. Aren't they?

Krishna says, if you are tied to the 'purpose', ably facilitated by the guru, you will find your 'marg' – plan of action. In other words, if we are tied to our 'purpose', we will be investing in building our capabilities. Once we have the capabilities, the action takes place on its own.

Building capabilities is a never-ending journey. Let us get going. This is yoga for us - offering our capabilities and enabling others to offer their capabilities –knowledge, skills and resources to the poor, their organizations and the organizations that support them happens on its own.

Join us in the world of yoga - the practice of acquiring abilities and action follows on its own. You will not regret it. August 2008

## 11. Beijing Olympics; Consultations on Coastal Management

Ramzan fasting has begun, followed by Ganesh Chaturthi, festival of charming God with elephant head. Krishanasthami has just passed by. As we are going through the festivities in quick succession, Bihar is going through the floods of gigantic proportions, dubbed to be more terrible than the Tsunami in terms of its impact. More than 5 million people are displaced. Strangely, the reason is that India has not attended to its maintenance functions on the structures on Kosi River in Nepal.

At Beijing Olympics 2008, the display of China to the world that a Nation has arrived continued even in the end show. Of course, it got close to 100 medals way ahead of everybody else. India could manage three medals – one gold in shooting and two bronzes – boxing and wrestling, thanks to Abhinav Bindra, Vijender Kumar and Sushil Kumar. Individual gold for India is the first in a century of Olympics!

Amidst all these, we are realizing that Nuclear Deal is a real 'deal' for India. We will not get high-end technology; we may not get Uranium supplies etc., if we go for tests!

Continued interpretations of the baseline data from farmers, weavers, workers, and consumers, continued involvement in the new one-year program in rural development management, going forward at Pochampally, some consultation meetings etc., have marked the month that went by.

A small group of NGOs have started to think about initiating a forum of NGOs in Greater Hyderabad. An informal forum of the donors in Hyderabad existed earlier. This new forum is expected to include a variety of CSOs including donors and support organisations. This will also be a formal body. It is an interesting idea forward. Let us see!

The next have been consultations of the Ministry of Environment and Forests on its new Coastal Management Zone Notification (in place of Coastal Zone Regulation) at the state level at Hyderabad. The conclusions of the consultations are straight forward - This change is not required; If really required, this needs to be stated with the clear rationale; the preamble of CMZ itself should include the rights of the coastal communities, the protection of coastal resources and the livelihoods of the coastal communities; these consultation should be with more than a specified minimum % of the population, say 0.1%, covering all the coastal villages; the scope for multiple interpretation needs to be reduced etc.

The third has to do with the evolution of an organizational set-up covering several similar projects undertaken by the partners, with feasibility, viability, sustainability and self reliance in focus.

The last has been a start-up lunch, an interesting idea where the start-up enterprise managers meet the potential partners, staff and investors, before, over and after lunch and size up each or one another.

Our involvement in the one-year program in rural development management of NIRD has helped us peep into development organisations – profit, non-profit and not-for profit; public, member and support; group, firm, trust, society, company, section 25 company, producers' company, cooperative; informal and formal; individual, group, federation, federation of federations and so on; organisation and institution etc.

Ganesha appears to be a role model for development workers! Ganesha's lessons for us include: purpose matters the most - act in good faith; take ownership and action for your actions and outcomes; faith in yourself to overcome obstacles; simplicity and modesty; and seek – read, explore, listen, learn and practice.

While we have faith in our pursuit, we need to learn take things that do not matter lightly. An alert and mature mind would take all these things in its stride. Seeing things in true light would reveal, many a time, how we are causing pain to ourselves by just our ways of thinking. It is like pricking oneself and thinking that there is pain. If we see this we stop pricking ourselves. Instead of entertaining judgmental thoughts about people and going in circles over them, we need to remain focused on what needs to be and can be done and just do it.



Krishna discusses two ways – Jnana yoga and Karma yoga or alternatively referred to as Samakhya and Yoga. To achieve the purpose to which we are tied, we need to merge theory and practice appropriately. This merger is ably facilitated by the guru. It varies from person-to-person and situation-to-situation. As we progress, we are in the process of learning - theory and practice, we are also learning the art of facilitation and we start mentoring as we mature, towards building capabilities of those who offer promise, in addition to building our own capabilities.

Jnana yoga and Karma yoga are two tracks on which we have to go on and on. Let us not stop. This is yoga for us – mixing theory and practice of acquiring and offering our capabilities and enabling others to offer their capabilities.

Join us in the world of yoga – the merger of theory and practice of acquiring abilities. You will not regret it. September 2008

## 12. Livelihoods of Jharkhand

In a month, we moved from Ganesh to his mother, Durga Puja. Then we had Dusserah. Ramzan fasting has ended with Ramzan. We also went through a series of international days – from International Peace Day, International non-violence day, to International Day of Decent Work, International Food Day and International Day of Poverty Eradication. In between we have a World Tourism Day. As we are going through the pujas, fasts and festivities in quick succession, as we are remembering a series of international days, as Bihar is trying to limping back to normalcy after the floods of gigantic proportions, the world in general and US and Europe in particular are through a huge financial crisis, dubbed as 'financial tsunami', comparable to the great depression some 6 decades ago. Thankfully, as the experts say, India is not affected much as it could not /did not invest much in their primary market. However, the waves of Tsunami touched India with some roll back of some assignments and jobs.

Amidst all these, India and USA ink the Nuclear Deal, notwithstanding any and all objections in India and in US!

Livelihoods of Jharkhand have occupied most of the month. Some engagement with civil society in Western Himalayan Region has begun towards helping them to have plans for enhancing their capacities around their vision and plan for better livelihoods for the community in the region, particularly in the winters. Pochampally Mela, going forward at Pochampally, continued involvement in the new one-year program in rural development management, etc., have marked the month that went by.

A resource rich Jharkhand with large proportion of poor is an irony. And it should be surprising to many of us why some people live in extreme harsh conditions, like in cold desert areas of Spiti and Ladakh. When the temperatures go subzero for more than six months, going down as low as -30 deg Celsius coupled with wind chills, when one needs to earn whatever one has to in the six months before the winter, when the rainfall is less than 50 mm, and one's habitation is as small as 10-20 houses, with a population density of less than 2 persons per sq. km, you can not but salute the locals for their courage and their spirit of life!

It is a life-time experience and bliss to see Himalayas as the snow mounts up, on a bright moon night with a clear sky and seeing the water oozing out into small streams to make mighty perennial rivers of India and around! I feel excited, 'lost' and of course, blessed. This coupled with sub-zero solitude offers wonderful space and time for reflecting one's course forward.

Jharkhand and the winters of cold deserts interestingly talk about maximizing leisure time rather than material comforts and possessions. They seem to be in a yogic pursuit, in some sense. They seem to have converted that into a way of life like the monks and rishis.

Investing in civil society to acquire the capacities to achieve their visions, which in themselves are linked to the community vision for better future, better life and better livelihoods with choices and control, as an independent component is an interesting idea and needs to be pursued. While we understand the capacities get built with transactions and business, some tailored inputs hasten the process of building capacities. Many a time, most of us get lost in what and how part of the knowledge and skills. The most critical part, however, is the why and why not part. Of course, end of this investment is how it gets translated into the capacities of the communities.

To mentor young would-be practitioners of development and livelihoods in a class room situation is different from mentoring an associate in the real world. This learning came as a reinforcement from our involvement in the one-year program in rural development management of NIRD. We could adapt well and do a decent job!

As a development worker, one is in the business of developing and going forward rather than get stuck with anything. When more and more people with promise get, acquire capabilities and remain committed

to development, s/he has done her/his bit. This would mean, we need to get out of entertaining judgments and just go after our pursuit. Be 'atal'.

This calls for one seeking yoga in thoughts, words, actions, insights, devotion and of course yoga in the spirit of being in all dimensions that are of consequence. This is the 'atma' yoga. It helps to have spiritual partners to enhance this practice, although may not be a must. It would be painful to miss the spiritual partner in this pursuit, particularly after realizing after n number of hits and misses that we are the partners.

Krishna advises: the yogi who diligently practices what he has mastered and is cleansed of all faults, perfects himself in all fields. For this he has to go through many stages of induction and practice and attain the highest level. It is not adequate to be recognized as a meditator (Tapasvi) who seeks to master the technique of achieving the goal. It is not enough to become a Jnani (knower) to gain theoretical knowledge of the concerned field of study or action. It is not enough to become a perfect doer (Karmi). One needs to be three in one, with clear focus on the purpose with faith and devotion from the inner self (antaratma).

Thus, we need to transcend Karma yoga and Jnana yoga, to enter Atma yoga where we are in union with our thoughts, words, actions, insights, devotion and the spirit of being. This is yoga for us.

Join us in the world of yoga – the merger of spirit of being with the being and life and the practice of acquiring abilities to transcend. You will not regret it. October 2008

### 13. Engagement with cold deserts of Western Himalayan Region

As United States of America elects Sri Barack Hussein Obama as its 44th President, they made history of choosing, for the first time, a black President. The verdict has been, without any doubt, for change – change, we can. He inherits the worst financial crisis, may be in the last six decades, as the first priority to focus energies. Obama, in his acceptance speech in a foot ball stadium in Chicago on the night of 4 November 2008, has been candid –

*“... The road ahead will be long. Our climb will be steep. We may not get there in one year or even one term,..I promise you - we as a people will get there. There will be setbacks and false starts. .... I will always be honest with you about the challenges we face. I will listen to you, especially when we disagree.*

*Let us remember that if this financial crisis taught us anything, it's that we cannot have a thriving Wall Street while Main Street suffers - in this country, we rise or fall as one nation; as one people. ....*

*This is our moment. This is our time: to put our people back to work and open doors of opportunity for our kids; to restore prosperity and promote the cause of peace; ... to reaffirm that fundamental truth - that out of many, we are one; that while we breathe, we hope; and where we are met with cynicism and doubt and those who tell us that we can't, we will respond with that timeless creed that sums up the spirit of a people: **Yes We Can.**”*

Capacities of the Civil Society in Cold Deserts of Western Himalayan Region in India have occupied most of the days of the month. The engagement has been towards developing plans for enhancing their capacities around their vision of enhanced food-security driven barley-based self-reliant livelihoods.

What a fall – from Himalayan heights to crowded Hyderabad! Fortunately, we have partnering souls in yogic pursuit right here to prevent the fall, at least emotionally, intellectually, energy-wise and importantly spiritually. The realization that we have no purpose that is more important or more significant, and therefore the universe would inspire us to set its priorities as our priorities in its own way! The sub-zero reflection on the course forward for me has given way for taking the next concrete steps in realizing the course.

When the people with less material comforts and possessions can be in a yogic pursuit, people with more material comforts and possessions, how can they escape this pursuit? When Guruji, Ravindra Sarma, Kalashramam, talks – “...people with ‘struggles’ in earlier times have ‘huge’ time for functions, events of life etc., why have we suffering from ‘lack of time’? Did we become slaves of the new culture of technology and machinery? ...” In some sense, Guruji has been endorsing – not just the Jharkhandis, Ladakhis, or the tribals, traditional communities have been in the pursuit of maximizing leisure. In that sense, we have lost our way, on our way!

Can we get back? Yes, if we pursue Atma Yoga. This need gets compounded when one is a development worker, in the business of developing people, including self, and going forward rather than get stuck with anything.

This ‘atma’ yoga calls for one seeking yoga in thoughts, words, actions, insights, devotion and of course yoga in the spirit of being in all dimensions that are of consequence. It helps to have spiritual partners to enhance this practice. Going alone can be extremely tough but possible. The yoga or the spiritual partnership can make the soul factually realize that its original nature is ‘satchidaananda’ - ‘sat’ oreternal, ‘chit’ or full of knowledge, and ‘aananda’ or perpetually blissful. In the ‘ras lila’ of the souls - the absolute love, total and integral in all parts of being, flows between the souls to orchestrate this realization.

Krishna advises both conceptual clarity and rigorous practice are integral to atma yoga. The first one helps an individual soul in identifying a desirable cause and a suitable way forward. The second one helps in choosing the path of action. Thus an atma yogi, with intelligence and hard work, graduates as a participant

leader amongst the practitioners, without being recognized as such. But one's role goes beyond to include and influence potential practitioners, supporters, advocates and the unconcerned majority. Thus, we need to enter atma yoga where we are in union with our co-participants in all dimensions of our being. This is yoga for us.

Join us in the world of yoga – in all dimensions of being – a union of concept practice and influence. You will not regret it. November 2008

## 14. 26/11 Attacks; Leading Life

26/11. Terrorists have moved from Bombs to Attacks. Mumbai Terror Strikes have jolted Mumbai, and India. A mere 10 terrorists could cause more than 200 people to lose their lives, apart from the Mumbai Anti-Terror Squad Chief and his deputies and the commandos/merinos. Aam Admi responded with grief, candle light vigils and solidarity marches. For the first time in the recent past, aam admi has put aside the 'politician'. Some heads rolled. Home Minister of India, Chief Minister and Deputy Chief Minister of Maharashtra gave way to others. Strangely, bureaucrats remained outside the head-rolling game. Chidambaram moves from managing the financial crisis to managing the internal security crisis! Results of the elections to some states confirm that voters wanted to get going. Development is the key.

Some of the important international/world days during the month have been: 25/11 – International Day for Elimination of Violence against Women; 1/12 – World AIDS Day; 3/12 – International Day of Disabled Persons; 5/12 – International Volunteer Day for Economic and Social Development; 10/12 – Human Rights Day.

The month that was spent in four parts – one to go through a test of mentoring; two to go through and overwhelming explosion that one is part of a whole and the whole takes charge, occupying many a part, dimension and aspect and spreading; three to think about eldercare solutions around their variety of needs including medical needs; and four to take forced rest and keep the vocal chords at rest. Universe knows when to tell you 'shut up'. Simultaneously the course of way forward emanated from the sub-zero reflection is finding its way steadily.

I chanced upon the working of the human physiology which is talking about the need to cause the energy store houses in the body need to empty themselves so that their functioning improves. The storehouses include liver. This emptying is possible only with fasting – something like a 36 hour fast, may be with some water and less calorie liquids. This can be weekly. But one has to gradually reach there, starting with skipping lunch or dinner or breakfast and upping week by week. Fasting supplements/complements yogic pursuit and I have begun the fasting process in this month!

We wish all life peace, joy and love for ever. To achieve this, we need to overcome or at least handle anger, jealousy, possessiveness and greed. It is not easy to make these four zeroes despite best efforts. With some diligent practice, it is possible to handle jealousy and greed. One can bring them down to an insignificant level. Greed and jealousy go together. Limiting to one's survival, learning and universal good needs, you get into fair desires and intents/visions.

Then, sharing is possible. When the greed is not fulfilled, it generates an ill-feeling of jealousy. On the other hand, non greed desires, when pursued, and someone else achieves them, it generates a feeling of deep appreciation. Possessiveness is a trait acquired over a period of time. It will take a huge time, say 5-6 years, to get over it, with intense practice. Anger is the most difficult to get over. Partial limiting is the best one can aspire for. Anger can come from a variety of sources, a variety of dimensions and a variety of reasons. It is visible. Your body speaks it. Your emotion speaks it. Your writing speaks it. It is important to channel this into productive ends. Many a time anger does help. And if we master it, we become realized masters. To overcome these, we need to practice loving. Practice loving life. Practice loving awareness. Practice loving universe. Practice loving the whole. Then the peace and joy, er...bliss will be ours. As it did the other night - the night rained nectar! A stream of tides crossed the sea! A river flowed! Eyes soaked! Soul 'lost'!

Can this peace and bliss be ours? Yes, if we pursue Atma Yoga. If you taste it once, you do not want to be out of it. This 'atma' yoga calls for one seeking yoga in thoughts, words, actions, insights, devotion and of course yoga in the spirit of being in all dimensions that are of consequence. We need to develop a pure



and clear window of yoga where this union, merger, confluence can be visualized so that we are aware of what we are seeking as yoga.

Radha and Krishna have practiced Atma Yoga in partnership. As they practiced yoga, Krishna blossomed into Yoga Jagatguru. Krishna advises the atma yoga practitioners to fix their minds only on their guides/partners. Their intellect also should 'dwell' only in their guides/partners. That is, they should prepare themselves mentally to belong to their yogic circle. The practitioner has to practice '*samadhi*' and fix his thought steadily on his/her mentor, as required for that stage of training - to identify oneself with universal thoughts, outlook and ideology. In the beginning, to get mastery, the practitioner has to perform and deliver one's mentor's calling without any doubt in mind. By doing such work, the practitioners fall in track of yogic perfection.

Thus, we need to enter atma yoga where we are in union with our co-practitioners/mentors in all dimensions of our being. This is yoga for us. Join us in the world of yoga – in all dimensions of being – a union of purpose, practice and practitioners. You will not regret it. December 2008

## 15. Young Nation

26/11 - India is still pushing its case with Pakistan to act and Pakistan is 'acting'. In the neighbouring Sri Lanka, LTTE loses its key city. May be it is the beginning of the end! In Gaza, Israel continues its attacks. Casualties are more than 2000 already. In Bagladesh, Sheik Hasina gets a land slide majority.

Majority of Jammu and Kashmir has voted after two decades, indicating 'we want some development too...' 38 year old Omar Abdullah becomes the youngest Chief Minister of Jammu and Kashmir. It seems Indian politics are becoming youth-centric!

Still the financial crisis is deepening globally. By the latest count, more than a million jobs are lost in the country. We seem to be heading towards a ten million job cuts!!!

Everybody is telling us that we are a young nation with average age put at 25 years. A projection says we will be 29 years average by 2020. This is to say we are a young but graying nation. Most of our children up to 22-23 years are dependent and most of our elders above 65 years become dependent. Thus, we have a working span of 40-45 years. As the nation grows old, the ratio of dependents to earning adults increases. Right now, majority of the country is young and we need to celebrate National Youth Day (12 January).

Some of the important international days during the month have been: 18/12 – International Migrants Day; 19/12 – International Day for South-South Cooperation; 20/12 – International Human Solidarity Day. Of course, we observed Moharram and celebrated Christmas and English New Year. We are getting ready to celebrate Pongal, the harvest festival linked to the beginning of northward movement of the 'sun'.

The month that was spent on seven items broadly – exploring livelihoods ideas for 'desert' and beyond microfinance; reflecting on people's manifesto for next five years in India; thinking about eldercare; thinking about youth; identifying people for work; discussing livelihoods and charity trends and learning; and realizing that universe is calling us to open up to it and trust its intelligence. When the 'whole' takes charge of you, when you become aware of you being part of the cosmic orchestra, and when you are in tune with the flow and go with it, you become spontaneous, expand to love and realize various possibilities. Then, you are in eternal bliss. Universe responds to your thoughts. And you evolve into more conscious. Your consciousness expands and you merge in the whole. I seem to have 'lost' somewhere there!

My graduation to a 36 hour fasting a week, except some water and low calorie liquids, is still half way! I may take a couple of months to reach there. When you think youth, you remember 12 January, National Youth Day, and Swami Vivekananda. He said – "My faith is in the younger generation, the modern generation; out of them will come my workers. They will work out the whole problem (rebuilding India without poverty etc.), like lions."

"The young, the energetic, the string, the well-built, the intellectual, for them is the task". He wanted that they got education so that character was formed, strength of mind was increased, intellect expanded and they could stand on their own feet. Abdul Kalam is leading a vision, adapted from this thought of Vivekananda, through Lead India 2020 to build the youth of India. As a country, we should and in fact we are slowly but surely getting ready to handover the leadership to our young men and women in every sphere of life including political, economic, development and spiritual spheres.

The youth and the elderly, they have a bondage that helps to the youth to care for the needy elderly. The hug, the touch, the tap, the warm smile, an affectionate enquiry ... all these help the elderly in deriving their childlike joy and live happily. Of course, the care and concern are implicit in these.

We need to teach the youth and the children (future youth) to love life. Practice loving life. Practice loving universe. Practice loving the whole. For this we need to love; we need to practice love; we need to know

nurturing love. Then the peace and joy will be everywhere. And the bliss will be ours. As it did the other night – when nectar rained, eyes soaked, soul ‘lost’!

Can we do this? Yes, if we pursue Atma Yoga and practice twin competences – being gentle yet dynamic. This would mean leading satvik life style with dynamism intact. This requires practice, discipline and patience. This ‘atma’ yoga calls for seeking yoga in thoughts, words, actions, and spirit. This requires support of a mentor or a co practitioner, like Radha supported Krishna or Krishna supported Arjuna.

Krishna advises the atma yoga practitioners/partners – there has to be no social distance between them, no physical distance and no attitudinal distance. He has noted that it is not power but subtle influence based on intense and focused observations in extensive and varied contexts that matters the most between them.

We need to practice atma yoga with our co-practitioners/ mentors in all dimensions of our being where gentleness and dynamism co-exist.

Join us in the world of yoga – for gentle dynamism and dynamic gentleness in all dimensions of our being – a union of purpose and practice, and practitioners – Nara and Narayana. You will not regret it.

January 2009

## 16. Loving Life

We celebrated Republic Day with our Prime Minister in the hospital. President points out about increasing emphasis on people's participation in development processes. She tells us - "... The richness of a few cannot be at the cost of ... others ...The poor and the disadvantaged people need to be drawn into circles of growth ..... A woman has a right to live with dignity ....SHGs have proved to be effective vehicles for the economic transformation...."

Of course, Barack Obama took over as the 44th President of USA. He has to take oath twice as he was not smooth first time! On this occasion, he has delivered a speech that moved the world – "...Today I say to you that the challenges we face are real. They are serious and they are many. They will not be met easily or in a short span of time. But know this, they will be met."

The month that was, spent on five items broadly –livelihoods on a scale and beyond micro-finance; people's manifestos; eldercare; people for work; resource centres and learning programs; and intelligence of the universe. When you are in tune with the flow and go with it, you become spontaneous, expand to love and merge in eternal and universal 'whole'.

I am still inching towards the 36-hour fasting a week, except some water and low calorie liquids. Meanwhile I have learnt more about tea and coffee. They: Enhance Mood; Boost Endurance and alertness; Boosts metabolic activity; and Improves Brain health. Anything beyond 575 mg caffeine/day is not beneficial. Beware! 100 mg in coffee cup; 46 mg in a cola can and 50 mg in tea cup.

Apart from fasting, some processes that better the health include: Drink more water, as much as 5-7 litres/day; Eat more fibre, as much as 30-40 grams/day; Eat often, say every 3 hours; Eat more and varied fruits and vegetables;

Choose local foods; Stretch and move around even at work, say every half-hour; Walk, use stairs; Consume less sugars; Be moderate on any foods/drinks. Then, the fasting works miracles for us!

When we have reconciled that what matters the most in life – air, water, food, warmth, shelter etc., and when we have reconciled that there is enough for everybody's need, the way forward is loving life. In fact, life is love. The best use of life is love. The best expression of love is time. It is said –the best way to spell love is "TIME". The best time to love is now. All the gifts, talents, opportunities, energy, relationships and resources we have need to be used for this. We recognize that great opportunities often disguise themselves in small, routine and seemingly insignificant tasks.

Elections are round the corner. It is time we as a country endorse the processes underway and get ready to handover the leadership to our young men and women in every sphere of life including political sphere apart from economic, development and spiritual spheres.

We need to teach them to love life. Practice loving life, the whole and universe. For this we need to be doing the same. Then the peace, joy and the bliss will be ours. As you mentor and nurture, as you get drenched in the nectar, tears swell, eyes soak and the souls 'lost'! Into the 'whole' and sum total of all souls!

Can we do this? Yes, if we pursue Atma Yoga and pursue the discipline of developing all four intelligences and bonds – physical, mental, emotional and spiritual. Being aware, being fit, knowing the tools and the ability to use them, connecting with other life and souls, living a life of values are part of the discipline. Maturity in practicing this discipline is tested in a variety of situations – when others drive you down, when doubt creeps in, when drawn into quarrel, when things are not going right, when giving space for others, when your progress slows down, when others do not respond to you, when you nurture others, when you feel lazy, and when someone's trust is at the soul level beyond body, mind and heart.

Obviously, this requires practice and patience. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit.

Krishna advises the atma yoga practitioners/partners –they should be ever ready to take over the responsibility associated with the spread of knowledge throughout the society. As atma yoga practitioners, they should appreciate and practice the concept of contentment, actively guided and led by the co-practitioners and viceversa. We need to practice atma yoga with our co-practitioners/ mentors in all dimensions of our being where the discipline of seeking yoga in physical, mental, emotional and spiritual dimensions simultaneously is pursued.

Join us in the world of yoga - in all dimensions of our being –a union of purpose and practice, and practitioners – purusha and purushottama. You will not regret it. February 2009

## 17. Erich Fromm on Love

India announces general elections for Lok Sabha – April 16 through May 13. Andhra Pradesh and Orissa are also going through their assembly elections at the same time.

Political Parties are releasing their manifestos, announcing mergers and break-ups, announcing their candidates, media are making guesses through the opinion polls. Third front, fourth front are in the offing. Campaigns asking people to vote are gaining momentum. It is estimated that Indian Elections are costliest with more than Rs.10000 Crore flowing in. Andhra Pradesh is leading on this front.

Oscars came to India – to ‘Slum Dog Millionaire’, AR Rahman and ‘Smile Pinky’. Satyam continues in news – it is being sold and bids are called for. CBI gets permission to question Rajus.

International Women’s Day has passed without much fanfare. Some groups have begun efforts to bring the women’s manifesto elements on to the manifesto tables of the political parties. Sivaratri fast and jagaran. The night of Lingodbhava. The night of marriage of Siva and Sakthi. The night of Anandatandavam of Siva and Sakthi. The month, that was, spent on three items broadly – sustainable and/or community managed elder care; manifestos of various sections of people; and love, freedom and being in the flows of the universe.

I am almost there on the 36-hour fasting a week, except some water and low calorie liquids. I could also attempt successfully being awake for 36-hours. Meanwhile I have learnt about practicing Keep It Simple and Stupid(KISS) principles – no lies (more lies you tell, more you must keep track of what you said to who, and when. Soon, you’ll lose track and of course you lose); best effort; and no over complications (in your work or life). With fasting, jaagaran, yoga/meditation and KISS practice, with some life tips, gathered during the month, our life will be happier and may be blissful:

- ☑ Drink more water; Eat more fibre; Eat often; Use Energy; Smile; Make others smile
- ☑ Spend time with the children and/or elderly;
- ☑ Keep learning; Think about what you can do or control rather than all and sundry; Forgive; Make peace with the past and focus on the present and future;
- ☑ Remember what others think is none of your business
- ☑ Keep doing right things.

Then, the life works miracles for us! When we are clear on the result, hold the thought, may be a full couple of minutes, and ask. Universe conspires, responds and unfolds the result in its own way. Get ready to receive. Feel the result. Act on inspiration and clues that come your way.

As Erich Fromm puts it, the deepest necessity and the most powerful striving of humans is to achieve interpersonal union or togetherness or love. Love is active. It is seen in giving. What we give is ourselves, i.e give that which is alive in us – joy, sorrow, interest, concern, understanding, knowledge, skill, care, respect and time. If we do not have the ability, we acquire and then give. Giving does not mean giving up freedom. We may have to lose the ego to gain the soul. We give only if we are free to give. It enriches the giver by heightening the sense of being free and active with something value to others. Thus love strengthens our true individuality.

There are five elements in love – care (active concern for the life and growth), responsibility (effort to respond to the needs and being open), respect (life and individuality), knowledge (deeply on rational, intuitive, emotional and spiritual levels) and faith (in the loved). Thus, to love means to open ourselves, may mean to be vulnerable. Without the sense of openness, based on faith, there can be no love. Love is therefore an act of faith. It is not love if it demands losing freedom, individuality and growth. Further, what love demands is that we separate the person from the person’s wrong act. By all means express

disapproval of the act, continuing to love the person. This brings us to love requiring an effort, concentration, practice and discipline.

Finally, the true goal of love is oneness (not the sameness). In the oneness of sum total of all souls, we live, we move and we have our being, through love. The general elections, we hope, endorse the leadership that evolves and nurtures the processes to build love, inclusion, oneness, giving and sharing, freedom with equity, in every sphere of consequence. All the thinking individuals respond to teach love to this leadership, now and in future. There is no doubt that this leadership will be with the youth. They need to love life, love the whole and universe. They need to practice. Then the peace, joy and the bliss will be ours. As you mentor and nurture them, as you play in and drink the nectar, you 'lose' yourself in the raas of the souls! Into the 'whole' and sum total of all souls!

Can we do this? Yes, if we pursue Atma Yoga and truly surrender to the Sakthi of the universe. When you surrender and flow with the flows. Obviously, this is not easy. It requires practice and discipline. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit.

Krishna interprets surrender as more than devotion. He expects the atma yoga practitioners to be engaged in work – Karma yoga. They should be free from tie-ups with other causes, without entertaining enmity against anyone and being friendly with all beings. He wants them to keep their minds on the universe and the purpose of the universe with highest faith. As Krishna surrendered to Radha, as Siva surrendered to Sakthi, Krishna solicits that faith from the co practitioner.

We need to practice atma yoga with such faith in our co practitioners/ mentors, to seek yoga across actions to spirit.

Join us in the world of yoga –in all dimensions of our being –a union of purpose and tools – Siva and Sakthi, Krishna and Radha, Nara and Narayana. You will not regret it. March 2009



## 18. General Elections 2009

India is in the thick of election process. It appears that there is no political party/entity/alliance that can get absolute majority on its own. Regional parties are asserting. Post-poll alliances and patches are in the offing! Most parties have released their manifestos and announced their candidates. Only BJP talked about new states – Telangana and Darjeeling. All opinion polls talk hung Lok Sabha. Campaigns asking people to vote have gained momentum. We hear lot of cash is being seized. AP Assembly Elections are no different, with multi-cornered contests, heading for a hung Assembly!

Satyam's bids are in process. We may see its new owner on 13 April 2009. Meanwhile, CBI arrests three more officers of Satyam for helping Rajus. The month that was spent broadly on – sustainable and/or community-managed elder care; understanding electioneering; analyzing election manifestos of various parties; and being in the flows of the universe.

My next yogic practice, after I got initiated into 36-hour fasting a week, and occasional 36-hour jaagaran, is 24-hour silence a week. I am aware that it will take much longer, may be a year to reach there and remain there. Then, as you can guess, it will be a 3-hour thought silence a week. Some life tips, gathered during the month, to make our life happier and more blissful include:

- ☒ Love for love's sake, just as you breathe to live;
- ☒ Be aware that world is in our minds, nothing is impossible and you have the power;
- ☒ Learn to see and feel the life actually as it is – beautiful, passionate, vibrant, strong
- ☒ Be Yourself, by being free, by listening to your soul;
- ☒ Remember you are the master and uphold your ideals, if they are nearer to the truth;
- ☒ Open to learning and learn, think, say and do; and
- ☒ Appreciate and support Integrity in all its forms.

Then, the life guarantees lasting happiness, fulfillment and joy!

If there are rules – the rules to reward the good, honest and constructive, and the rules to punish the bad and the destructive, and if these rules are implemented efficiently, fairly and promptly, then the common person on the road/ street tends to move towards being good, honest and constructive, else s/he does not 'see' the incentive. On the other hand, if the reverse happens –when the good, honest and constructive are harassed and the bad and destructive are rewarded, the common person tends to move towards being bad and destructive. We now seem to be in the latter context. Can't we reverse this? Can't we begin to reverse this? Can we begin to see fairness in the wages people get? Can we begin to see the fair returns on investments? Can we begin to see the producers and service providers realizing fair share of the consumer rupee? Can we begin to see the growth including every interested individual despite their poverty?

The general elections, we hope, endorse the leadership that evolves and nurtures the processes to build and adhere to ethical norms and values that are based on integrity, love, inclusion, oneness, giving and sharing, freedom with equity, shared prosperity and resource sustainability, in every sphere of consequence. Simply put, based on 'life', love of life - its youth, vibrancy, diversity and whole. It ensures peace, joy and the bliss for all of us.

I am sure we will know how to identify such persons and choose them to lead us. You can't mistake them. Their eyes tell us. Their talk reveals them. Their silence shows them. Their gestures point them to us. They display the behavioural competencies for such progression. As we allow them to take leadership, we are playing our part in the life for lasting joy for all. Let us vote right leadership.

You need to identify opportunities and abilities to influence, mentor and nurture such leadership, in however small way it may be. It is to 'lose' yourself in the raas of the souls, into the 'whole' and into sum total of all souls!

Can we do this? Yes, if we pursue Atma Yoga. If we play to the tunes of raas of the souls in the universe. If you flow with the natural but gentle and subtle flows of the universe. The focus is on the play, the flow. And the focus is on teaching the play, the flow. Obviously, this is not easy. It requires practice and discipline. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit, in the context of this play and flow.

Krishna guarantees bliss to the atma yogi. He expects the atma yogi to keep her/his mind serene, peaceful, and calm without guilt, without vindictiveness. He claims that by constant practice and cleansing of all faults through multiple stages of instruction and learning, one could control restless mind. He desires yogi transcends 'meditation' (tapas), seeking knowledge (jnanam), and execution (karma); identifies with the universe; respects and deals with all persons with the same attitude. S/he is not lost to the universe and vice-versa. Thus, s/he flows with the purpose of the universe with highest faith.

We need to expand in atma yoga with faith in our mentors/ co-practitioners and our new generation leadership.

Join us in the world of yoga – becoming a part of the universal flows in all dimensions of our being – like Sivasakthi, Radhakrishna, Naranarayana, Prakritipurusha. You will not regret it. April 2009

## 19. General Election Results

Congratulations to Voters of India!

What a verdict! India has been through the intense election process. Results are out on 16 May and United Progressive Alliance is very near to the half-way mark in Lok Sabha (262/543). Many small players show interest in aligning with UPA. Thus, this can be dubbed as the decisive victory for Manmohan Singh and Congress. Apart from the parties, the new victor is youth. We have a younger Lok Sabha, with one-third of them are 'young' and we will have a younger Cabinet. As the multi-cornered contests thrived, the majorities with which the candidates won have become marginal. There are only a few could muster near 50% votes. One notices a strong third, or a fourth, taking substantial votes – 10-20% - in some large states that changed the outcome dramatically – AP, TN, Maharashtra, West Bengal, UP, Bihar, etc. We also see the rise of Trinamool in WB, Janata Dal (U) in Bihar and Congress in UP. Further, we see the co-existence of National Parties (50% votes) and Regional Parties on the national scene. In the three Assembly Elections held simultaneously, Sikkim Democratic Front swept all 32 seats in Sikkim, Biju Janata Dal swept Orissa (103/147) and Congress managed to get absolute majority on its own in AP (156/294). All of them got their consecutive second term!

An estimated Rs.500 Billion have flowed in the electioneering, a whopping Rs.2000 per household. So much for the black money! We hope new Government will not ignore tracing and bringing back the black money. Can the new government ignore the food crisis/ prices? Economic recession can not be left to itself. We need to cope with globalization. We need to start worrying about the climate change. We need to expand on competitive edge (s) for Indian workers. We need to deliver on livelihoods (employment), education and health. We have to include corruption free safety net to the poor, may be cash transfer to the institutions of the poor (women). We need to reduce the size of the administrative units for better and responsive governance – smaller GP, smaller Block, Smaller district and smaller state – this can not be postponed. We need to deliver on the promised devolution of powers and responsibilities to the local governments forthwith. We need to deliver on the manifesto and finally, we can not ignore corruption, the biggest menace!

Further, we can initiate true bottom-up planning processes. We need to position high quality development workers (say 25,000 in the country, one for 10000 families) with the community to help the community to analyze their situation, gaps and opportunities and plan. We can also build local development leaders in each village and neighborhood, some 2.5 million of them!

Amidst electioneering, Satyam got a new owner – Tech Mahindra, to acquire 51% stake. They are reviewing job cuts, we were told. LTTE is wiped out in Sri Lanka and its leaders including Prabhakaran are dead! The President proudly announces that now he has control on every inch of the land! More than a million people flee Swat in Pakistan! This month was spent broadly on – sustainable and/or community-managed elder care; following electioneering; thinking/planning for support and advocacy of livelihoods thinking/practice in general and collectives in particular; evolving Akshara-Gurukulam as an independent entity; and being in the flows of the universe.

As you might have guessed about my yogic practice, my struggle with 'silence' is continuing unlike the ease with fasting and jaagaran. Wish me luck. Some questions we need to ask ourselves, gathered during the month, to make our life happier and more blissful include:

- What is most important to me in life? What are the most, important things I need to do?
- What can I do to take the next leap instead of the next step?
- How and with whom can I partner to make 1+1=3?

- If my world was going to end soon, what would I be doing right now? Who can I learn from? How can I eliminate distractions?
- What can I do to slow down? How can I add Peace to the world?
- What beneficial routines can I start? How can I put worry on hold?
- Who can I thank? What am I grateful for? How can I be more compassionate today?
- What can I do to release negative energy in a positive way? What can I do to let go of my anger?
- What will I celebrate today? How will I “pay it forward” today?

The answers to these, we may take time to respond, guarantee lasting happiness, fulfillment and joy in life!

General elections have sent some 40% youth leaders. Some others are youth at heart. We hope that this youth leadership loves and supports ‘life’; builds and adheres to ethical norms and values based on integrity, love, inclusion, oneness, shared prosperity and resource sustainability. We need to get out of being caught up.

Can we do this? Yes, if we pursue Atma Yoga. The focus is on the play, the flow. And the focus is on teaching the play, the flow. This ‘atma’ yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit, in the context of this play and flow. This happens with flowing continuously, frequently and regularly from the stages of reasoning/conceptualization (vitarka), reflection (vichara), inner bliss (aananda), to pure being (asmita), and finally to realization - absolute bliss from lost identity (nirvikalpa), with discipline and practice.

Krishna guarantees absolute bliss to the atma yogi, if s/he immerses in relentless yogic practice. S/he has to accept that s/he does not have a soul but s/he is the soul and s/he has a body and a mind. Further, free of fear and full of love for all life, s/he has to realize that s/he is capable of serving the ‘whole’, complete ‘whole’ and choosing to work on the purpose of better life for all life in this universe. This realization dawns on a responsive and sensitive soul with constant practice and cleansing of all faults through multiple stages of instruction and learning. It is in this knowledge that a soul takes responsibility, acquires leadership and serves all ‘life’. Thus, s/he flows with the purpose of the universe with highest faith. We need to remember that atma yogis co-exist with faith in other atma yogi(s). May 2009

## 20. Bottom up Planning

New Government(s) in action! We were wrong. Now, we are not sure whether the youth are the victors really. Yet we know youth have to take charge of us, the country. Agatha Sangma, the youngest minister in the new government, represents this hope.

With near stable numbers in Lok Sabha, UPA did not find the need to come up with a common minimum program for the government for five years. However, President Pratibha Patel unveiled an 100-day program for the government. We need to wait for the Budget to know more of the intentions and plans. With a women troika – President, Governing Coalition Head and Speaker, in lead, we can be sure of 33% women reservation bill passed.

Since we are at the beginning of the five-year term, we can initiate true bottom-up planning processes, by positioning high quality development workers(say 25,000 in the country, one for 10000 families) and building local development leaders in each village and neighbour hood, some 2.5 million of them! It is also the time to think about a National Poverty Reduction Mission. As we progressed reasonably well on the Total Literacy, there is a need for National Universal Education Mission for offering education to all up to the age of 18, including offering space and support to the students beyond the school hours. This, with the strengthened Skill Development Mission, with clarity on the competitive edge based skills, can make a huge difference to the poor and not-so-poor.

Meanwhile, Swine Flu has been declared a Pandemic by WHO. Satyam's new owner, Tech Mahindra, went in for public offer. Some 5000-10000 jobs are being reviewed. 26/11 investigations and trials are still inching forward. Prime Minister and Leader of Opposition are patching up. India and USA are coming closer publicly.

Between Mothers' Day and Fathers' Day, the scorching summer has extended into June and the monsoon has been playing mischief. The schools and colleges have opened.

This month was spent broadly on – thinking/planning for support and advocacy of livelihoods thinking/practice in general and collectives in particular and collectives of the marginalized. As ever, we could not escape being in the flows of the universe. Supporting in the efforts to revitalize governance in a national collective support organization, 'watching' walking the talk in tribal areas and coping with new realities around have also occupied the mind. I have also agreed to be an Adjunct Professor of a Business School in Hyderabad. A transition to 'Portfolio Entrepreneur' has begun! An idea to use a network of entrepreneurs to mentor more of them has emerged. Let us see how it grows!

With frequent travel, I need to readjust my fasting practice. While on travel, fasting can be from immediately after lunch on Thursday to just before dinner on Friday, so that it will be less 'troubling' to others around. Otherwise, it continues to be the same 36-hour fast on Friday. I could step up efforts in my struggle with 'silence'. I have also received a silent and gentle reminder of reducing stamina. Some lessons, life taught a 90-year old woman, Regina Brett, are worth mulling over for making our life happier and more blissful and they include:

- Life may not be fair but it is still good; when in doubt, just take the next step;
- Take a deep breath; Agree to disagree; Make peace with the past,
- Stay in touch; Cry with someone rather than alone;
- Do not compare with others; What others think of you is none of your business;
- Change is constant; Everything can change in the blink of an eye but don't worry;
- Get rid of anything that is not useful, beautiful or joyful;
- When it comes to going after what you love in life, don't take no for an answer;

- Now is special; today is special; Go with the flow; Choose life always;
- Forgive everyone, everything; All that truly matters is that you loved; Yield
- The most important sex organ is the brain;
- No matter how you feel, get up, dress up and show up; Believe in miracles

These, if we take time to mull over and start practicing in our own way, guarantee lasting happiness, fulfillment and joy in life!

I have got re-endorsement for the thinking of low maintenance life and bio-regeneration during the month so that the world remains a better place to live for us and for our successors. In the play of the souls in the milky way, and through the flows of universe, this month endorsed that the arrows deliver more than the bows and the strings of the bows, if only we learn to release the arrows and get out of being caught up, even if it means slowing down.

Can we do this? Yes, if we pursue Atma Yoga. The focus is on the arrow, the sharpened arrow, the direction, the flow. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit, in the context of this flow. This happens with flowing continuously, frequently and regularly in the direction of natural flows of universe, as directed by guru, the archer through the string of the bow and mastered through discipline and practice.

Krishna guarantees absolute bliss to the atma yogi, the soul, if s/he immerses in relentless yogic practice of setting aside all doubts and dilemmas, and surrender completely to the will of the Guru with firm faith, unwavering devotion and loving contemplation. S/he shall be released in the direction of flows of the universe and liberated. By choosing to work on the purpose of better life for all life, with realization of the ability to do so, s/he takes responsibility, acquires leadership and serves all 'life'. This is 'liberation'. Krishna asks not to have fear. Join us in the world of yoga – celebrating all dimensions of our being and flowing through the raas of the souls. You will not regret it. June 2009

## 21. Fitter and Happier Life

Monsoon is still finding its way! Now, we are almost certain that the rains will be below normal this year, notwithstanding Varuna Yagnas and Cloud Seeding. Drought is looming large on the horizon.

Budgets are presented to Parliament! Mamata's Railway Budget on 3 July and Pranab's General Budget on 6 July! These are further to vote-on-accounts presented before elections. Ministry after Ministry is announcing their 100-day plans.

Governments still have to act on initiating bottom-up planning processes. Plans for building the cadres that facilitate organizing the poor are still not visible. Union Cabinet has approved the Food Security Bill for introduction in Parliament. We hear about launching National Livelihoods Mission and I guess it takes the role of National Poverty Reduction Mission and take responsibility for organizing at least 50% of poor women into SHGs, i.e. about 40-50 million women, based on the poverty figures one works with. Some one-third of them are already in the groups. Government has also approved introducing the Bill for Universal Education Rights.

This month was spent broadly on – continued thinking/ planning for support and advocacy of livelihoods thinking/practice in collectives of the marginalized. Inducting the facilitators of the entrepreneurs from the poor and not-so-poor, 'reading' the 'walk' in sparsely populated regions in Asia, discussing social entrepreneurship, non-timber forest produce and sourcing human 'resources' for enhancing livelihoods occupied the mind and time. The next step towards building and using the network of entrepreneurs to mentor more of them is planned for 1 August. Let us see how it grows! Thinking about the ways to support reducing school drop-outs on one hand and the experiment for building the 'bright' minds into future leaders have been engaging my waking hours.

My struggle with 'silence' continues, in addition to 'fasting' practice. The fasting, it occurred to me, has to gradually peak up by the fasting day and taper off gradually. I have also begun energy 'spending' practice to make the fasting practice more effective. I need to respond to silent and gentle reminder of reducing stamina.

The memorial service for Michael Jackson, the biggest event in the media history with more than one billion audience, has endorsed our yogic faith in spreading love, and therefore joy all around. His messages, the participants could put forth include - smile, spread smile, make people love each other and one another, make people believe in themselves, universe needs us, influence the people towards the natural flows of the universe. We may ponder over the following activities, considered as mistakes from the point of view of good health, and take necessary corrections in our practices to make our life fitter and happier -

- Crossing our legs at knees while we sit – think of moving both legs together to one side or crossing at ankles
- Using a hard tooth brush, not changing tooth brush often ;
- Eating out often,
- Skipping breakfast regularly – if you are trying to diet, take light dinner;
- Using high heels, when you want to walk a lot;
- Sleeping on a soft bed – try to sleep on a firm mattress, if not on the mat on the floor,
- Not using a thin pillow ,
- Not exercising at least 1/2 hour a day, 3-4 days a week



If we adapt not to do these, if we take time to consider and start responding in our own way, then we are on our way towards lasting joy in life! If this adaptation is coupled with the following do's, I gather, lasting bliss is guaranteed:

- Recognize your joy and anticipate/prepare for it,
- Surrender your nervous system and relax,
- Know the processes to seek joy,
- Allow time for joy to arrive,
- Use more ways channelize all energy and drive towards joy,
- Share, communicate and work with partners to multiply joy,
- Be ready for it physically, mentally and emotionally.

In the forest of the souls together, and through the gentle flows of universe, this month reminds me that we need to spend time, dexterity and energy to create the tension in the string of the bow, sharpen the arrow and sharpen more of them. This may mean we may slow down a bit. As bow exists, string exists, and arrows exist, we need to do this last bit, before they are released. It may take a minute more.

Hold on! Can we do this? Yes, if we pursue Atma Yoga. The focus is on the final preparation – sharpening the arrow, building the tension in the string, seeing the eye of the 'bird' for the direction of the flow. Finally, acquire and give it enough momentum to last the duration of the flight. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit, in the context of this flow. This happens with mastery through discipline and practice.

Krishna guarantees absolute bliss to the atma yogi, the soul, if s/he immerses in relentless yogic practice of flight in the direction in which the Guru has released the soul, setting aside all doubts and dilemmas, and surrendering completely to the will of the Guru. The Guru, residing in the heart with shining lamp to take the yogi towards absolute bliss, releases the yogi in the direction of flows of the universe and serving all 'life'. This is 'liberation', Krishna confirms.

Join us in the world of yoga – celebrating surrender in all dimensions of our being to the flows of the souls. You will not regret it. July 2009

## 22. PGDRDM-1<sup>st</sup> Batch from NIRD

It is official. This is a drought year. 161 districts declared drought districts. The number will mount. In Andhra Pradesh, more 80% mandals (blocks) are in drought. Weatherman confirms rainfall, below normal (87%). They may revise this down further.

The first batch of 48 students of one-year post graduate diploma in rural development management in NIRD graduated out. I believe they are going to make a difference, significant difference, to rural poor! The second batch is getting ready to begin their classes. These constitute a fraction of our need. We need them in thousands per year. We need to scale up, scale deep and scale spread to achieve these numbers. Many more players – development institutes, trainers, development projects/departments/ missions, donors, corporate bodies, universities, management education institutes, IITs and IIM etc. – all of them, need to work towards this.

This month was spent broadly on – marginalized communities and non-timber forest produce collectors continued to dominate our thinking space. Food Vendors, Social Entrepreneurs, NRM workers, Managers in Collectives, Livelihoods/Development Management Educators and Students, Children in schools and out-of-schools, Facilitators of Skills to young men and women, and explorers of India have engaged us through the month. Drought, deserts, prices and flu are on top of our minds. Going forward to find ways and materializing them for helping the poor to visualize the complete ‘elephant’ and dig deeper, so that they take their decisions and actions, has been our constant companion during all our waking hours.

The network of Social Entrepreneurs, SIANet, for solidarity, learning and support, has been launched on 1 August. I am sure; this network will facilitate and scale the concept - entrepreneurs for entrepreneurs – and mentor more of them in due course.

My ‘fasting’ practice and my struggle with ‘silence’ continue. It is time now to begin the struggle for ‘thought’ silence, may be for a few minutes a week. I still need to respond to silent and gentle reminder of reducing stamina.

Yogic practice appreciates that the joy of life is in the deep, mature and spiritual relationships and partnerships we have. The crux of the evolution of these relationships is in the emotional connection, communication and focus, and some of the elements include:

- Being completely absorbed – presence, focus, feeling of complete merger,
- Being deeply connected, aligned in energy flows and in sync;
- Deep intimacy with care, respect, and true acceptance,
- Extraordinary communication and heightened empathy, listening to both verbally and non-verbally and being sensitive in every little way,
- Uninhibited transparency, being emotionally naked and feeling unselfconscious,
- Surrendering to be truly seen, relinquishing and ultimately penetrating each other’s souls,
- Exploring, discovering deep inside and unleashing one’s sense of humour and laughter
- Reaching, transforming, healing, blissful and timeless state of awe and ecstasy.

If we integrate some of these elements in at least in some of our relationships, we will be on our way towards lasting joy in life for us as an individual and for the people involved with us!

If we think of adding some of the 90/10 principle of Stephen Covey, to the above elements, the joy multiplies: 10% of life is made up of what happens to us; 90% of life is decided by how we react

Don’t let the past - negative result, action, word, thought etc., ruin the present and future Love life, all life - it is precious than anything else. In the confluence of the souls, and through the gentle flows of universe,

this month of Krishna reinforces the need to focus on to build the tension in the strings, before we release the arrows.

Can we do this? Yes, if we pursue Atma Yoga. The focus is on the penultimate act - building the creative tension in the strings of the relationship bows of the souls of the universe. Seeing the eye of the 'bird' and releasing the arrow with enough momentum to last the duration of the flight and strike the eye, is the simple act that follows. This 'atma' yoga calls for seeking yoga in actions, thoughts and words, feelings and spirit, in the context of this flow. This happens with mastery through discipline, concentration and patient practice, after guru deeksha after passing the test of commitment, dedication and devotion towards pursuing the 'eye'.

Krishna guarantees absolute bliss to the atma yogi, the soul, if s/he immerses in relentless yogic pursuit through the 'liberation' in the direction of flows of the universe and serving all 'life'. Krishna confirms – whoever has identified the 'eye', the life of all life, thinks, discusses and works for it free from attachment, free from enmity to all creatures, reach the 'eye'. Knowing the will of the universe of souls, aided by guru, and surrendering to it will hasten this. Join us in the world of yoga – celebrating the creative tension in all dimensions of our being in the flows of the souls of the universe. You will not regret it. August 2009

## 23. Nurturing Development Professionals

The monsoon finally arrives. It addresses drinking water and electricity deficiencies to an extent. On the farm front, it adds to the drought. Whatever little crops that are there have been lost!

Andhra Pradesh sees the death of incumbent Chief Minister, Dr YS Rajasekhara Reddy when he tried to fly to participate in the first 'surprise' visit (named Rachchabanda) to districts and villages. His helicopter hit Nallamala hills, around Srisailem, crashed and all the 5 travelers – Dr YSR, Dr Subramanyam, Wesley, Bhatia and MSN Reddy have lost their lives on the fateful 2 September 2009, confirmed on 3 September 2009. 4 September 2009 has been observed as a day of National mourning. AP continued to observe mourning till 10 September. Amidst mourning, Naraiah has sworn in as the interim Chief Minister and his cabinet colleagues have resworn in as Ministers. The pitch for anointing Dr YSR's son Jagan as the 'political heir' has been mounted within hours of the confirmation of the death of Dr YSR. At the same time, many followers seem to be heart-broken and leaving their lives!

The second batch of 52 students of one-year post graduate diploma in rural development management in NIRD has begun their learning journey. Within a week of their classes, they have been to villages for their village stay as part of their induction fieldwork. The first batch of the Food and Agribusiness School is beginning their first classes shortly. I have got a letter from Mahatma Gandhi University, Nalgonda stating that they are starting a PG course in Social Work. NIRD and University of Hyderabad are jointly launching the PG Diploma in Sustainable Rural Development in a distance mode. Many more institutes are responding. However, these constitute a fraction of our need, of thousands per year. We need to scale up, scale deep and scale spread to achieve these numbers. Many more players, a spectrum of them, need to work towards this. Father Bogaert, who has contributed to creating the largest pool of social development professionals in the country through establishing and mentoring Xavier institutes across the country, takes leave of all of us, at the ripe age of 81, still on the job. May his soul rest in peace! He remains an inspiration to many of us!

Teachers' Day on 5 September made us to re-surrender our complete being to the teachers to guide us and show direction for way forward in deeds, words and thoughts. International Literacy Day on 8 September reminded us not to forget the campaign to ensure 3Rs – Read, Write and Arithmetic – to all.

Marginalized communities, non-timber forest produce collectors, elders, vulnerable key population, collectives, MFIs, clusters, slums, skill providers, civil society, mentors, teachers, students, volunteers, social entrepreneurs and writers continued to dominate our thinking space in this month. Drought, prices, flu, austerity and 'out of recession' statements are on top of our minds. Food Security, Nutrition, Migration, and Urban livelihoods took some time away. Civil Society Get-together to discuss 'Opportunities in Challenging Times' has explored the trends, possibilities and constraints for the people, for the people's institutions and the civil society-at-large going forward.

My 'fasting' practice and my struggle with 'silence' and 'thought silence' continue. I need to still figure out how I handle when I miss the 'fast'.

In the confluence of the souls, and through the gentle flows of universe, these months of Krishna and Sakthi reinforce the need to sharpen the tools, before we use them and continue to sharpen as long as we use them. Learn to use the tool first, practice it and then use it. Till you hit the bird's eye. Set the 'sruti' before we play the instrument/flute. Learn to play, practice and play. Till the crescendo of the climax!

Can we do this? Yes, if we pursue Atma Yoga. The focus is on learning, practice, mastery and not giving up till we reach the crescendo. Crescendo of the creative tension in the strings of the relationship bows of the souls of the universe! Then what follows is a simple act, without further pre-meditation, of releasing the arrow with enough momentum to last the duration of the flight and strike the eye.

Krishna calls for seeking yoga in spirit, feelings, emotions, thoughts, sensations, speech and actions, through surrendering to the master/guru - body, senses, heart, mind, intellect and soul, in the context of confluence of the natural flows of the universe. Krishna confirms – whoever does his allocated work in being useful to all life, fixed in yoga without attachment with an even mind in success and failure –attains steady peace and gets purified to flow with the will of the universe of souls.

Join us in the world of yoga – celebrating the yoga of wisdom, action and devotion in all dimensions of our being in rasa siddhi in the flows of the souls of the universe. You will not regret it. September 2009

## 24. Floods, Floods of Thoughts

Arrived monsoon has come with torrential rains; torrential rains have turned into floods all over. Rivers, Krishna in particular, have been in spate, overflowing dams and reservoirs, breaking river embankments. We hear that these are the severest floods in a century. The overflows, for example at Vijayawada, are 100% more than the previous known highest.

Andhra Pradesh and Karnataka are severely hit – estimated loss is more than Rs.250 Billion. Now, normalcy is returning. Relief is flowing to affected villages and families. Families and volunteers are cleaning up their houses and streets over 7-8 days now. Aerial Surveys including that of Prime Minister have got some advance relief from Government of India. It is estimated that the stated relief contributions are expected to exceed the estimated loss. The issue is how well and how much percentage of this amount reaches the flood victims, and when the contributions dry up after the current heightened emotions subside.

Recently released Human Development Report says that India has slipped down on Human Development front. Nobel Prizes announced have a surprise in the Peace Prize to Obama for his early initiatives, and articulated spirit and intent. Economics to Elinor Ostrom recognizes the principles of ‘collective institutions’.

It is difficult to believe Dr Balagopal, Gandhi of Rights, is no more. The original human rights activist and advocate, rated as one of the six modern day philosophers, and simplicity personified, leaves back a huge vacuum. Let us learn to live without. I am sure. It is not easy but we must.

2 October 2009 (Gandhi’s Birthday, Akshara’s Foundation Day and International Day of Non-violence) has given us an opportunity to pledge - Let me be useful to all life, apart from remembering ‘Mahatma’ and seeking universe to conspire with us in our movement towards real from unreal, light from darkness and life from no life. It has sought commitment to the task of identifying, building and mentoring 64,000 pro poor/ pro-life development/livelihoods workers in India. 5 October (World Teachers’ Day) made us to remember the teacher(s) who have/are making a difference by taking complete responsibility for our being and actions. 7 October reflections have shown the frailties in human body, heart and mind; it has also shown the tentativeness with which get going in many a thing.

May be, we are lost in the ‘floods’ and/or in the ‘floods of thoughts’, 21 September (International Day of Peace), 1 October (World Elders’ Day), 7 October (International Day of Decent Work), 8 October (International Humanitarian Day), 10 October (World Mental Health Day), 14 October (International Day of Natural Disaster Reduction), 15 October (International Day of Rural Women), 16 October (World Food Day), 17 October (International Day for Eradication of Poverty) have passed by. World Tourism Day did not receive the earlier attention, may be due to continued recession. Drought, Floods, Climate Change, Marginalized communities, non-timber forest produce collectors, elders, vulnerable key population, collectives, MFIs, clusters, slums, skill providers, civil society, mentors, teachers, students, volunteers, social entrepreneurs and writers continued to dominate our thinking space in this month. Discussions on Sustainability, Sustainable Agriculture, and Livelihoods in the wake of recognition of Climate Change, Collectives, Local people servicing local needs and Human Resources that service the poor and their institutions continued to dominate temporal space of the month.

Building Social Entrepreneurship and Socially Responsible Innovations/Enterprises occupied the thinking space. When National Institute of Technology, Warangal announced the starting of a Centre for Innovation, Incubation and Development during its Golden Jubilee Foundation Day Celebrations on 10 October 2009, alumni began to contribute generously to the Centre. More and more such centres need

to come all across, to deliver more (substantial quantity with quality) with less (cost and resources) for more (people).

My 'fasting' practice and my struggle with 'silence' and 'thought silence' continue. I need to still figure out the complete protocol to handle myself six days of the week when I am not 'fasting'. Can it be left to itself?

In the confluence of the souls, and through the gentle flows of universe, this month of lights and victory reinforce the need to find and sharpen the tools to see the truth, to see the light and to see the life. Learn to find the tools first, find the ways to use them, practice these ways, know when to use each one and then use the tools. We need a set of tools used in a sequence till you reach the 'crescendo' and 'climax', starting with setting the stage, setting the 'sruti' and so on. Incidentally, that is the bliss!

Can we do this? Yes, if we pursue Atma Yoga. The focus is on life and learning to be useful to life. Resolving the creative tension between crescendo of the climax of the confluence of the souls into the natural flows of universe and the current reality! Then what follows is a simple act, without further pre-meditation, of following the protocol of using the portfolio of instruments in the order with enough intensity and tone to last the duration of the flight and crescendo of the climax.

Krishna calls for seeking yoga of the devotion (bhakti), action (karma) and wisdom (jnaana) with devotion being the leader, together with the master/guru. Krishna confirms passage of three stages – oneness with universal energy flows, oneness with thought/spiritual flows, oneness with universal consciousness, to the one who seeks and flows in this yoga of yogas.

Join us in the world of yoga of yogas – lighting and celebrating the yoga of our being in pure advaita rasa siddhi! You will not regret it. October 2009



## 25. Pursuing Atma Yoga

The southwest monsoon ends and the northeast monsoon moves in. the fury of the floods moved to Tamil Nadu. It is now official – the food production has come down. The food prices are going up.

The rescue, relief and rehabilitation of the victims of flood have trailed off. The effort is now shifting to restoring livelihoods and enabling infrastructure. Simultaneously, the fury of the monsoon is now in Tamil Nadu taking 100+ lives!

Count of the international days that have gone by – World Development Information Day (24 October)! International Day for Tolerance (16 November)!

Floods, coastal communities, non-timber forest produce collectors, elders, collectives, clusters, slums, skill providers, training institutes, civil society, mentors, teachers, students, volunteers, resource persons, service providers, social entrepreneurs, micro-venture entrepreneurs and writers continued to dominate our thinking space in this month. National Rural Livelihoods Mission is certainly taking mind space.

My 'fasting' practice and my struggle with 'silence' and 'thought silence' continue. I need to still figure out how I handle when I miss the 'fast'. Further, I need to still figure out the complete protocol to handle myself six days of the week when not 'fasting'. Can it be left to itself? Also, a routine for 'silence' needs to be developed.

This month has taken me to Vivekananda, Aurobindo, Tantra, Vipassana, Atmadarshan and Jeevan Vidya. Vivekananda urges us to be useful to all life in general and the disadvantaged in particular. 'Savitri', considered the supreme revelation of Sri Aurobindo's vision describes the soul carrying the divine truth within itself but descended into the grip of ignorance, is saved by another soul in their yoga. United they begin a greater age. One moment becomes eternal. Atmadarshan and Jeevan Vidya have asked to focus on a few things but the right ones, significant ones as they occur to us when we remain in the natural flows of the universe. Atmadarshan talks about Chakra Sadhana. Vipassana seeks silent meditation.

Tantra, yoga of wholeness and completeness through our beings at all levels – bodies, minds, hearts and souls, discusses the first moments of tasting immortality and becoming aware of divinity and appreciating and recreating the experience of oneness. It endorses – yoga is good and wholesome merging life force energies. The four basic steps include understanding oneself and each other, guiding breathing, accepting feelings fully and living in the moment fully. Anticipation, touch with all five+ senses, exploration, feel, silence, harmony, and time together are the critical ingredients. Self/mutual opening of all the seven charkas and merging and balancing the masculine and feminine energies that exist in each individual is the yoga. Of course, the ultimate is practicing complete surrender to drop being in control, to let go results, to show vulnerability, to suspend judgment, to let go in relationships, to open up and aroused completely for union in all dimensions.

In the confluence of the souls, and through the gentle flows of universe, these months of lights and rains reinforce the need to be ever anticipating and attentive. Be always ready in all our dimensions for the divine soul taking you into it. No one tool suffices. Build a portfolio of tools. Keep them sharpened. Learn to use them and practice them. Continue to sharpen them. Till you hit the bird's eye. Keep playing raga after raga, till you transcend towards crescendo of climax and bliss. Forget not to set the 'sruti' befitting the frequency of play of the instrument, including the voice as an instrument of play. Learn to play, practice and play. More and more songs! More and more songs in more and more ragas! More till the crescendo of the climax!

Can we do this? Yes, if we pursue Atma Yoga. The focus is not on total expertise in music but on learning, practice, mastery of at least one and not giving up till we reach the crescendo. Bursting creative tension in the strings of the relationship bows of the souls of the universe to merge and dissolve into one! Then

what follows is a simple act, without further pre-meditation, of being ready to be lost in being the instrument in their hands without scope for 'apaswara' so that you remain in their hands till the crescendo is reached.

Krishna calls for seeking yoga in spirit, feelings, emotions, thoughts, sensations, speech and actions, through surrendering to the master/guru - body, mind, heart, and soul, in the context of confluence of the natural flows of the universe. Krishna confirms – whoever does his/her work that is natural or naturally appeals to him/her in the spectrum of actions towards being useful to all life, attains steady peace and gets purified to flow with the free will of the universe of souls. S/he will have no agenda unfinished thereafter.

Join us in the world of yoga – celebrating the yoga of wisdom, action and devotion in all dimensions of our being towards complete advaita rasa siddhi and being useful to the life in the way it needs us. You will not regret it. November 2009

## 26. Path to Happiness

We had drought. We had floods. Still the economic recession is hanging around. May be we see light at the end of the tunnel. There is food shortage and the prices have spiralled up. Amidst all this, lots of our time, energy and some money, apart from the emotions, thoughts, and words have gone for 'reorganizing' Andhra Pradesh. It is official – Copenhagen has not delivered earth and environment.

Count of the international days that have gone by – World AIDS Day (1 December)! International Day of Disabled Persons (3 December)! International Volunteers Day for Economic and Social Development (5 December)! Human Rights Day (10 December)! Shortest day of the world (northern hemisphere) – winter solstice (21 December)!

Floods, coastal communities, non-timber forest produce collectors, vulnerable, elders, collectives, venture capital fund, innovation fund, rural tourism, skill providers, training institutes, civil society, mentors, teachers, students, volunteers, resource persons, service providers, social entrepreneurs, micro-venture entrepreneurs and writers continued to dominate our thinking space in this month.

Of course, Amber, Elise, and Caroline are still working on a business plan for 'livelihoods'.

It appears now 'fasting' has become a habit now. I need to put all my concentrated efforts in my practice of 'silence' and 'thought silence' continue. A walking protocol needs to emerge. It is interesting to see many a leader and/or an enthusiast taking up indefinite fast for Telangana or United Andhra over the month!

This month has nudged me to delve into 'bharatiyam'. It is a faith – vasudhaika kutumbakam - all life and non-life in this universe is one family. Therefore, it is towards a movement of People for Planet and Planet for People. It is for a planet, where all children have access to decent education, where all households have decent portfolios of livelihoods, and where people have fair choices to make! Thus, 'bharatiyam' is a way of caring, a way to make the planet free from poverty, a means to pay back to society, and an expression of live and let others live. A philosophy from India for the Planet and its people!

During the month, I have come across – things that can be tried to find the true path to happiness:

- Make a grateful list and be grateful,
- Think positive and push away negative thinking,
- Identify and seek small pleasures,
- Practice kindness,
- Make someone smile,
- Connect and invest in love,
- Exercise and eat healthy,
- Find a purpose to work for/with,
- Forget everything else and flow in your actions,
- Study, reflect, and nurture self to pursue the true path

This month has also asked me to reflect deep within, building on tantra yoga (discussed last month) – to remain open and aroused completely for merging and balancing the masculine and feminine energies that exist in each individual in all dimensions. Reflecting on being 'useful', the need to go through a personal visioning exercise has been strongly felt and a process has begun towards the same. While the 'vision' may be clear and the vision of realizing the vision has to go multiple iterations, the basic elements in it include: be located in a small place, see more, write more and step up yatras and campaigns, practice

being the instrument and complete surrender, begin identifying 10-20 mentors/ life workers and nurturing, and be available to all those who seek out.

In the confluence of the souls, and through the gentle flows of universe, these midwinter months reinforce the need to be always ready in all our dimensions to have yogamritam. No one dimension suffices. Keep the antennas of all dimensions sharpened. Keep them active and charged up. Continue to tune in. Till you find sync. Keep playing raga after raga, till you resonate in sync. Till you reach crescendo of climax, bliss and yogamritam. Forget not to set the 'sruti' keeping it always in ready state. Forget not to surrender and being the instrument, useful and open instrument.

Can we be this? Yes, if we pursue Atma Yoga. The focus is on being fully involved and having skill in involvement. Look around. No life is seeking a break from whatever it is doing. Rivers flow, sun shines, wind blows, and so on. Being involved for its own sake in the act, with the mind, heart and body, is the way forward. That is Atma Yoga, Atma Yogi pursuing yogamritam, being with the Guru exploring, showing, expressing, feeding, and teasing!

This effort of pursuit itself lets us articulate access to life(s), bond with, love, invite reconciliation and reconcile desire, be passionate, be ready and aroused, be excited, and be lost in the joyous pursuit.

Krishna plays flute to tell us for seeking yoga in all our dimensions, in whatever dimension (s) we are capable of being ready. Rest of the dimensions he takes care. Krishna confirms – whoever does his/her work/business with total involvement and with mastery of skills of total involvement towards being useful to all life, as if s/he worships them truly, attains silence, peace and flows with the free and natural flows of the universe of souls. S/he will be 'lost' in them forever.

Krishna Dwaipayana reveals: wherever there is the archer working in tandem with the Guru, prosperity, victory, happiness and sustainability rule. Join us in the world of yoga – celebrating the yoga of wisdom, action and devotion in all dimensions of our being towards complete advaitamrita siddhi and being useful to the life in the way it needs us. You will not regret it. December 2009

## 27. Remembering 'Anyway'

Food Prices continue to be 'up'. Indian Poor have drifted away from food security for sure!

Comrade, veteran CPM leader, Jyothi Basu, the longest serving chief minister in any state in India, marks the end of an era! He continues to be useful even after his death. His eyes and body were donated. 2010 is also declared as International Year of Biodiversity, International Year of Forests and International Year of Youth!

Floods, non-timber forest produce collectors, artisans and craftsmen, vulnerable, elders, collectives, collective entrepreneurship, social entrepreneurs and social enterprises, resources and livelihoods, business plans, business plan competitions, mentors and mentees, volunteers, writers, editors, students and Gandhi, apart from climate change, energy, food, water and small governance units, continued to dominate our thinking space in this month. Amber, Elise, and Caroline are still working on a business plan for 'livelihoods'. We have also started to work on the business plan of 'L-channel'.

'Fasting' continues as a habit. 'Silence' and 'Thought Silence' – efforts are on. Practice is on.

This month has let me 'lost' in reflection. It has also reminded me that I am in mid-life. The need to define/outline the third phase of life, that may last 15-25 years, has been strongly felt. First phase was growing up into an adult. Second phase was in development action/support. What is next? Is it adjacency? Is it entirely different? Is it a combination of both? Is it a portfolio? Surely, it has to be an offering. It should let us flow in the flow of the universe. It would not let an opportunity filled with promise, rare and beautiful, go unfulfilled. Probably it would also help realize the full potential. When we know that we only have some skill in listening, thinking, reading, writing, and talking, this has to involve these skills and improving them significantly.

As I was in Anand for a day during the month, I remembered 'Anyway'. For many of you, it may be familiar. Anyway, I go over it!

- People are often unreasonable, illogical and self centered; **love them anyway**
- If you do good, people may accuse you of selfish, ulterior motives; **do good anyway**
- If you are successful, you will win false friends and true enemies; **succeed anyway**
- The good you do today will be forgotten tomorrow; **do good anyway**
- Honesty and frankness make you vulnerable; **be honest and frank anyway**
- The biggest men and women with the biggest ideas can be shot down by the smallest men and women with the smallest minds; **think big anyway**
- People favor underdogs but follow only top dogs; **fight for a few underdogs anyway**
- What you spend years building may be destroyed overnight; **build anyway**
- People really need help but may attack you if you do help them; **help people anyway**
- Give the world the best you have and you'll get kicked in the teeth; **give the world the best you've anyway**

During the month, I got reinforcement - It's when things seem worst that you mustn't quit! When we are done, big things look small and little things look big; *comparisons kill happiness*; we are all we are/have now; and pursuit matters, results come. This month has also asked me to reflect on development action/support. Support builds on the current reality/situation, which is not zero, seen through the eyes of the doers. Doers have to be in driver's seat and learner's seat. The mentor plays more the role of a midwife, catalyst, and facilitator to build learning capacity in the learner-doers.

In the confluence of the souls, and through the gentle flows of universe, the sun 'traversing' north reinforces the need to listen to your innermost, however feeble it may be. It will ensure you reach glorious climactic expression, rasayogamritam. Be alert always and continue to sharpen the antenna. Forget not to surrender and be its instrument, useful and open instrument.

Can we be this? Yes, if we pursue Atma Yoga. The focus is on being fully involved. This begins with – being interested and focused; listening and observing; stopping going on and on; having and communicating faith in full; being positive; being silent; and using body language. Getting rid of ego, ready to serve and become a good follower follows. Being connected, performing to ability even under extreme odds, doing little more, and let the world realize their potential are the next things. This would mean sharing. This would mean being a river, not a reservoir. Being involved for its own sake in the act, with the mind, heart and body, is the way forward. That is Atma Yoga, Atma Yogi in relentless pursuit of rasayogamritam!

An entrepreneur working with the Guru, exploring, tossing, expressing, discovering, and acquiring capacity for effective action!

Krishna confirms, playing flute in raas with Radha, seeking yoga in whatever dimension(s) we are capable and ready, universe knows how to make us ready in rest of the dimensions. For him, criticality is total involvement and complete devotion. Then, universe will take charge and grant silence, peace and flow with its free and natural flows. Forever 'lost'!

Krishna reveals: think of and reflect on the soul of universe, be devoted to it, serve it, spread this message; then joyous bliss is yours.

Join us in the world of yoga – yoga of capacity for effective action, action and devotion in all dimensions of our being towards being useful to life as it guides and innermost rasayoga mritasiddhi in every minute of life. You will not regret it. January 2010

## 28. Prerequisites of Being Useful

Food Inflation is near 20%! No signs yet of its downward trend! Si Krishna Committee is set up to assess the ground reality for formation of separate Telangana or otherwise. Resignations of public representatives are being pressed with a perception that the terms of reference of the committee are not for a separate Telangana.

Apart from Sivaratri (12 February) and Valentine's Day (14 February), the month also allowed a few international days to go by – World Day of Social Justice (20 February) and International Mother Language Day (21 February)!

Sustainable Rural Development – livelihoods and resources – the book in 24 units across 6 blocks – has consumed most of the month. Rural, Urban, Tribal, and Coastal farm and non-farm livelihoods, Poorest of the Poor vulnerable, elders, collectives, collective entrepreneurship, social entrepreneurs and social enterprises, knowledge management, innovations, mentors and mentees, networks and consortiums, volunteers, writers, editors, students and Gandhi, continued to dominate our thinking space in this month.

We are still awaiting the draft business plan for 'livelihoods' from Amber, Elise, and Caroline! Work on the business plan of 'L-channel' is inching forward.

'Fasting' continues as a habit. 'Silence' and 'Thought Silence' – efforts are on. Practice is on. This month, I had an occasion to combine fast with jaagaran!

This month has 'kept' me in reflection. Being a pane list at Sri Sri Institute of Management Studies in Goa pressed me to see inside on the path I have taken and become a livelihoods worker. Witnessing Empower Trust's Mahatma Gandhi Institute for Comprehensive Mental Healthcare at Guntur has taken me three decades back in life. Those were the times when the seeds of thinking beyond oneself were sown. Talking to Kaushiki Rao has made me search for social entrepreneurship in the marginalized for the marginalized. This reflection is reinforcing the need to draw the contours of the third phase of life. Of course, the purpose is being useful and giving the world the best we have. I know that it has to be an offering.

As I get reinforcement, during the month – we need a home, we need quality time, we need integrated knowledge, we need health, we need love, we need lasting relationships and we need union in freedom and universe, the reflection continues! As a supplement to this, I have come across the books of Saul Alinsky, John Dewey, Soren Kierkegaard, EF Schumacher, Albert Hirschman, Carl Rogers, etc., apart from Robert Chambers, Paulo Freire, Erich Fromm, and Krishna. They are letting this reflection to pick up momentum!

Danish Ahmed has argued 'being useful' is a perspective or disposition –

*"....Our perspective or disposition can either be positive/negative, and can be instantly transformed through conscious thought. .... Knowledge without direction is dormant stupidity....When you agree or are aligned with varying opinions, then you are not exercising acceptance and being useful....I market love, hope, and compassion .... I love everybody, in different ways, to varying degrees. ....Connectedness is caring through various forms of expression....."*

Being useful at large includes Satyakarma at the body level, speech level and mind level. To be useful, one needs to be fit. Fitness requires water – as soon as you wake up; 30 minutes before any meal; before bath; and before sleep. Not less than 3 litres a day. Dr Devi Shetty suggests less carbohydrate, less oil, more protein, more fruits and vegetable diet, some walking, no smoking, respecting internal biological clock and simple lifestyle. One need not look for perfection in everything in life.

In the confluence of the souls, and through the gentle flows of universe, jaagaran visualizing celestial dance of 'siva' with 'sakthi' reinforces the need to listen to your innermost – 'give me the strength to



surrender my strength to thy will with love'. It will ensure you scale aananda sivathandavam. Surrender by becoming and being the useful and open instrument – the little flute of reeds!

Can we be this? Yes, if we pursue Atma Yoga. The focus is on being fully involved. This begins with – listening (sravana), having faith and communicating (kirtana), remembering (smarana), rendering service (seva), worshipping (archana), respecting (vandana), be at hand for anything (dasya), being attached (sakhya) and surrender (atma-nivedana). This total involvement can be through being connected, service, friendship, affection, and yoga. This inspires us to move from strong interest to deep and lasting commitment and helps us perform to ability, potential ability, even under extreme odds. This would mean being a flow, flowing with the natural flows of the universe.

Being involved for its own sake in the act, with the mind, heart and body, therefore, being useful, is the way forward. That is Atma Yoga, Atma Yogi in relentless pursuit of aananda sivatandavayogaamritam! An entrepreneurial aspiration in relentless pursuit of opportunities as the universe unfolds them, even in the absence of resources! With the mentor in tow!

Krishna (Krishna of Radha, Krishna of Arjuna and Krishna of Krishna) confirms – if our mind is filled with universe, if we become universe's devotees, if we pursue what universe wants and nothing else, if we bow down to universe and thinking of universe forever, if we take universe itself as the supreme goal, universe conspires to take us into it. Guaranteed! Seeking yoga in whatever dimension(s) we are capable and ready is our involvement.

Then, universe will take charge, build capacity and readiness and grant silence, peace and flow with its free and natural flows. Forever! This is bliss!

Join us in the world of yoga – yoga of usefulness, pursuit, devotion and action in all dimensions of our being as it guides and innermost aananda sivatandava yogamritasiddhi in every minute of life. You will not regret it. February 2010

## 29. Institutionalising SHGs

Inflation is extending to others from food! Budget of the middle class is on the anvil! Rajya Sabha has voted for Women Reservations in Parliament/Legislatures, as International Women's Day completes 100 years. Sri Krishna Committee gets going in its own way.

Apart from Holi (1 March) and International Women's Day (8 March), the month also allowed World Consumer Rights Day (15 March) to go by! World Day of Water (22 March) is reminding us of the action needed on the water front!

Appreciating efforts to mobilize poor into Self-help Groups and their federal institutional architecture and build their capacities, initiatives built on this foundation to reduce poverty and improve livelihoods, and actions for institutionalizing many of these for long-term sustenance of the results - has consumed most of the month. Next two months are also reserved for the same. Tribal, Coastal, Rural, Semi-urban and Urban farm and non-farm livelihoods, Tourism, Poorest of the Poor, elders, collectives, social entrepreneurs and social enterprises, networks and consortiums, and students, continued to dominate our thinking space in this month.

We have stepped up our time and energy inputs in building business plan(s) of 'L-channel' and related activities.

While 'fasting' has become a habit, efforts towards practicing 'silence' and 'thought silence' have become intense. At the same time, a feeble but growing contemplation has set in whether to continue with 'fasting' in the current mode, intensity, periodicity etc.

This month could also succeed in 'keeping' me in reflection. When I signed the Memorandum of Association to formally launch the SIANET, a network of social entrepreneurs (who have been part of Social Impact Programs), it occurred to most of us that there is a need to build a platform of all the development/livelihoods service providers in the country, for solidarity, resource sharing, complementing one another in services, mutual help and learning, standards and code of 'business' and importantly, increasing the support infrastructure/architecture/resources available, building capacities, offering quality control, mentoring the new entrants etc. It will also reduce/avoid some of the existing unhealthy practices of service providers and clients' vis-à-vis service providers and vice versa. This can begin with Hyderabad area initially and grow to reach the entire country with chapters. I hope some of our dear colleagues take this important agenda forward.

My travails and struggle to draw the contours of the third phase of life have not reached anywhere concretely yet. While we know, *the purpose is being useful and giving the world the best we have*. We know that it has to be an offering. May be I need to withdraw for a while and become incommunicado. May be I need to begin the processes of systematic exploration at the earliest. These include visiting development experiments that I could not go so far, talking to friends, guides and 'mentors', travelling and listening to the poor, marginalized and vulnerable across the country, in their corners and domains, listening to the younger generation(s) and older generation (s), tossing the feasible ideas that have the potential to last with a variety of stakeholders and drawing the contours. Towards this, the reflection continues! This reflection has to pick up momentum and reach a crescendo!

Being a development worker, we cannot escape Gandhi! While on reflection, we cannot escape Gurudev, Rabindranath Tagore!

*"... Thou hast made me endless, such is thy pleasure. This frail vessel thou emptiest again and again, and fillest it ever with fresh life. This little flute of a reed thou hast carried over hills and dales, and hast breathed through it melodies eternally new." .... fresh lease, fresh phase, fresh contours ..."*

*“... I must launch out my boat. ... I can see nothing before me. I wonder where lies ... path! .... Let me not force ... a poor preparation ... Freedom is all I want, but to hope for it I feel ashamed ....”*

*“... Where knowledge is free .... Give me the strength to make my love fruitful in service ...*

*“... I give back the keys of my door—and I give up all claims to my house. I only ask for last kind words from you. .... ask not what I have with me to take there. I start on my journey with empty hands and expectant heart. ... and if the end comes here, let it come —let this be my parting word...”*

Being useful at large means –respond to the indent, choose the most useful when there is a conflict in indents, listen deeply, inside you and through you to the universe, to find how to be useful, useful at large. Be useful. Do useful. Talk useful. Yes, think useful. Nothing else.

In the confluence of the souls, and through the gentle flows of universe, colourful holi raas of immortal Raadha with her Krishna reinforces the need to surrender your instrument with love to your innermost for good, better still be its instrument, so that you play to its tunes – be ready forever – to be lost in the raas, in the ecstatic thrill of its touch beyond touch. It will ensure you scale aananda raas.

Can we be there? Yes, if we pursue Atma Yoga. The focus is on being fully ready and involved, forever. This would mean being a flow, flowing with the natural flows of the universe, as universe prods you to flow, together completing the spiritual whole, aanandaraasayoga. That is Atma Yoga - Atma Yogi in relentless pursuit of aanandaraasayogaamritam! Krishna confirms – if our mind is filled with universe, if we pursue what universe wants and nothing else, if we bow down to universe and thinking of universe forever, if we take universe itself as the supreme goal, universe conspires to take us into it. Any which way you pursue, universe responds in the same way. Guaranteed! If pursue readiness and nothing else, universe will take charge, build capacity and grant flow with its free and natural flows.

Join us in the world of yoga – yoga of being ready and useful in all dimensions of our being as it guides and Inner most aanandaraasayogamritasiddhi in every second of life. You will not regret it. March 2010

### 30. Being Useful

Growth is back!

Earth Day (22 April) is reminding us of the action needed to save the earth for the future generations of life!

Appreciating efforts to mobilize poor into Self-help Groups and their federal institutional architecture and build their capacities, initiatives built on this foundation to reduce poverty and improve livelihoods, and actions for institutionalizing many of these for long-term sustenance of the results - has continued to consume most of the month. Tribal, Coastal, Rural, Semi-urban and Urban farm and nonfarm livelihoods, employment, jobs and enterprises, Tourism, Poorest of the Poor, elders, collectives, social entrepreneurs and social enterprises, networks and consortiums, and students, continued to dominate our thinking space, as always, in this month also.

Now the zero drafts of the business plans for L-info units -magazine(s), books, news centre(s), portal(s) and channel (s) are ready. The energy is now going into working through the details, processes and resources. Participant teacher pedagogy is also being tried out.

While 'fasting' and 'silence' have become habits, intensity of efforts towards practicing 'thought silence' has stepped up. I need inputs from the 'innermost'. Flow beyond 2011 is also evolving with these efforts and 'inner' guidance.

It is now clear that we the practicing social entrepreneurs need to come together at a variety of levels. This month's reflection has endorsed the need of a platform of all the development/livelihoods service providers in the country, for solidarity, resource sharing, mutual support services/help/learning, code of 'business' and increasing the supply of reliable responsive and responsible quality service providers. Our co-entrepreneurs are articulating similar sentiments and we hope this agenda gets going as soon as possible.

After it is established clearly that *the purpose is being useful and giving the world the best we have*, we need to develop the products and services of 'offering'. We need to figure out the architecture to make the 'offering'. We need to develop processes of 'offering'. We need to have a portfolio of plans of action. This, I understand take time. 2010 and 2011 are being devoted to get these ready through reflection processes, essentially systematic exploration of the entire canvass (es). This includes, as expressed earlier, exhaustive development visits, deep discussions with 'mentors', listening to the across-the-generation(s), feasible ideas and drawing contours. This reflection is picking up momentum!

Being useful, would also adopting ways that are more useful than others. Some better ways we can try to adapt, gathered during the month, include:

- Seeing alternative media,
- Taking responsibility for life,
- Being located locally, eat local, do business with locals
- Explore and try alternatives,
- Embrace the moment and follow what you love
- Trust in the universe and universe will 'conspire' to provide what you need

Being useful means ever active. It would not mean no failures and only successes, by whatever standards they are measured. As Ms. JK Rowling of Harry Potter fame says –

*It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all – in which case, you fail by default. Failure meant a stripping away of the inessential... I*

*began to direct all my energy into finishing the only work that mattered to me. ....Failure taught me things about myself that I could have learned no other way... I also found out that I had friends whose value was truly above the price of rubies. ...You will never truly know yourself, or the strength of your relationships, until both have been tested by adversity. ...Your qualifications, your CV, are not your life ... Life is difficult, and complicated, and beyond anyone's total control and the humility to know that will enable you to survive ....*

*The power of human empathy, leading to collective action, saves lives, and frees prisoners (lives). .*

*Unlike any other creature on this planet, humans can learn and understand, without having experienced. ... And many prefer not to exercise their imaginations at all. ...they can close their minds and hearts to any suffering that does not touch them personally. ... What we achieve inwardly will change outer reality. .... we touch other people's lives simply by existing..... we carry all the power we need inside ourselves... we have the power to imagine better....*

In the confluence of the souls, and through the gentle flows of universe, Ugadi, Bihu, Vishu and other beginnings of new 'year' seek yoga, shatruchiyoga, navarasayoga in raadhakrishna raas, gaurisivataandavam, and prakritipurushatatvam and reinforce the need to playing the tunes of the 'innermost'.

Can we be there? Yes, if we pursue Atma Yoga. The focus is on being fully useful, forever. Fully involved, firm and determined. Even in small useful tasks. Our nature turns more useful. Sentiments and Practices become useful. Support systems emerge. We join and flow with the natural flows of the universe. That is Atma Yoga - Atma Yogi in relentless pursuit of being in madhurayogaamritam!

Krishna confirms – if we surrender ourselves fully and completely to our true 'innermost', the universe, and we fill our hearts, minds and thoughts with the universe, and pursue what universe wants and nothing else, if we pursue universe itself as the supreme goal, universe envelops and takes us into it. Guaranteed! If pursue readiness and nothing else, universe will take charge, build capacity and grant flow with its free and natural flows.

Join us in the world of yoga – yoga of being useful in all dimensions of our being and innermost towards madhuraasayogamritasiddhi in every second of life. You will not regret it. April 2010

## 31. Universe of Poor

Consolidation is the way forward now! Budha Purnima (27 May) is reminding us of sustainable ways of living and the need for practice of ways of mentoring and being mentored!

Let us remember 8 rights – meditation, attention, motive, resolve, effort, conduct, speech, and livelihood plus help. Let us surrender to intelligence of the universe, let us surrender to the will of universe and let us surrender to the flows of universe.

Lost in the universe of the institutions of the poor, livelihoods of the poor and their interlinked efforts! Appreciating the entire gamut of solidarity, savings, credit, insurance and remittance through a variety of service providers and stakeholders including the primary and federal people's institutions, appreciating the strength of the architecture of nested network of people's institutions, systems and efforts leveraging such architecture for bettering their lives and livelihoods, appreciating the play of institutions, leaders and human resources in taking these institutions and their efforts forward, and appreciating the ways and means for long-term sustenance of the results – has continued to consume most of the month. Tribal, Coastal, Rural, Semiurban and Urban farm and non-farm livelihoods, employment, jobs and enterprises, Poorest of the Poor, elders, collectives, social entrepreneurs and social enterprises, networks and consortiums, continued to dominate our thinking space, as always, in this month also.

There is a lull in the progress further on the zero drafts of the business plans for L-info units - magazine(s), books, news centre(s), portal(s) and channel (s). We need to reenergize the efforts towards working at speed through the details, processes and resources. Participant facilitated learning exercises are demonstrating responsive and responsible effort and learning behaviour, when the participants are mature and respect 'effort'. I need to learn to cope with the repercussions of intensified efforts in modest attempts at practicing 'thought silence'. Flow beyond 2011 continues to evolve with these efforts and 'inner' guidance.

It is clearly established now that the purpose is being useful and giving the world the best we have. We need to develop the products and services of 'offering'. We need to figure out the architecture to make the 'offering'. We need to develop processes of 'offering'. We need to have a portfolio of plans of action. I understand all this is a continual process. Yet a coherent way needs to be figured out. This year 2010-11 is devoted for figuring out this coherent way through the processes of reflection and systematic exploration combined with across-the-spectrum visits and discussions and drawing the contours with the 'innermost'. It has picked-up momentum now! This momentum got some forward gear shift inspiration from CK Prahlad, a legendary management guru and an academic-practitioner. His thought leadership evolved through observing business in action and in turn ideas reshaped businesses. His mantra – core competencies, bottom of the pyramid, global (macro) integration and local (micro) response! Being useful, would also mean being fit longer. Some tips that can be incorporated into our routines for this, gathered during the month, include:

- ❖ Drink water – 8-10 glasses a day,
- ❖ Eat,
  - More anti-oxidant natural fruits, nuts, vegetables,
  - Healthy cooking oils – no zero fat; rice bran oil is good,
  - Enough protein, about 120 grams a day, but reduce sugar to minimal,
- ❖ Take sunlight but prevent sunburn,
- ❖ Use minimal soap; Use retinoid-present cosmetics,
- ❖ Take care of hands and feet,

- ❖ Get massage - it reduces stress, promotes relaxation, stimulates skin, regulates blood pressure, purges toxins and eases stiffness in the joints.
- ❖ Exercise, walk/jog, do yoga and take fresh air often,
- ❖ Keep smiling; Meditate daily; Enjoy good sleep

Being useful means always adding ways to be useful. They come from the life we live. Azim Premji listed

–  
*... Begin with strengths....Earn the rupee....When you lose, do not 'lose the lesson' ...It is important to first acknowledge, what we have received ...ultimately, your only competition is yourself ...Never give up ... ..Be open to change ... but not compromise on values ... like integrity, humility ...Have faith in our own ideas. ...*

In the confluence of the souls, and through the gentle flows of universe, we seek yoga; we seek oneness, playing to the tunes of the 'innermost'. As there is nothing else to happen between birth and death but love, if we miss it, we have missed the whole opportunity of life of being useful, the very purpose of our life. We can't miss it, whatever be the cost. We have to have capacity to be useful and this comes from love and being one in all our dimensions – physical, mental, emotional and in consciousness - with the 'innermost'.

Can we be there? Yes, if we pursue Atma Yoga. The focus is on being fully useful, forever, free from dissonance, and surrendering to the universe. Fully involved, firm and determined. In essence, Atma Yoga – Atma Yogi's way of life of concentration on breath, meditation on truth, inner reflection and total surrender to the universe. In relentless pursuit of being in Buddha yogaamritam!

Krishna confirms – if we keep our minds on our true 'innermost', remain constantly united with our purpose of being useful, surrender ourselves fully and completely to our mentoring universe and innermost, they take us into them. Guaranteed! We become yukta atma.

Join us in the world of yoga – in all dimensions of our being and innermost - towards buddhayogamritasiddhi now and thereafter. You will not regret it. May 2010

## 32. Florence Shinn on Being Useful

From Mothers' Day to Fathers' Day!

Students are back in schools!

Continued to live in the universe of the institutions of the poor, needs of the poor and the efforts to meeting the needs of the poor! Still appreciating the architecture of institutions and their entire gamut of existing and potential activities! Vulnerable communities continued to 'engage' us! Education - Employment-Entrepreneurship-Enterprise value-chain(s) have been consuming our time! SHGs vs JLGs, mF vs mF+, Livelihoods, Leaders, Collectives, Social enterprises, Elders, Differently-abled, networks and consortiums, continued to dominate our thinking space, as always, in this month also.

Stepped up the processes of finalizing and taking forward the business plans for L-info units, all of them including magazine(s), books, news centre(s), portal(s) and channel (s)! Project Design and Planning processes for taking the processes of building and leveraging the institutions of the poor for their better livelihoods and lives are gaining momentum!

As I struggle to cope with the repercussions of practicing 'thought silence', I need to learn to practice and appreciate the variety of hues, dimensions and planes that co-exist, coevolve and co-guide me(us) and respond. Flows beyond 2011 continue to evolve with these efforts and 'inner' guidance.

2010-11 is dedicated to figuring out a coherent way for continual development of 'offering' – architecture, products and services, processes, contours – and plans of action (for serving the purpose of being useful). The processes of reflection, exploration, arguments and dialogues have picked -up momentum.

Being useful, would force us to explore who I am. When we are not body, mind, feelings, thoughts, actions, etc., although we have all of these, who are we? Is it soul or some core inner unit within that has some vision? Vision of being useful! Giving love, happiness and knowledge! Interestingly being useful lets you grow so that you become more useful.

A metaphysican, Florence Shinn in her 'The Game of Life' summed up some ways forward for being useful:

- Nothing stands between man and his highest ideals and every desire of his heart, but doubt and fear.
- Have absolute faith in the vision, absolute active faith and work accordingly
- Help others to hold on to the vision
- Thought '! Feelings '! Articulation '! Action '! Realized, Vision; so focus on the vision always, vision of what is desired rather than what is not desired
- Nothing can resist an absolutely non-resistant person
- Now is the right time; live suspended in the moment; obey the law, law serves you
- Forgetting and forgiving is part of giving and forgiving oneself is part of forgiving
- Love; Love whatever you do or do whatever you love
- Follow intuition, hunches, urges as they point the way
- Do not pre-judge others' intentions
- Faith is an effort of the will
- There is for each person, perfect self-expression –something s/he is to do, which no one else can do
- Accept what comes your way cheerfully



In the confluence of the souls, and through the gentle flows of universe, we constantly urge for and seek yoga, playing to the tunes of the 'innermost'. This is reflected in our urge to be one – in silence, seeing, listening, talking, arguing, touching, exploring, sharing, doing ... this is part of evolving, transforming and transcending into higher order oneness. This is how we are challenging ourselves every second together or otherwise. Mutuality guides us in all things we do including words and actions. We need to unfold our vision, and practice towards it. No exceptions. Seeking is not exclusion. All flow in the flow. Our vision and purpose is being useful. For this, we have to become a tool. A tool that sharpens itself with learning and using (practicing, writing ...). Needs, levels and needs of urge towards these needs fluctuate with time, practice and realization. When in ring, we can only continue to fight (seek)! We are in the ring of yoga.

We need to appreciate that we are living beings with myriad shortcomings and weaknesses. In the confluence of our flows, we delete some, erase some, modify some, and cleanse one another with care and diligence. That is one way to nurture and aid our flows and the flows of the universe. The capacity to be useful comes from being one in all our dimensions – physical, mental, emotional and in consciousness - with the 'innermost'. That is one way to evolve.

Can we evolve and be there? Yes, if we pursue Atma Yoga. In essence, Atma Yoga is constant seeking of truth (knowledge and reflection), complete devotion and surrender to the universe, and dedicated pursuit of action for being useful. In relentless pursuit of being in viswagaanayogaamritam!

Krishna confirms – wherever the mentor and mentee work together, there is yoga and victory. Guaranteed! We become siddha atma.

Join us in the world of yoga – in all dimensions of our being and innermost - towards viswagaanayogamritasiddhi. You will not regret it. June 2010

### 33. Cooperative

Monsoon makes its way, in its own tortuous way! Many parts of the country are reeling under severe drought conditions!

Of course, we remembered World Population Day (11 July). The themes of the year are 'everyone counts' and 'open data' for development. World's Population is reckoned at 6.8 billion, with India accounting for 1.2 billion in them! We were told that we will be the country with the highest population in 15-16 years!

International Cooperative Day (First Saturday of July – 3 July or 7 July) did go unnoticed! Nevertheless, it has reminded us of the seven principles of cooperation. A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically controlled enterprise. Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. The seven principles of cooperation are: Voluntary and Open Membership, Democratic Member Control, Member Economic Participation, Autonomy and Independence, Education, Training and Information, Cooperation among Cooperatives and Concern for the Community. Writer's Day (8 July) reminded us we as a mankind are moving away from writing and may be reading. Still, writing (and writers) is the central instrument of articulation of all ideas, thoughts, feelings, emotions and experience. Books (Writers) still inspire and heal. Sometimes they stir you to soul searching. Of course, they take us to lose ourselves in our innermost!

Continued to live in the universe of the institutions of the poor and the vulnerable, their needs and the efforts meeting these needs! Still appreciating the architecture of institutions and their entire gamut of existing and potential activities! Wage-Job-Self-employment continuum has been consuming our time! SHGs vs JLGs, mF vs mF+, Livelihoods, Leaders, Collectives, Social enterprises, networks and consortiums, continued to dominate our thinking space, as always, in this month also. Project Design and Planning processes for taking the processes of building and leveraging the institutions of the poor for their better livelihoods and lives are gaining momentum across the country! Inching forward in stepping up the processes of finalizing and taking forward the business plans for L-info units!

Struggle to cope with the repercussions of practicing 'thought silence' is being intensified. The processes to learn to practice and appreciate the variety of hues, dimensions and planes that co-exist, co-evolve and co-guide me (us) and respond have begun. Flows beyond 2011 continue to evolve with these efforts and 'inner' guidance. 2010-11, dedicated to figuring out a coherent way for continual development of 'offering' – architecture, products and services, processes, contours – and plans of action (for serving the purpose of being useful), is unfolding intense and deep processes of reflection, exploration, arguments and dialogues. The momentum has picked-up.

Being useful is a function of useful thoughts for way forward. An early pioneer of new thought – Prentice Mulford – in his 'Thoughts are Things' – says that the key for way forward is having thoughts for way forward. His summary includes:

- NEW thought is new life. It fills the person with joy. The blood in veins surges with a fresher impetus, lifting into ecstasy of emotion by a new conception. We desire and need always new and fresh thought.
- The consciousness of never-ending growth of improvement is also food for the growing mind.
- All experiences are valuable for the wisdom they bring or suggest. But when you have once gained wisdom and knowledge from any experience, there is little use in repeating it, especially if it has been unpleasant. Live in the pleasant remembrance (s), if you so desire. That will do you good.

- In all business, we must press on in mind to the successful result. We must see in mind or imagination the thing we plan completed, the system or method organized and in working order, ever growing stronger and more useful.
- Press onward to the thought of being strong, well and vigorous at that hour.
- Life is a continual advance forward. If we are advancing forward, it is better to look forward.
- Our thought is the unseen magnet, ever attracting its correspondence in things seen and tangible.
- Life means an ever-increasing freshness, an ever-increasing perception and realization of all that is grand, wonderful and beautiful in the universe, a constantly increasing discovery of more and more that is grand, beautiful and wonderful, and a constantly increasing capacity for the emotional part of our natures to sense such happiness.

Forget not to detoxify your body. I have been told ways to detoxify recently. These include: drink plenty of water, eat lots of fruits, whole grains, vegetables etc., increase intake of spices and take enough rest and exercise well. Rest is taken care.

In the confluence of the souls, and through the gentle flows of universe, we constantly seek new thoughts and actions based on these thoughts, playing to the tunes of the 'innermost'. This is reflected in our urge to evolve, transform and transcend into higher order oneness (yoga), beginning with oneness in all its dimensions. We are in the yogapravaaham, pressed on by yogaalochana!

Can we lose ourselves in this? Yes, if we pursue Atma Yoga. In essence, Atma Yoga is constant seeking of truth (knowledge and reflection) of potential and instruments of realization, complete devotion and surrender to the universe, and dedicated plan and pursuit of action for being useful. In relentless pursuit of being in yogaalochanaamritam!

Krishna confirms – wherever the mentor and mentee work together in knowing (jnaana), with devotion (bhakti), followed up with action (karma), there is yoga. There is union with the universe. Guaranteed! We become ekaatma. We become one and see universe within us. Join us in the world of yoga – in all dimensions of our being and innermost - towards viswayogaalochanaamritisiddhi. You will not regret it.  
July 2010

## 34. Institutions of Poor

Monsoon progresses! From drought conditions, we move into floods across! Of course, we celebrated 63 years of independence on 15 August and season of festivals for the year. The roza days of Ramazan have also started.

We hear that China has become the second largest economy surpassing Japan during the month. A death of a first cousin has thrown many things helter-skelter. These include thought patterns, work schedules, emotional demands ... Balance of the time went in catching up with the pending documents. We should be ready for the end, sooner or later it is bound to come. At every moment, we should have all opportunities exhausted of being useful and loving. Let us appreciate that life is made up of millions of small moments of being so.

Institutional architecture for the poor, Employment continuum, ways and means for the vulnerable and marginalized, mFà mF+ à Livelihoods Financing, Leaders, Collectives, Social enterprises, Social Responsibility, networks and consortiums ... continued to dominate our thinking and working space, as always, in this month also. Processes and way forward in states for poverty profiling, perspective plans, piloting, and building support architecture including structures, core teams, initial staff, resource pools/groups/organizations/networks are getting ready. Towards building and leveraging the institutions of the poor for their better livelihoods and lives! Continued to inch forward towards finalizing and taking forward the business plans for L-info units! Discussions have also begun to seed L-support unit(s) at national level.

The effort, to bring together the alumni (old students, teachers and other staff) of all gurukulams in the state (Andhra Pradesh) has begun, an idea of sagaurawa (with pride!) for solidarity, for being influential in ensuring quality education in the public domain, for better standards in these so called 'schools for the talented', and importantly each one of the alumni adopts a few students, a few families, a school, a village .... This network should encompass schools for boys and girls. This should encompass 'all' residential schools, be it for general, for BCs, for SCs or STs. Together, we are near 500,000 alumni and if all of us join hands, we would have adopted the entire Andhra Pradesh! Let the idea flourish! Let the idea spread to the entire country's residential schools including Navodaya schools! Whatever little we can do towards this, we should do. In the spirit of paying back to the society! Purely that and nothing else!

When faced with intense thoughts, in emotional and higher planes, of detachment, distance, lost in one or two things, getting ready to exit etc., it is a test of sorts to practice 'thought silence'. Coupled with severe physical uneasiness, this becomes further more difficult. At times, we blank out, blank out for long times. At times, we stare scaring others. At times, we tend to call it a day. In these times, we need the innermost the most and take charge. We need the balance to keep genial outer appearance and demeanor as we struggle to cope with the repercussions of intensity of practice of 'thought silence'. We need the guidance.

As 2010-11, dedicated to figuring out a coherent way for continual development of 'offering' – architecture, products and services, processes, contours – and plans of action (for serving the purpose of being useful), is unfolding intense and deep processes of reflection, exploration, arguments and dialogues, the events fuel these processes in their own way. Being useful is a function of time (its quality and quantity), non-time resources (their productivity, efficiency and effectiveness), and importantly leveraging oneself and 'levers' (catalyzed, leveraged and triggered). Another way to look at this is – do better, increase quality and quantity, and add more ways. Greater the usefulness, greater is the access to more resources – spiritual, intellectual, human, social, physical and natural - including time and energy.

Dr Nerina Ramlakhan suggests in her book, 'Tired but Wired', to live restfully physically, emotionally, mentally and spiritually, to be useful. Surely, not eight-hours sleep. We, as human beings, are designed to

be able to adapt and flexible. Flexible is the key to life. This comes with living restfully. According to her, the ways for the same include:

- Eat breakfast within 45 minutes of rising; include protein in each meal; avoid eating heavily before bed time, but have a small snack/cup of milk before sleep.
- Have plenty of water everyday
- Do not be slave to technology
- Practice let go of control
- Look upon stress as a challenge and aim to strengthen stress coping strategies.
- Take time to build strong, supportive relationships
- Find ways to get rid of negative feelings constructively
- Try to switch off the brain and all those that alert the brain like computer, mobile etc.
- Do some gentle yoga to calm the nervous system
- Prioritize what is important and do it first
- Make time for it for values and care
- Have faith in the universe; Nurture spirituality within you

Like the old saying goes, 'however much busy you are, there is always room for a cup of coffee with a friend'. In the confluence of the souls, and through the flows of universe, we are in the 'yogapravaaham' seeking yogayoga to be lost in our 'innermost' and 'universe'. Can we be there? Yes, if we pursue Atma Yoga. Atma Yoga seeks truth (knowledge and reflection) of potential and instruments of realization, and practices them with proactive complete devotion, responsibility, integrity and love, and surrender to being useful. In relentless pursuit of being in jeevanayogaamritam!

Krishna confirms – when there is union with the universe, nothing else matters. When the veil of separation exists, we only have to become conscious of this veil. We become ekaatma, viswaatma. The yoga traid – jnaana, karma and bakthi – help us to become conscious with faith. Join us in the world of yoga – in all dimensions of our being and innermost - towards jeevanayogaamritisiddhi. You will not regret it. August 2010

### 35. The Science of Being Well

Regular and normal rains after a long time! People say it is three decades now.

Ramzan and Ganesh Chaturthi on the same day! Less number of idols, small idols, less crowds mark Ganesh this year! Is the rising prices that caused this? We also hear that another recession is on its way in US. What is in store than for us? Bihar is going to polls. Nitish?

US declare that India is the third most powerful nation in the world, next only to US and China. We also hear mixed comments on Common Wealth Games; so much for the power! Ability without intent cannot become power.

This has been a month of getting ready to see the roll-out of National Rural Livelihoods Mission. Framework for implementation is emerging. Deeply into it! With time, energy, intensity!

Institutional architecture for the poor, Farming System, Agriculture, Employment continuum, Induction, Building Human Resources, Resource Centres, Consortiums, Planning for 2017, ... continued to dominate our thinking and working space, as always, in this month also. Getting deeper into understanding poverty and level of living! Now is the time for planning, convergence and partnerships across the country. Towards building and leveraging the institutions of the poor for their better livelihoods and lives over the coming 7 years!

Also, back with students! Their rivers are flowing; their books are published; they are opening up to plan for themselves and plan for the poor. Interesting discovery, rather an endorsement, during the month: Deeper learning and better learning results come with mixing study environments, mixing content, spacing sessions, selftesting or all the above, and not from spending continuous hours on one issue. Mix and learn is the message. Let us ignite the flame in our souls to learn and be useful, learn while being useful and be useful while learning. Inching on L-units has slowed down. Need to press the accelerator. I realize deep down, it has picked up speed. Missed and need to catch up on some rest, some variety, some nutrition, some sleep, some flows to get flow in and merge!

When lost in two or three pursuits, when you miss water, food, sleep and care for long spells, it appears 'thought silence' comes in on its own. As you blank out. As you stare into the distance. Then, the innermost lets you lose in and take you into the purpose of being useful. Intense and deep processes of reflection, exploration, arguments and dialogues, conspired jointly by the universe and the innermost, unfold in their own way. Let the innermost see, feel, touch, and appreciate you, your each and every cell; let the innermost take care of you; then the innermost takes charge, deep within.

Many endorsements during the month – take care of the small things. They take care of the big things. Some small things include – Give and give cheerfully; Say sorry, looking the person in the eye; first impression lasts long; dream and let others dream; love is the only way to live life completely; fight fairly; do not judge people by their families; think on feet; do not lose the lesson, even if you lose; value relationships and friendships; Smile, and smile even on phone; spend some time alone. Then these small things take you in the flow of being useful. Wallace Wattle suggests in his 'The Science of Being Well', being well is a function of how we do our voluntary functions of life, beginning with mental actions – thinking and use of will – so that we form a conception of ourselves in perfect shape/fitness/health, and think only those thoughts which are in harmony with that conception; We need to eat only when we have an earned hunger, and then take the best foods of the healthy people in the zone in which we live, i.e. local food; Of course, we need to enjoy eating; Keep your spine straight and your chest flexible, and breathe pure air; we need some grateful meditation; we need to earn sleep and sleep in an environment of fresh air. In a nutshell - make yourself one with Health in thought, word, and action. Then we live restfully physically, emotionally, mentally and spiritually, to be useful.

As Krish Radhakrishna puts - Here is a 'quickest way' to create a new mindset: internal reality. Experience new things! Do different to be different. Change comes from doing. Doing something you have never done. Minor, major does not matter. If you do the same old things, you get the same results.

Here are three suggestions from Deepak Chopra on applying the law of giving in daily life: gift; gratefully receive gifts that life has to offer; keep wealth circulating through giving and receiving precious of caring, affection, appreciation, and love.

In the confluence of the souls, and through the flows of universe, we are in the 'yogapravaahasangamam' seeking aikyayoga to be one with 'innermost' and 'universe'. Can we be there? Yes, if we pursue Atma Yoga. Atma Yoga seeks knowledge, reflection, exploration, devotion, and surrender to being useful. In relentless pursuit of being in praanayogasudha!

Krishna confirms – when there is union of the innermost with the universe, there is nothing in between, except a veil of doubts, dilemmas and internal conflicts. This veil disappears with the yoga triad– jnaana, karma and bakthi. We see viswaroopam and become one with viswaatma.

Join us in the world of yoga – for the union with the innermost and universe in all dimensions of our being - towards praanayogasudhasiddhi. You will not regret it. September 2010

## 36. Finding Meaning and Happiness in Life

Common Wealth Games – good show, despite all controversies! Investigations started immediately!

Interestingly, Ayodhya Verdict says Ramajanmabhoomi (a place believed to be so) is a legal person! Court asks the parties to co-exist. The economic projections are that India outpaces China in a year or two and slowly inches forward to catch up with China in 2-3 decades!

India and the world celebrated 2 October (Mahatma Gandhi's birthday; International Non-violence Day).

October is also the month of festivals in India. Hope you had happy Navratri and Dussehra! While on Hindu festivals, we have many sub-religions in the country - Ganapatyam, Shakteyam, Shaivism, Vaishnavam, Krishnaism, Sikhism, Ramakrishna Movement, so on. Buddhism and Jainism have also been considered as subreligions in the country. Thus, it appears Hinduism takes all sub-religions into its fold! Now, I also read research conclusion that Krishna was a historic person, probably lived 125 years (b. 21 July 3228 BC) and died on 18 February 3102 BC, when seven planets aligned on a single line and solar eclipse occurred. This date marks the start of Kaliyuga!

National Rural Livelihoods Mission is likely to be supplemented with National Rural Livelihoods Project. As we await the formal launch, NRLM juggernaut rolls on slowly but steadily. Framework for implementation is still emerging! Our time, energy, and intensity are deeply into them! As we were discussing them on 7 October 2010, the news came in that the noble soul of SR Sankaran rested in peace. A rishi and legend is no more. An exceptional human being, simplicity and integrity personified, and the tallest civil servant touched us in many ways. We may take a very long time to readjust our lives to this new reality!

Community and support Institutional architecture for the livelihoods of the poor, and Human and other resources for them, continued to dominate our thinking and working space, as always, in this month also. We have also begun to dig deeper into understanding poverty and level of living! Also, still with students! Students rekindle life in us. They accelerate learning in us. In their rivers! In their books! In their plans! Let us keep the flame alive in our souls to be useful while learning and to be learning while being useful. Like our Sankaran! L-units are picking up their natural momentum!

I need to catch up badly with some inner silence, some rest, some sleep, some energy of a variety of dimensions, some reduced pain, some semblance of emotional balance, some warmth, and importantly some flows of different levels and hues! As I catch up with these, intense and deep processes of reflection, exploration, arguments and dialogues, conspired jointly by the universe and the innermost, unfold in their own way. Let the innermost take charge, deep within and direct each and every cell to flow and merge in the larger flows.

Paul Rogers' research endorses – 'those making decisions fastest are four times as likely to make the best decisions. Those making the best decisions are eight times as likely as others to excel at execution. Decision-making must be a team effort but the teams must not be too big – not more than seven members.

Clay Christensen, a Professor at Harvard Business School, says finding meaning and therefore, happiness in life is dependent on three aspects - first, happiness in work, happiness in relationships, and happiness in being on the right side of the law. The keys for life include: having a purpose, a strategy to achieve it, allocating resources, a culture, going beyond marginal costs and benefits, humility with self-esteem, and a right metric of success in life. At the end what matters most is the significance of influence on the life in and around.

Achieving excellence in this is a result of six practices – pursuing what we love, doing the hardest work first (even on a daily basis), intense sessions of work, seeking expert feedback intermittently, relaxing and taking renewal breaks, and ritualizing tasks that require will and discipline. Joe Vitale concludes from



www.tut.com that giving gives the ability to give more. If you think, you see. If you see, you touch it. If you touch it, you feel it. If you feel it, you love it. If you love it, give it. Giving speaks loudest about your belief in self, abundance and love. When the Universe hears, more will be with you to give.

In the confluence of the souls, and through the flows of universe, we are in the 'yogaalochanagamanam' seeking sahadamanayoga to flow together with 'innermost' and 'universe'.

Can we be there? Yes, if we pursue Atma Yoga. Atma Yoga seeks Guru for being useful. In relentless pursuit of being ready to surrender to the Guru! Guru manifests in various ways in different places for various reasons based on our intensity of longing and prepared readiness. A series of Gurus take us forward step by step with the power to be us, without losing our identity in the sahadamanayoga.

Krishna confirms – when the body, mind, heart and soul move in tandem as suggested by the innermost, equipped with jnaana, karma and bakthi, we see, touch, feel, love and be one with viswaatma for sure. Join us in the world of yoga – for the realization that innermost itself is the universe in all dimensions of our being - towards sahadamanayogasiddhi. You will not regret it. October 2010

## 37. Mind, Human Relationships, Human Love

Scams and Crises! Telecom, Adarsh, Housing Finance!

Raja quits and Chavan gives way to Chavan! Parliament is still stalled!

Bihar elects Nitish again; AP changes its CM and Karnataka in governance mess!

Obama's America says India is an emerged/developed nation!

Deepavali, the festival of lights, is celebrated across! For many parts of the country, next day marks the New Year!

MFI Crisis and MFI Ordinance in AP have put the pressure on MFIs to 'behave', register and charge lower interest rates. Surely, MF operations will not be the same! We hear that Government of AP is planning to repeal the member-friendly Mutually Aided Cooperative Societies Act. Hope the new Government under N Kiran Kumar Reddy will not push for it!

National Rural Livelihoods Mission is making states to realign many projects. States are gearing up with poverty profiling and evolving perspective plans, pending launch of NRLM.

Institutional architecture for the livelihoods of the poor, projects/programs/missions on livelihoods and resources for them, continued to dominate our thinking and working space, as always, in this month also. Still with students! To be useful while learning and to be learning while being useful! I heard 'Learn and Earn' and 'Earn and Learn' is emerging.

I still need to catch up badly with some inner silence, rest, sleep, multiple energies, balance, multiple flows and practice of let go. Let the innermost take charge, deep within and outside and direct each and every cell to flow and merge in the larger flows. Let us give it to people who help us stay in touch with our inner world.

As James Allen says –

"Mind is the master-weaver, both of the inner garment of character and the outer garment of circumstance, and that, as they may have hitherto woven in ignorance and pain they may now weave in enlightenment and happiness. All that a man achieves and all that he fails to achieve is the direct result of his own thoughts. ...

A man's weakness and strength, purity and impurity, are his own and not another man's. They are brought about by himself and not by another; and they can only be altered by himself, never by another. His condition is also his own, and not another man's. His sufferings and his happiness are evolved from within. As he thinks, so is he; as he continues to think, so he remains. Your vision is the promise of what you shall one day be; your ideal is the prophecy of what you shall at last unveil."

Joe Vitale tells –

"Give it to people who inspire you, serve you, heal you, and love you. Give it to people without expecting them to return it, but give it knowing it will come back to you multiplied from some source. .... Give time and you'll get time. Give love and you'll get love. .... Give them\* something from your heart."

*\* Think of the person or persons who made you feel good about your purpose of being useful*

Stephen Hawking, arguably the most brilliant person of the world, says – "God is impersonal. God is the name people give to the reason we are here. But I think that reason is the laws of physics rather than someone with whom one can have a personal relationship."

Interestingly, the small details of our lives are what really matter in a relationship. Human relationships and human values, founded on self-knowledge and self-exploration, are a source of our perennial happiness.

In the confluence of the souls, and through the flows of universe, we are in the 'yogalochanasangamam' seeking sahasangamayoga to merge and flow together with 'innermost' and 'universe'.

Can we be there? Yes, if we pursue Atma Yoga. Atma Yoga seeks Soucha, Santosha, Tapas, Swadhyaya and Pranidhana – Purity, Contentment, Austerity, Self-study and Total Surrender for being useful. In relentless pursuit! Towards together in co-existence, in sharing, in working, in getting enlightened, and in bliss!

Krishna confirms – when the body, mind, heart and soul move in tandem with knowledge, action and devotion to the innermost and the universe, being lost in the viswaparamatma is for sure.

Join us in the world of yoga – for the realization that mind of the innermost and the supermind of the universe are identical in all dimensions of our being – towards sahasangamayogasiddhi. You will not regret it. November 2010

### 38. Unwinding

Parliament stalled for the entire winter session! Farmers in AP are committing suicides – they need relief! Telangana is getting ‘ready’! Human Rights Activist, Dr Binayaksen has been sentenced for life term.

Christmas is celebrated across! Long New Year celebrations (24 December – 1 January) as a concept has emerged!

40-day Deekshas are gaining the imagination of people. How I wish some of this Maadhavaseva becomes Maanavaseva!

Institutional architecture for the livelihoods of the poor, projects/ programs/missions on livelihoods and resources for them, continued to dominate our thinking and working space, as always, in this month also.

‘Students’ have become a permanent feature in our work! The question – what can we do with individual nonpermanent migrants? – is still troubling us.

Livelihoods on the coast to the livelihoods in the desert are vying for space in the mind. Nuances of Family-based care and Family Support are being appreciated. How do we move from charity to support for self-reliance?

I may have to wait for another month or two to catch up with some rest, sleep, multiple energies, balance, multiple flows etc., which I am in need badly. Transition and Reflection are playing to the hilt. I guess that is the way! Star(s) in the Eyes and Tears from the Eyes!

Let the innermost pursue relentlessly, for the innermost is aware deep within and outside. For we are designed to seek happiness and provide happiness in flowing and flowing relentlessly! To be able to give is the joy. So let me. If you are stressed for long periods of time, or in chronic stress, it shows. I gathered that the one or more signs of this include – constant colds, teeth grinding (in sleep), upset stomach and abdominal pain, (nagging) pain in the back, difficulty in falling asleep, headaches (migraines), irrational thinking, acne/pimples, sensitive gums, itchy skin or rashes, eye twitching, hair loss etc. Beware! Start unwinding if you see any of these signs intensely.

One of the beautiful thoughts of Buddha – ‘...

When it (mind) is disturbed, just let it be. Give it a little time. It will settle down on its own. ... It will happen. It is effortless. ...”

In the Game of Life, as Florence Scovel Shinn says –

“The simple rules are fearless faith, nonresistance and love! ... Love is the most powerful chemical in the universe, and dissolves everything which is not of itself! ... Be sensitive to intuitive leads ...”

Adrian Gostick and Chester Elton talk about ‘Orange Revolution’ of coming and being together in shared experiences, shared symbols, shared challenges, shared rewards, shared balance as a whole, shared voice, shared knowledge and skills, shared competition, shared fun – laughing and bonding, shared environment, shared relationships, shared food and ultimately shared time.

In the confluence of the souls, and through the flows of universe, we are in the ‘yogaatmeeyam’ seeking aatmeeyayogabandham to merge and flow together with ‘innermost’ and ‘universe’.

Can we be there? Yes, if we pursue Atma Yoga. Relentlessly! Towards co-exploration and discovery in all planes that matter. With simplicity in strength; in truth; in beauty; in doing; in being; in intensity; in recognition; in worship; and in living! For being useful and continuing to be useful!

Krishna expects positive response from naras (free men and women), when they are able to feel not bound to toe the lines of the clans and communities. A ‘nara’ with *sraddha* and without envy, who takes up and performs the challenge of times, would attain *mukti*.

Krishna stands guarantee. Confirms success when the body, mind, heart and soul move in tandem with knowledge, action and devotion to the innermost and the universe, for meeting this challenge.

Join us in the world of yoga – for the realization that flows in and out of the innermost into and out of the universe define our being - towards yogaatmabandhasiddhi. You will not regret it. December 2010

### 39. Rural Livelihoods Agenda

Some action around! Sri Krishna Commission submits its report on Telangana and stirrings thereafter; Malegam Committee submits its report on MFIs; Investigations into 2G and CWG are in progress; Manmohan shuffles his Cabinet; Some people in-charge are sacked; Now we know Makarajyothi at Sabarimala is manmade as a tradition; More than Rs.2.0 lakh Crore investment flows into Gujarat committed; Food inflation soared to 16%.

Let us hope the spirit of Civil Liberties Advocate, KG Kannabiran, continues to guide us.

Of course, we remembered Swami Vivekananda (12 January) and we will remember Mahatma Gandhi (30 January).

Let us also note that 2011 is also the International Year of Forests and World Veterinary Year to appreciate all life beyond human beings.

Institutional architecture for the livelihoods of the poor, projects/programs/missions on livelihoods and resources for them, continued to dominate our thinking and working space, as always, in this month also. Various continuums in livelihoods have come to the fore. What is the way forward for us as 'Commons' is one of the key resources of the poor – has taken a lot of thinking time.

Rolling-out rural livelihoods agenda across the country – through the mission(s), through the models and innovations, through the community and support institutional architecture, through the knowledge dissemination, through the creation of the livelihoods and knowledge workers, through the capacity building, through the learning platforms, through the increased funds allocations and availability, through increased understanding and appreciation of the livelihoods reality of the poor, through the portals and channels and through the campaigns – is slowly acquiring the character of a national movement. Seeds have been sown and some have started to sprout.

I am still to catch up with some rest, sleep, multiple energies, balance, multiple flows etc. Transition and Reflection continue playing to the hilt. Relentless pursuit of nayanataras and by nayanataras! We are designed to flow relentlessly even beneath/underneath the ice sheet on the surface. So be it.

During the month, there is an endorsement – life, all life, and matter the most. Great relationships sustain life. For these, we need to take responsibility – 100/0. We need to do our 100 without thinking of any return, without being affected by any other return not anticipated. This needs to persist. This needs to go on.

The second endorsement in the month is on the need for emphasis on equal opportunities, equitable access and equitable fruits and results commensurate with the effort and performance, rather than on equal fruits and results.

The third endorsement is that sharing knowledge keeps us learning.

In the Book 'Being the Boss' Linda Hill and Kent Lineback talk about managing oneself, one's network and one's team for being useful and deliver responsibility through exerting influence. "Trust is the foundation of all forms of influence other than coercion ..."; "...build and nurture a broad network of ongoing relationships ..."; "...creating a real team (collective of varied skills that want to stick together) and managing their people as a whole..." Of course on these three imperatives, one needs to periodically [daily/weekly/monthly] assess oneself, plan, work the plan and review.

In the confluence of the souls, and through the flows of universe, visible and/or invisible, we are in the 'yogamathanam' seeking amritayogaanatham to create, expand and lost in the flows of the 'innermost' and 'universe'.

Can we be there? Yes, if we pursue Atma Yoga. Relentlessly! With simplicity! For being useful and continuing to be useful!

Krshna confirms that any free soul that practices and pursues this thought of being useful with single-minded concentration and devotion would indeed attain mukti and become part of the viswamahatma. Wherever the Guru and the Disciple work in tandem, srivijayabhuti (prosperity, victory and welfare to life) and dhruvaniti (conducive context) would be certain.

Join us in the world of yoga – for the realization of the eternal flows of the innermost and the universe define our being - towards amritayogaananthasiddhi. You will not regret it. January 2011

## 40. Life, Learning, Creativity

Some action around! Egypt sends its Mubarak out! More countries to follow suit!

Corruption continues to surface!

JPC on 2G Scam! Telangana stirs go on - non-cooperation in action!

Vineel Krishna kidnapped and released!

Vijay Mahajan is on Shodh Yatra across the country for ABCD - Atmashuddhi, Basics, Connecting, Demonstrating that Difference can be made.

International Women's Day, World Consumer Rights Day, International day for the Elimination of Racial Discrimination, World Day for Water, World Theatre Day and International Day of Achievers are awaiting us in March.

Institutional architecture for the livelihoods of the poor, employment and enterprises of and for poor, livelihoods for destitute, disabled and elderly, perspective way forward for projects/programs/missions of livelihoods in the country, knowledge human resources at various levels for all of these and support structures that make them available and knowledge management and learning channels and platforms continued to dominate our thinking and working space, as always, in this month also.

Endorsement that we live in various continuums and knowledge is the key commons is redefining our ways of work and the way we look at access.

Livelihoods agenda across the country has to be a national movement and the signs are visible.

Patience is running out for the common man. S/he cannot tolerate vulgar display of wealth and silence on corruption for long. Knowledge workers would lead the way.

Catching up some rest, sleep and draining has become further difficult. While abundant multiple energies and flows across layers and balance is the need, I am not anywhere towards it, right now.

This is accentuated by continuing transition and reflection. Relentless pursuit does not see the drops and stars in the eyes. Unfettered it continues as we are designed to flow relentlessly. Because flow is life! So be it!

During the month, there is an endorsement – faith is a matter of faith. There is no other way. Relationships are matters of faith and they sustain life. Let the small things do not come in the way of great relationships all of us can have.

The second endorsement in the month is that we live to be useful. We are useful when we learn, when we are happy, when we have stamina and fit, and when we have excitement and adrenalin flows. Keep walking.

The third endorsement is that we need to seek out unless rejected totally. When sought, all of us rise to the occasion.

The fourth endorsement is that we need to learn to keep small things small. If we do not, we miss important and precious things in life. It is possible that we may miss the life itself.

The fifth endorsement is that woman is strong; she lives long; her emotional stamina is high; her creativity is high; her competitive spirit is high; her ability to care is high; her ability to remember is high; and her ability to fight back is high. She is the winner. She is the driver. She is the controller without appearing as one.

In the Book 'The Dark Side of Creativity: Original Thinkers Can be More Dishonest', Francesca Gino and Dan Ariely talk about creativity as a common aspiration for individuals, organizations, and societies.



However, they conclude that creative (rather than intelligent) individuals who work in more creative positions are also more morally flexible.

In the confluence of the souls, and through the flows of universe, we are in the 'yogasivam' seeking sivataandavayogalayam to explore, surrender and lose in the dance of the master.

Can we be there? Yes, if we pursue Atma Yoga. Relentlessly! With simple pursuit! For being lost in the dance of usefulness!

Krshna confirms that any free soul that practices and pursues this dance of being useful with single-minded concentration and devotion, his flute's music let you dance towards fully lost in the viswaviswam. He cannot but play the flute.

Join us in the world of yoga – for becoming the universal 'flow' of the innermost and define our flowing being - towards sivataandavayogalayasiddhi. You will not regret it. February 2011

## 41. 10 Ideas on Frugal Living

Happy World Cup! India wins the Cup! Indo-Pak Cricket diplomacy at Maholi!

Tsunami in Japan!

Gadhafi is still fighting!

Some stirrings for International Women's Day (8 March), World Water Day (24 March), and Earth Hour (8.00-9.00 PM on 25 March)! World Consumers' Rights day (15 March), International Day for Achievers (24 March) and World Theatre Day (27 March) have just passed. We await World Health Day (7 April), International Day for Street Children (12 April), World Entrepreneurship Day (16 April), World Creative and Innovation Day (21 April), Earth Day (22 April) and World Books Day (23 April).

Employment and enterprises of and for poor, livelihoods for destitute, disabled and elderly, perspective way forward for projects/programs/missions of livelihoods in the country, partnerships and collaborations for knowledge human resources at various levels, and knowledge management and learning channels and platforms continued to dominate our thinking and working space as always, in this month also. Endorsement that we live in various continuums across various contexts and knowledge is the key commons that needs to be real commons to all is driving us.

Census provisional data is out. We are 1.21 billion, growing at 17.6% per decade. This is the sharpest decline in decadal growth. It also shows 5 million less children in the age group 0-6 years! % of Children of the total population has decreased. Alarming trends include sex ratio of less than 900 in North India (while there is a marginal improvement in the country – 940 from 933 in 2001) and decreased sex ratio in children to 914 from 927, women are still at 65% literacy, big cities have grown bigger, etc. Soon we are also going to have census of the poor.

The six-seven years ahead, 2011-18, appear to be the watershed years in the course of racing towards poverty reduction, with myriad ways and a variety of pressures including Millennium Development Goals. A nation wants response and a nation is responding. Livelihoods movement is picking up momentum silently. Knowledge workers would to gear up and be two steps ahead of this momentum so that they can help the people in the movement!

The deficit in rest and sleep is huge and it takes a longtime to catch up with. Stressed and strained times make you see the drops and stars in the eyes. Yet, we hope and pursue our flows. We are designed for relentless pursuit. Because flow and pursuit is life! So be it!

During the month, ten items of frugal living for a sustainable world have been gathered –

1. Let us not buy items that we do not need (for starters, basics include air, water, food, clothing, items for work etc.)
2. Let us buy only we have the money
3. Let us purchase by value and longterm cost, not by price
4. Let us be patient and wait in purchasing new gadgets
5. let us buy functionality rather than features for the sake of features
6. Let us look for alternatives before we buy
7. Let us buy because we really need, not because we are in competition with others
8. Let us look for price cuts and discounts before we buy
9. Let us not waste money, resources and time
10. Let us buy from the producers and service providers as directly as possible.

In the Book 'Oneness with All Life', Eckhart Tolle talks about the greatest goal you can set to make peace with your life, no matter your circumstances. His insights towards this include – stay with facts rather than making up stories – facing facts is always empowering; catch the voice in your head, which is no more than a thought; experience the present moment – You thought something else was more important. One small error, one misperception, creates a world of suffering; accept the present moment and find the perfection that is untouched by time. The more shared past there is in a relationship, the more present you need to be; otherwise, you will be forced to relive the past again and again.... Equating the physical body with "I," the body that is destined to grow old, wither and die, always leads to suffering. ... You do not become good by trying to be good, but by finding the goodness that is already within you and allowing that goodness to emerge. ... If peace is really what you want, then you will choose peace.

In the confluence of the souls, we are in the 'yogaraas' seeking and relishing sarvendriyaraasayogam to explore, play and dance to the tunes of mutual masters and mutual surrender and merged flow.

Can we be there? Yes, if we pursue Atma Yoga. Relentlessly! Simply! For being lost in the 'raas' of usefulness!

Krshna confirms that any free soul that practices and pursues the 'raas' of being useful with single-minded devotion, he guides you with his tunes so that he is lost in you and you lost fully lost in the viswaatma.

Join us in the world of yoga – for becoming the 'flow' of the innermost and define our flowing being at peace – towards santharaasayogasiddhi. You will not regret it. March 2011

## 42. Vijay Mahajan's Shodh Yatra

We look forward to May Day (1 May), Mothers' Day (8 May – second Sunday in May), Fair Trade Day (14 May – second Saturday in May). Family Day, Information Society Day, Diversity Days are also coming in May.

We also await Buddha Purnima (17 May).

Back again to institutions, employment, enterprises, livelihoods of the poor, destitute, disabled and elderly! Partnerships and collaborations for identifying and inducting knowledge workers at various levels, and knowledge and learning channels continued to dominate our working space as always, in this month also. Of course, our contribution towards pressing the accelerator of silently picking up momentum of the national livelihoods movement continues in its own small way!

Also, apart from Cricket, entire month's media space in the country is mostly dominated by Sathya Sai Baba. Sathya Sai Baba (23 November 1926 – 24 April 2011), a 'miracle' worker and spiritual teacher and one of the 100 most spiritually influential people in the world (Watkins Review 2011), leaves behind a Rs.500-1500 billion Satya Sai Central Trust that provides education, health, drinking water in many parts of the country, more than a lakh volunteers across the world and 30 million+ devotees.

Flow and pursuit persists because we are designed for being so, despite mounting deficits in rest and sleep. So be it!

During the month, tips to gain control and simplify workflow have been gathered – break the work down to manageable small pieces; say no; focus on what really matters and what needs to be done; cut out distractions, particularly minor distractions; move from one piece of task to another on completing the first piece only; plan the workflow and time.

The Hindu's Code of Editorial Values, adopted this month, has some relevance for all of us who are in the business of influencing through communication and articulation – protect and foster the bond of trust between the articulator and the readers/audience; protect the integrity of the content; founding principles – these include fairness, justice, and faith and hope in the capacity of the people; and core universal editorial values – truth, independence, responsible citizenship, humane, commitment to social good, professionalism and balance.

Vijay Mahajan's Shodh Yatra (30 January – 18 April 2011) has been captured in his blog '[www.vijaymahajan.wordpress.com](http://www.vijaymahajan.wordpress.com)'. It needs to be published for wider circulation. The blog discusses the journey of search for truth (an extended grassroots enquiry into lives and livelihoods of poor people) after 30 years in leading development agenda and dialogue in the country and beyond. It reminds me of the eleven vows of Gandhi as part of the early morning prayer in my Sarvail Gurukulam – *ahimsa satyam asteya brahmacharyam asangraha sareera srama aswaada sarvatrabhayavarjanam sarva dharmasamanata swadeshi sparshabhaavana [non-violence, truth, non-possession, chastity, non-stealing, physical labour, palate control, fearlessness, religious equality, local and touchability]*. It is also autobiographical recounting VM's journey of 30 years and his various associates and their work. The ABCD of Shodh Yatra presented are: A - atma-shuddhi (to mean enabling self-evolution); B – basics of BASIX and beyond; C – connecting with common citizen; and D – demonstrating the difference can be made.

His conclusions include – the poor continue to be resilient and improvise for better livelihoods; Government is doing a massive but difficult job towards poverty reduction – we need to work with them to better their acts and initiatives; many continue to contribute, let us take inspiration from them and their work; rededicated BASIX to work with the poor in a sustainable (environmental, institutional and financial) manner. It ends – '*My Yatra ends in Pochampally, the Shodh continues...*' It reinforced my resolve

*to see development in action all across and talk to the serious actors, may be over a much longer period. May be I should begin it in Pochampally or from Babu Ghat or from the originating place of a river.*

Another reinforcement for 'shodh' includes - 'Madhyastha Darshan' - The human has a will to live, with happiness which requires knowledge. With knowledge about the self, existence (co-existence) and humane conduct, the human becomes resolved, happy and be in harmony within and without. The human needs to understand this harmony, already in existence, and be in it.

In the confluence of the souls, we are in the 'jeevanadarshan' seeking and relishing sahaastitvarasayogam to understand, resolve and be in harmony with universal co-existence and sahaagamanam.

Can we be there? Yes, if we pursue Atma Yoga. Relentless focus on understanding co-existence, for being lost in the harmony of usefulness! Krishna confirms – any free soul that practices and pursues the knowledge of existence and being useful, with devotion and action, is guided for being merged in the viswaatma.

Join us in the world of yoga – for being in harmony with coexistence of the innermost and viswaatama – towards sahaagamanayasiddhi. You will not regret it. April 2011

### 43. Values of an Employee

Happy Buddha Purnima! There was some activity for May Day, Mothers' Day (8 May) and World No tobacco Day (31 May). We also remembered Gurudev Vishwakavi Rabindranath Tagore (May 7).

We also await monsoon and mirgam! Summer is taking its toll on all of us!

Fully immersed in institutions of people, women, differentiable and elderly, for savings, credit, insurance, health, collective business and solidarity! Partnerships and collaborations for identifying and inducting knowledge workers at various levels, and knowledge and learning channels continued to dominate our working space. Of course, the preparations for writing the report of the working group of planning commission on National Rural Livelihoods Mission is also taking its time.

The national launch of National Rural Livelihoods Mission on 3 June 2011 at Banswara is expected to step-up NRLM processes in the country!

Nara Chandra Babu Naidu admits that he was carried away by the 'certificates' of Bill Clinto, Bill Gates, Tony Blair, Wolfenson etc., and now he realizes that wealth needs to be distributed equitably apart from facilitating its creation!

As we take reprieve from Sathya Sai Baba, Cricket, Examinations and Elections, the Telangana is coming back to central stage. Jayalalithaa comes back in Tamil Nadu, Mamata takes charge in West Bengal, Oommen Chand scrapes through in Kerala. Rahul Gandhi fights for farmers in UP and MSP (Minimum Support Prices) agitations are not able to impress Union Government.

Flow and pursuit persists because we are designed for being so, despite mounting deficits in rest and sleep. So be it!

During the month, secrets to grow younger and live longer have been gathered (courtesy – Deepak Chopra) – affirm everyday and every way – 'I am increasing my mental and physical capacity'; get into restful awareness/meditate regularly; sleep restfully after eating early, walking a bit and writing down the thoughts; take balanced food that includes six tastes – sweet, salty, sour, pungent, bitter and astringent – and rainbow colors; walk around and exercise a bit; be in human contact by staying connected/related and being in love and friendship; laugh freely, be essential yourself, maintain a youthful mind and carry out a childlike activity as often as possible. I have also gathered a list of values for someone who wants to work with others (be an employee) –

*Strong work ethic – loving the work, working hard, working smart*

*Dependability – on time, responsible, keep others informed*

*Positive attitude*

*Adaptability – flexibility as per the changing needs*

*Integrity – moral fibre, sense of honesty, trust, ethics*

*Self-motivated – discipline, professionalism*

*Motivated to Learn*

*Self-confidence – admit mistakes, recognize strengths and weaknesses, work on the negatives*

*Professionalism – timely, quality, learning, behavior*

*Loyalty to the ends and means*

I have read a poem/song 'Waqt Nahin' [No time] – it roughly translates as – People can access any joy/pleasure; yet, they have no time for a little smile. In the world of running day and night, there is no time for 'life'. ... there are lots of friends in the mobile, yet there is no time for friendship, ... there is no time for even own people... there is no time for sleeping... there is no time for crying too...in fact, there is no

time for getting tired ...there is no time for own dreams even ... there is no time to live ..... Life is to live and we need to find all the time for it.

Soul's Journey into Joy, of blissful merger in the Soul of the Universe, is possible with using a trident of love – love as everyone wants/needs to be loved; make each one feel s/he is important; and praise/appreciate each one and her/ his contribution as everyone needs appreciation. Use this trident and express it – liberally – verbally and non-verbally – thoughts, words and deeds. Show it. As Sriram says 'stab' with trishulam. What you get is not blood but love. And you journey into Joy.

In the confluence of the souls, we are in 'trishulayaanam' seeking and relishing saha-amritayogam to be in harmony with universal raas leela and sahathaandavam.

Can we be there? Yes, if we pursue Atma Yoga. Relentless focus on understanding co-existence through expression of love, importance and appreciation, for being in universal usefulness! Krishna confirms - any free soul that practices and pursues relentless devotion achieves knowledge of existence and being useful and sees direction for action, for being one viswaatma. Join us in the world of yoga – for the joyous co-existence of the innermost and viswaatama – towards saharaasathaandavayogasiddhi. You will not regret it. May 2011

## 44. Remaining Relevant After 40

Welcome to Rains! They are still coming! Missed watching the longest lunar eclipse of the century directly because of the clouds! Had to be satisfied with seeing on the television!

We also miss Dr Raj Arole (Jamkhed fame)!

We await Doctors' Day (1 July), International Day of Cooperatives (2 July) and International Cooperative Day (7 July), Writers' Day (8 July) and World Population Day (11 July).

Still immersed in institutions of poor! Lost in the thought pursuit of reducing knowledge middlemen! Youth lens, knowledge workers and young professionals, community owned microfinance+, convergence, knowledge and learning channels are dominating our working space. Efforts towards writing the report of the working group of planning commission on National Rural Livelihoods Mission are still to pick up momentum.

Finally, National Rural Livelihoods Mission has been officially/formally launched nationally on 3 June 2011 at Banswara in the presence of more than 100,000 women. It was a small item in the media. We hope now it will pick up momentum in the country!

India Against Corruption campaign(s) are settling down! Sathya Sai Trust is cracking. Telangana is warming up for more fireworks in July. Chiranjeevi has quit cinema. UPA is planning a Cabinet reshuffle. IMF gets a new boss. Examinations are over and Counseling is due.

When you are almost out of 'life', the reflection, realization and rekindled wisdom makes you aware of what you are designed for and slows your flow and pushes you to intense pursuit towards the design! When the innermost in the design shows the design, there is no other way to be! When the early mentors, associates and co-travelers come back to you to reinforce the original design, there is no other way to be!

HelpAge India released a report "Elder abuse and crime in India" and it says - Nationally, daughter-in-law and son are the major abusers of the elderly. The forms of abuse include showing disrespect, verbal abuse (speaking loudly, using foul language, name calling, accusing and blaming), and physical abuse. Elders have accepted the abuse passively with 98% not registering the complaint.

Knowledge workers/activists in Development, Poverty Reduction, Livelihoods and Environment domain, I gather during the month, have to display a trinity of having the humility, knowing the elephant and silent gradual system change effort.

Penelope Trunk, gives tips for remaining relevant when we are over 40 - generally people hit a peak in fifteen years and payment for experience beyond fifteen years is not significant; therefore, to remain relevant and continue to increase our value, we have to learn skills outside of our past/present fields; these skills include – using social media including web presence and blogging and building community around us, processing and synthesizing information faster, better and in collaborative ways (remember that we are in the knowledge market), building bridges by working with wide range of people with wider set of skills and remaining in touch with them socially and professionally, managing our personal brand with a sense of who we are, what we do and what is unique about us and articulate, and committing to being open, life-long learning, quick adaptability to shifts in market and communicating the same.

*Let us not forget that we are in the business of influencing the dynamic knowledge market (s).*

When we are writing for action, there are few things that have to be kept in mind, I understand now (courtesy - David Silverman) –

- One paragraph, one point of view;
- One sentence, one idea;



- We have to tell the focus in the first sentence (or in the title or a subject line before the first sentence); People do not read but scan – therefore, easy to read titles, subject lines, headings, and bullet lists, are all helpful in getting across the message; and
- We have to say what we mean to say. We cannot expect anything to be inferred.

Soul's Flight towards blissful merger in the Soul of the Universe, is possible with the flight itself by leaving everything here and now. Like when you die. Leave things of the world to the world. Leave things of the journey to the journey. Forget what is right and what is wrong. Break free. Break free in the darkness. Break free from the veils, from the layers, from the chains and from the boxes. Leave everything aside and break free to fly off to be useful in thoughts, words and deeds. Then, what you have is joy. Joy is in flying and joy is in merger.

In the confluence of the souls, we are in 'vihangagamanam' seeking and relishing sahasranamam with prakriti.

Can we be there? Yes, if we pursue Atma Yoga. Relentless focus on flying hand in hand, for being in universal usefulness! Krishna confirms - any flying soul that practices and pursues relentless flight becomes one with prakriti and joins viswaatma. Join us in the world of yoga – for the joyous flight of the innermost and viswaatama – towards prakritisangamayogasiddhi. You will not regret it. June 2011

## 45. Imperatives' for being an Effective Transformational Leader

Rains finally come. They are still coming! UPA reshuffles Cabinets. Jairam Ramesh takes charge of Rural Development and Drinking Water. AP is back with T-agitation and United-agitation. Terror strikes in Maximum City. Counseling is in progress across. Anantha Padmanabha of Thiruvananthapuram emerges as the richest deity in the world. There was some activity for World Population Day (11 July).

Still lost in the institutions of the poor, knowledge assimilation and dissemination with reduced knowledge intermediaries! Working Group on National Rural Livelihoods Mission is also gaining momentum! Incidentally, Jairam Ramesh signed on the loan agreement with World Bank for National Rural Livelihoods Project (NRLP) that supports NRLM effort, on 18 July 2011. One more trigger for NRLM to gain momentum!

NSS 2009-10 confirms our worst fears. As a country, nearly half of our expenditure is on food. About 60% rural India spends less than Rs.1000 per month. 60% of this, i.e. Rs.600 is on food. The top 10% of the country spends 10 times the bottom 10%.

Interesting! It is a crime in our country to attempt to commit suicide. But, we can do fast unto death legally. Police Commissioners think we need permission to fast in public domain. Large number of us fast intermittently and many an ascetic keep on fasting. Many of our poor starve quite regularly. All of us do not take permission. If food security act comes in soon, is there a guarantee that no one starves and therefore, do we need permission to fast?

When you are down, all energy is sapped and finished, the reflection, realization and rekindled wisdom presents greatest original opportunities. As you get back, you slow down a bit and push yourself to intense pursuit towards these original opportunities! Therefore, original potential!

Livelihoods Knowledge workers/activists, I gather during the month, have to keep shifting between getting the work done and doing. Towards this dynamic shift, they need to have a way of reading the future at least to a limited extent. Gavin Edwards tells us with 'utter certainty' what the 21<sup>st</sup> century holds

- We move in electric cars; we use male birth control pills; videophones replace normal phones;
- Rising oceans will make most coastal cities unlivable.
- Humans will walk on Mars, and on the moons of Jupiter and Saturn
- The human lifespan will double, at least.
- The American two-party system will collapse; political parties will have explicit corporate alliances.
- Nuclear weapons will be used in a Sino-Soviet conflict.
- We will bioengineer animals with the ability of human speech. They will have their own sitcoms.
- South Africa will emerge as a major world power.
- Teledildonics will be more popular than flesh-on-flesh sex.
- Humanity will not exterminate itself.

Interesting!

Linda Hill, discusses 'three imperatives' for being an effective transformational leader, which we can potentially become – manage yourself, manage your network, and manage your team; there is a need for fundamental shift in the mindset that you are a network builder and cultivator than the doer; and this is

a lengthy and difficult journey of unlearning, learning and change and it takes long time and great effort; new competencies need to be acquired such as how to coach people, how to give feedback, and how to set the direction and get people to execute that. Let us remind ourselves that we are in the business of transformation towards free open access knowledge marketplace.

Soul's blissful merger in the Soul of the Universe is possible and begins with the thoughts of intent - as these thoughts are expressed/ articulated in words and action leaving everything else here and now. Like when you dream in a sleep. Be in the dream. Be in the thought. Lose yourself in the thought. Then thought takes over. Dream takes over. It becomes words. It becomes actions. It becomes journey. It becomes flight. It becomes flow. It continues in merger and flow of usefulness. Direction of flow of usefulness is presented to you and you respond. You are guided all through. This is joy. This is bliss. Thought is joy. Joy is thought. Joy is in thinking. In the confluence of the souls, we are in 'sahaalochanapravaaham' seeking and relishing sangamaanantarasahapravaahayogam.

Can we be there? Yes, if we pursue Atma Yoga. Relentless devoted thought, for being in universal usefulness! Krishna confirms - any devoted thinking soul that thinks and pursues relentless thought attracts viswaatma to it. Join us in the world of yoga – for the joyous thoughts of the inner most and viswaatama – towards sahapravaahayogasiddhi. You will not regret it. July 2011

## 46. Loss of Shashi Rajagopalan

Happy Independence!

Farmers are on crop holiday. Anna Hazare gets ready to fast on Lok Pal again. Sonia is recuperating from cancer surgery.

Hyderabad is now part of sixth zone, even for Police.

T-agitation and United-agitation are warming up.

There was a huge exchange of greetings for Friendship Day (30 July).

Still lost in the institutions of the poor, knowledge assimilation and dissemination with reduced knowledge intermediaries! Working Group on National Rural Livelihoods Mission is also gaining momentum! Incidentally, Jairam Ramesh signed on the loan agreement with World Bank for National Rural Livelihoods Project (NRLP) that supports NRLM effort, on 18 July 2011. One more trigger for NRLM to gain momentum!

We are in the month of Ramzan. Krishnaasthami and Ganesh are round the corner!

Yet we are down. Our Shashi Rajagopalan bids adieu to this world! She has been a mentor to many without her knowing (or saying!) it. She taught us the importance of crossing the 'it's and dotting the 'I's diligently! In her last known interview, she presses us to pursue 'collectives of the poor' with a mission and passion. Let us push ourselves! In our businesses of influence, in our efforts in the public domain, in our institutions that facilitate collectives, in our actions that demonstrate collectivism and through our co-workers and associates!

Working together and fighting with her in various efforts over thousands of hours have made us sharper and more insightful in the domain of member-owned and membercontrolled collectives, the Acts that facilitate them and their support institutions/organizations, particularly in the government and civil society arena.

Amidst all this, the entire month has been spent on consultations, reflections and articulation for way forward in rural livelihoods and rural livelihoods collectives in India.

Many of us think that we will never have enough time to do all the things we need to do/get done. Krishon Radhakrishna says, " ... there is all the time in the world if only we are stress free. .. the greatest achievements have often come from the simplest of ideas and in the simplest forms. To experience a simplified life, we first have to learn to slow down long enough to see through all the clutter. We need to realize that we are powerful magnets that attracted this life to ourselves - no matter what - good or bad. ...". If we simplify our lives, with less or no stress and complexity and anchored by a simple purpose of being useful, we give this world our greatest possible contribution.

I gather, during the month, children articulate love much better than the adults (courtesy – Prakash) - "... love is what makes you smile when you are tired; ...love is kissing me to sleep at night ... love is to greet me first everyday ...love is when your puppy licks your face even after you left him alone all day ... love is when you eyes brighten up ...". Let us give, have and get this love.

Jeevan Vidya says – Understanding culminates in the point of enlightenment. We need to focus on understanding and expansion and enlightenment are natural and spontaneous.

Understanding requires abhyaas (practice, dedicated time with patience) of reflection upon listening, seeing, appreciating. What is understood needs to be manifest in one's living. This is possible in co-existence with other life, people and realities. This begins when logic ends. Logic is incapable of grasping the wholeness. At this time, imagination comes to the fore. Resonance of imaginations of the teacher and the student as expanded by the teacher begins. It includes 'faith and assurance' that the imagination is

worth pursuing, and 'listening' to unravel the imagination and 'imagination' going back and forth. As the practice goes on and the journey goes on, enlightenment dawns suddenly and spontaneously.

Then the self-driven living of the soul merged in the soul of the universe begins. Thus, the driver is the practice of living usefully as indented by 'life'. Rest follows in resonance. In the dreams, in the thoughts, in the words, in the actions and in the journey! It is the flight. It is the flow. It is the merged flow of usefulness. Resonance presents you direction and you respond. This is joy. This is bliss.

In the confluence of the souls, we are in 'abhyaaspravaham' seeking and relishing swachaalakajeevanayogam.

Can we be there? Yes, if we pursue Atma Yoga. Relentless dedicated practice of thought, word and action for being useful! Krishna confirms – viswaatma manifests in the soul in dedicated relentless pursuit of usefulness in thought, knowledge and action.

Join us in the world of yoga – for the resonance of coexistence the innermost and viswaatma – towards sakhhyapraanayogasiddhi. You will not regret it. August 2011

## 47. Pitfalls of Ineffective Managers

Lok Sabha passes a 'sense of House' resolution conceding 3 demands: Lokayukthas in all states; lower bureaucracy under Lokpal; and Citizen Charters after 13-day fast by Anna Hazare.

Of course, Durga Puja, Dusserah, and Deepavali are also awaited.

I think we continue to pursue ad infinitum the institutions of the poor and vulnerable, knowledge assimilation and dissemination with reduced knowledge intermediaries! Working Group on National Rural Livelihoods Mission is looking at the finer details of its report! Empowering women and women leaders without increasing their burden continues to engage us.

Amidst all this, the entire month has been spent on consultations, reflections and articulation for way forward. Yet we continue to be down. Manoharan is diagnosed stage 4, liver cancer and going through chemotherapy at CMC Vellore.

A bomb blast, an earthquake, 10 cm rain in a day and all in quick succession make you realize that Universe has her/ his way, once again! So much for our ability in pursuing our 'freedom' and 'independence'.

All this has taken me to Santi Mantra repeatedly –

AUM sarveshaam svastir bhavatu, sarveshaam saantir bhavatu  
sarveshaam poornam bhavatu, sarveshaam mangalam bhavatu  
sarve bhavantu sukhinah, sarve santu niraamayaah  
sarve bhadraani pashyant, maa kashchidh dukh bhaagbhavet

*Let all have health, peace, completeness, wellbeing, happiness, beautiful vision, prosperity and no misery.  
Let there be peace.*

*This happiness comes from some silence, smiling, standing, walking and moving, sleeping, dreaming, staying in touch, spending time with old and children, lots of water and fibre, no gossip, forgetting and forgiving, being in the present, giving love and getting rid of all things that are not useful, beautiful and joyful within and around you.*

Many of us in development work end up in spinal problems because we lead bad life style and have bad postures and long hours. Be careful. Exercise. Avoid stressful life. Maintain correct back posture. Have support to back as far as possible. Travel on road in small stretches of 1-2 hours in one go. Sleep on hard surface. Avoid sleeping on spring mattresses. Do not go for a thick pillow. Carry no weight or light weight. Avoid alcohol and smoking. Smile and Laugh. Show love and care and be in physical contact with the loved and the beloved.

I have heard about seven habits of highly ineffective managers –

1. Continually break the word;
2. Chastise employees publicly
3. Dig into private lives of employees and talk about them
4. Withhold positive feedback
5. Pretend all-knowing
6. Speak before listening
7. Be afraid of discipline and disciplining

We need to kick out these habits in us. Let us keep trying and kick them out. We also need to get self-discipline into us. Success is tons of discipline. *“Do what you should do, when you should do it, whether you feel like doing it or not.”* It is the only key to take charge of our life.

Then the self-disciplined living of the soul merged in the soul of the universe takes you ahead towards the intent of ‘life’ to living usefully. In the dreams, in the thoughts, in the words, in the actions and in the journey! It is the flight. It is the flow. It is the resonance of merged flow of usefulness. It offers direction and you respond. This is life. This is pure amritam. This is endless joy.

In the confluence of the souls, we are in ‘pravahamadhuram’ seeking and relishing madhuraamritayogam.

Can we be there? Yes, if we pursue Atma Yoga. Relentless dedicated focus on being useful! In waking hours! In sleeping hours! Krishna confirms – viswaatma manifests in the soul and directs it in being useful in thought, knowledge and action.

Join us in the world of yoga – for the joyous crescendo of co-existence the innermost and viswaatma – towards suddhamadhuraamritayogasiddhi. You will not regret it. September 2011

## 48. Leadership

Vande Gandheyam! World Celebrates International Day of Non-Violence!

We see Elders' Melas all around!

Telangana people's stir is active now for more than 20 days.

Happy Durga Puja! Happy Dusserah! Happy Deepavali!

Let us remember all our 'teachers' again! How can we get tired of remembering them again and again?

We await International Day for Natural Disaster Reduction (12 October – Second Wednesday of October), International Day of Rural Women (15 October), World Food Day (16 October), International Day for the Eradication of Poverty (17 October), United Nations Day (24 October), World Development Information Day (24 October), and World Freedom Day (9 November).

Ad Infinitum Pursuit of Collectivization and Knowledge Assimilation and Dissemination with reduced intermediary chain sums up our key focus! Empowering women and women leaders without increasing their burden continue to be our engagement now.

Earthquake in Sikkim caused devastation estimated to be more than Rs.100,000 Crore and Floods in Odisha and Bihar have effected more than 2 million people. Amidst all this, we discuss the 'poverty line' – can this be Rs.26/Rs.32 per day? Should not they be at least be twice these numbers?

As we got together on 2 October, we thought we should observe introspective silence of at least one minute, at least once in a day; we should write at least one page on topic/theme of interest every day; we should read at least one book a month; and we should be spending at least a day in a month in the field, with the poor.

As we realize that we have to do whatever we want to do right now, we need to learn to arrest procrastination. I gather some important tips/steps towards the same – have a clear vision/ picture of all that needs to be achieved and why so that you are convinced internally; learn to be more efficient with your time; keep detailed daily, weekly, monthly and beyond schedules and follow-up on them; change your ways so that you remain fit; become clear about consequences of the task and incorporate in the schedule; look at e-mails and messages in allocated times and reduce the number of distractions as much as possible; break tasks into manageable chunks so that you complete sub-tasks at one go; and finally starting is the most important thing and that drives so that you get moving. Moving is important.

To be in development, you need to be in leadership in some situation or the other. As Krish puts it – the quintessence of leadership is in letting it go. We are not in control while sleeping, while dreaming. Body functions on its own. As you relax, the body parts work. This is surrender. As you think and feel, body responds. Then the leader sets an example. Leader cares for others with him. Importantly, a leader creates leaders. A leader carries on without any need for authority or position. Challenges do not disturb the leader seriously. The leader stretches her/himself beyond the comfort zone. Leader should know when to use the head and when to use the heart, without mixing up both. Leader should have the ability to see multiple dimensions and get multiple views and information from multiple sources. Leader needs to communicate and articulate vision, plan and direction. Finally, a leader stops judging and surrenders.

As we lead our souls to merge in the soul of the universe, we lead ourselves towards the intent of 'life' of living usefully every time and everywhere. It is the surrender. It is the relaxed surface with flow beneath it. It is letting it go and it takes over. It gives pure 'sudha'. This is endless.

In the confluence of the souls, we are in 'jyothsnapravaham' seeking and relishing aakashasudhaayogam.



Can we be there? Yes, if we pursue Atma Yoga. Relentless dedicated effort to surrender in being useful!  
In trials and tribulations! In tiring and exciting minutes! Krishna confirms – viswaatma takes over when  
antaraatma surrenders towards being useful in thought, knowledge and action.

Join us in the world of yoga – for the joyous co-existence the innermost and viswaatma – towards  
ksheerasaagarasudhaayogasiddhi. You will not regret it. October 2011

## 49. Laws of Excellence

We are now 7 billion. Let us welcome the 7 billionth baby (Nargis?) into this world!

Happy Winter! Happy Karthika! Happy Bakrid!

'Telangana' goes on. 42 days of strike by employees ends. An ex-minister is on an indefinite fast since 1 November. 97-year Konda Lakshman Bapuji observes 7-day fast in New Delhi. Mayawati hints at splitting UP into 4 states.

Today is World Freedom Day (9 November). Where is the freedom? Freedom seems to be missing.

No respite from inflation and rising prices.

We await World Immunization Day (November 10), World Kindness Day (November 13), World Toilet Day (November 19), Universal Children's Day (November 20), World Hello and Television Day (November 21), International Day of Persons with Disabilities (December 3), International Volunteer Day for Economic and Social Development (December 5), International Day against Corruption (December 9) and Human Rights Day (December 10).

Ad Infinitum Pursuit of Collectivization, Knowledge Assimilation and Dissemination, Reduced Intermediary Chains, Equity and Empowerment and Care of the Vulnerable sums up our key focus! Larger outreach, Scaling-up, Empowering women leaders, Working on Producer-Consumer Value Chains, Young professionals, Distance learning and e-knowledge and e-accountability, apart from Livelihoods Management, are engaging us right now.

We continue to live our resolutions - observe introspective silence of at least one minute a day; write at least one page on topic/theme of interest every day; read at least one book a month; and spend at least a day in a month in the field, with the poor. It is exhilarating!

We miss Steve Jobs, a visionary of the world! In the words of his sister – *He worked at what he loved. He worked really hard. Everyday. Love was his supreme virtue. He lived simple. He was humble. He liked to keep learning. He treasured happiness. Death did not happen to him. He achieved it.*

I gather some principles to achieve success (and excellence) at work, in relationships and in prosperity – desire success; know what you want; do not give up; believe in yourself; do not stop learning; do what you love; and find happiness at every instance. Whatever we think, human mind works to make it real and return in kind.

Dr Henry Jekyll sums them up as '48 Laws of Excellence'. Select laws include –

*Make Trustworthy Friends; Be Relentlessly Open About Your Intentions; Always Say Exactly Enough To Be Understood Perfectly; Cultivate Self-Discipline; Learn to Inspire Independence; Cultivate an Air of Dynamism; Commit to yourself; Do not Hide Your Talents/Gifts; Concentrate/Focus; Get Your Hands Dirty; Make Specific, Contingent Plans; Create Options; Discover Each Man's Excellence; Focus on Results, not on problems; Connect with Others; Accept help; and Claim Excellence, as it is your Birthright.*

Steve Jobs again. He says: *You have to trust that the dots will somehow connect in your future. Only way to do great work is to love what you do – keep looking until you find it. Do not settle. Have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Remembering that you are going to die soon helps to take right and big decisions. Stay Hungry. Stay Foolish.*

Frustration, depression, loneliness and boredom cannot drive life. Life is about discovering a new possibility in each moment. Its beauty is transforming the 'difficult' moments into small inspirations into our life. The joy of life is in pursuing unleashing of the potential in every moment. The joy of life is in expressing love through acceptance of all that is, has been, will be and will not be.

As we pursue living in love with the soul of the universe, we live a 'life' of useful living every time and everywhere. In the confluence of the souls, we are in 'aksharakaarthikam' seeking and relishing amritadamodarayogarm.

Can we be there? Yes, if we pursue Atma Yoga. Keep surrendering, with rejuvenated vigour, to being useful! Relentlessly! Till it becomes effortless! In getting dissolved together in practice of usefulness! Krshna confirms – antaraatma gets the 'charge' of leading viswaatma when antaraatma pursues usefulness in thought, knowledge and action.

Join us in the world of yoga – for the intense joy of togetherness of the innermost and viswaatma - towards aksharaamiritayogasiddhi. You will not regret it. November 2011

## 50. We cannot Delegate Love and Care

'Telangana' status shows silence before the storm! No respite from inflation and rising prices.

Children's Day (14 November) passes! Child sex ratio has gone down to its lowest level since Independence – 914. Female feticides continue unabated.

Lost in watching Full Lunar Eclipse (10 December)!

Of course, we await Christmas, New Year and Pongal. We also want to remember Guru Gobind. Sat Sri Akal! Satyam Sivam Sundaram! Om sarvesham svastir bahavatu, santir bhavatu, purnam bhavatu, mangalam bhavatu! May health, peace, fullness and prosperity be unto all!

Collectivization, Institutions, Leadership and Governance, Value Chains, Vulnerabilities, Employment and Enterprises, Continuums, Contexts and Capitals, and Framework(s) sum up our key focus! Larger outreach, Scaling-up, Systems, Professionals (Community, Young and Senior), Distance learning and e-knowledge and e-accountability, apart from Livelihoods Management, continue to engage us now.

In an unusual book, 'Honey Money', Catherine Hakim discusses 'erotic capital' [comprising beauty, sexual attractiveness, social ability, liveliness (physical fitness, social energy and good humour), social presentation, sexual competence and fertility] and using it to meet the 'deficit'.

I gather some tips for being more productive/useful (courtesy – Ilya Pozin) – split the tasks to end results into smaller chunks that can be done in a few hours; stop switching from task-to-task quickly (not more than 4-5 tasks a day; men need to limit to even less number of tasks!); avoid distractions (be deliberate about this); schedule to see/use e-mails only 3-4 times a day; use phone to converse, rather than e-mail and sms; set agenda for the day before you sleep or immediately before starting the workday; and work in 60-90 minute slots.

As development/livelihoods workers and entrepreneurs, we need to be thankful to our customers; co-workers; opportunities to add value to people's lives; freedom for trying crazy things; patience and understanding of the people co-existing with you; payment to the value delivered; light at the end of the tunnel; freedom to change that is not working; acceptance of people around you of the job you have taken up; relentless pursuit under difficult circumstances and resource crunch; the failures and the successes; the pleasure of helping the co-workers; and the opportunities and chances to try, try and try.

Hiring new co-workers and associates is an important part of our work. Be sure to notice their work ethics, including how they use their time, attendance, timeliness, resource use and demands, assertion (quiet vs vociferous), gossiping, histrionics and living in the past and in the future, from day 1. If deviation is beyond reasonable limits, the de-hiring decision has to be taken immediately.

Obama said in 2005, "... You have a debt to those who helped you get here. ...You have an obligation to those who are less fortunate than you... Individual salvation has always depended on collective salvation... When you hitch your wagon to something larger ... you realize your true potential." So true!

I realize during the month - when someone asks about you although that person may be busy, be sure that someone loves you. Remember that we cannot delegate 'love and care'. It connects another being. It generates 'more for you is more for me' feeling. The sense of self expands to include other beings. Every being has a unique calling and this calling needs to be heard and acted upon. This requires managing the boundary, walking the talk, supporting in the moments that matter and integrity. It requires trust. Trust travels the fastest.

As we pursue living in high trust with the soul of the universe, we 'live' usefully. In the confluence of the souls, we are in 'anantam' seeking and relishing parasparadhyaanayogarm.

Can we be there? Yes, if we pursue Atma Yoga. Be in the present. Surrender. Keep responding to the inner-calling for being useful! Relentlessly! Dissolve in the practice of usefulness! Krishna confirms – viswaatma takes in antaraatma and pursues usefulness in thought, knowledge and action for antaraatma.

Join us in the world of yoga – for the endless joy of indulgence of the innermost and viswaatma - towards anantayogasiddhi. You will not regret it. Forget not to try suryanamaskar, it helps. December 2011

## 51. Food as Medicine

'Telangana' drizzle is on again! Cold is high but short-lived!

Amidst winter solstice, New Year and makara sankranti, it has been a month of roller coaster ride, emotionally speaking! A young friend's spouse expired. A young colleague has been in hospital for a multi-organ failure, caused by blood poisoning. A friend is fighting the battle with milk. A friend's memorial lecture goes on for over 20 years. Severe viral fever grounds me for a week. Self-control to perform under duress/excitement has been hit. Deadlines have been extended. Efficiency levels have fallen dramatically. Irritations kept cropping up for something or the other. Memory has not helped. All suggestions for a slow down and transition to a new phase with a new pace(s). A couple of hearty and very very long talks with friends retain the sanity. Many more may be needed. It appears certainly onto a new way. A couple named their son. Neel is a good name.

Probably the first modern day Gurukulam of the country in the public domain – AP Residential School, Sarvail celebrates its Ruby Jubilee. This has led to multiple government residential schools for the talented in AP and the country, followed by Navodaya Vidyalayas and ashram schools all over the country. Between them, they produce 200,000 first class/distinction school graduates every year in the country. The model(s) practiced are time-tested and emulated all over.

Now, we await World Day of Social Justice (February 20), International Mother Language Day (February 21) and World Thinking Day (February 22). Of course, we know February 14 is Valentine's Day. Hope you had a good hug on January 21, World 'Hugging' Day.

Livelihoods beyond rural, Enterprises beyond individual, Institutions beyond savings and credit, Leadership beyond government, Value Chains beyond product, Vulnerabilities beyond nature, Employment beyond wage and job, Continuums beyond education, Contexts beyond ecological, Capitals beyond financial, and Frameworks beyond frames sum up our key focus! Larger outreach, scaling-up, deepening vulnerability, leadership, knowledge and learning management, and mentoring continue to engage us now.

Kushwant Singh gives eight focus areas for good life and happiness – good health, reasonable amounts of money for small pleasures of life, own home, understanding companion(s), lack of envy (avoid comparing with others), not allowing others to descend on you for gossip, fulfilling hobbies (rather than parties), and daily introspection and meditation.

Krish confirms that emotions are more powerful than thoughts and promises. All emotions are a result of a past or expectation of a future. When the mind is in the present, we can relish the emotions, rather than become their slaves. Let us get to the present and be there.

I gather that food serves as medicine -

- Eat ginger and garlic to fight cold, headache, inflammation, pain, and nausea
- Eat curd and honey to prevent fevers
- Drink Tea to build immunity and prevent fat deposits
- Eat honey to get good sleep
- Eat onions to fight asthma
- Eat banana to settle an upset stomach
- Eat pepper for coughs
- Eat cabbage to fight ulcers
- Eat peanuts to regulate blood sugar

- Eat kiwi, apple, orange, watermelon, strawberry, guava, papaya regularly to improve the immunity
- Eat tomato to prevent prostate problems

I realize during the month – surrender is the surest indicator of love with the trust and faith that love takes care of everything. Surrender to the world to respond to its biggest problems. Connect with the people working on big problems. Travel in search of solution to the big problems. Then our love helps us to be good at serving what the world needs. Be useful. Daily struggles define us and bring out the best in us to love. Surrender to being useful.

As we pursue surrender to the soul of the universe, we 'live' usefully. In the confluence of the souls, we are in 'saagaram' seeking and relishing sangamayogam.

Can we be there? Yes, if we pursue Atma Yoga. Surrender. Be in the Present. Be Useful! Reflect! Relentlessly! Krishna confirms – Surrender is the surest way to viswaatma taking over antaraatma. Join us in the world of yoga – for liberated happiness - towards saagarasangamayogasiddhi. You will not regret it.

January 2012

## 52. No is new Yes

Government announced Padma awards including in the 'development' area. These include: Satya Narayan Goenka (Padma Bhushan), Shamshad Begum, Reeta Devi, Dr PK Gopal, Phoolbasan Bai Yadav, Dr G Muniratnam, Niranjana Pandya, Dr Uma Tuli, Sat Paul Varma, Binny Yanga, YH Malegam, Pravin Parekh and Dr Kartikeya Sarabhai (all Padma Sri).

Elections are going on in 5 states. Union Government postpones introduction of budget in Parliament to March 16. However, many states are introducing budgets in their assemblies.

Telangana is warming up. This time, it is by-polls! It appears that the preparations for a transition into a new phase with a new pace are on. While I do not know what this phase is about and its pace, universe is conspiring and building a momentum in its characteristic ways.

Now, we await UN Day for Women's Rights and International Peace (Women's Day, 8 March), World Consumer Rights Day (15 March), International Day for Elimination of Racial Discrimination (21 March), World Water Day (22 March), World Meteorological Day (23 March) and International Day for Achievers (24 March).

Increasing the availability of information, knowledge, skills, tools, resources and support in the broad domain of livelihoods to the poor without unfair intermediaries sums up our key focus. Therefore, livelihoods everywhere, enterprises of every hue, institutions that meet every need, leadership in every situation, value-chains for every product and service, vulnerabilities however they exist, employment of every type, continuums in every aspect, contexts of every dimension, capitals of every variety, and learning of every kind are elements in our canvas! Larger reach (scale, breadth, and depth) drives us. Knowledge and learning management, professionals and mentoring continue to engage us.

Carpe Diem says – NO is a new yes. Most of us do acknowledge that back-to-back meetings, responding to email, or putting out fires etc., do not serve us well — personally or professionally. We seem to be prisoners of the urgent. We need to choose between yes and no many a time. Choosing requires reflection, reflection takes time. A 'no' uttered from the deepest conviction is better than a 'yes' merely uttered to please, or worse, to avoid trouble. Living in a world of relentless demands and infinite options would also mean deciding what to do less of, or to stop doing altogether. His four simple practices for a more intentional life -

1. *Schedule in anything that feels important, by building rituals.*
2. *Take stock of what has happened that day and decide the most important implementation intentions to be accomplished the next day.*
3. *Do the most important thing on the list of intentions during the high energy slot of the next day.*
4. *Take scheduled breaks for renewal during the day.*

*I gather during the month that love benefits life and living physically and biologically through the release of dehydroepiandrosterone –*

- *Reduces stress - a passionate relationship relieves tension, reduces negative energy, produces a sense of well being and helps to cope better in a stressful situation;*
- *Promotes mental health by calming the mind and body and improves memory recall;*
- *Develops more white blood cells and helps in killing cancerous cells;*
- *Reduces pain by activating the part of the brain that keeps pain under control;*



- *Improves blood circulation – by pounding faster than normal contributing to efficient working of all organs;*
- *Helps in living longer;*
- *Lowers blood pressure;*
- *Reduces risk of heart diseases – by expressing feelings of affection that lowers cholesterol levels;*
- *Lessens getting sick and heals faster; and*
- *Keeps younger*

I realize during the month that merger is the next step after surrender. When you merge with and become part of the universe of existence, Universe drives you to respond to its biggest needs. Then, you have no other existence beyond being useful. It begins with loving. Love is a skill set human beings develop and use through their own will. And it needs to be practiced.

Practice love. Love to surrender. Surrender to merge. Merge to continue being useful, to connect and to flow as one.

As we pursue merger in the soul of the universe, we 'live' usefully. In the confluence of the souls, we are 'ekam' seeking and relishing aikyayogarm.

Can we be there? Yes, if we pursue Atma Yoga. Connect. Flow forever. Surrender and Merge. Reflect and be Useful! Relentlessly! Krishna confirms – bliss exists on all sides for those who are useful to the universe with thoughts, words and actions, free from desire and anger. Join us in the world of yoga – for life of bliss - towards viswaikyasiddhi. You will not regret it. February 2012

## 53. Strategic Skills in Leadership

Mixed Results in the elections in 5 states. A young Akhilesh takes charge in UP. UPA has become more tentative.

Rail and Main Budgets have been introduced in Parliament. Telangana is heating up. Suicides are back. Leaders that matter dodge and/or play a wait and watch game.

Life at large, Livelihoods, Leadership, Love, Learning and Linkages (6L) of/for/by the poor, individually, collectively and institutionally; and building individuals and institutions at various levels, of various hues and in various domains are the key foci of our work.

Every one of us are in leadership positions day-in and day-out. Leadership entails strategic thinking skills. I gather from Paul J. H. Schoemaker that these include –

- *Anticipate (vision beyond the focus and boundaries– peripheral vision);*
- *Think critically to dig deep to the root and challenging mindsets and beliefs;*
- *Interpret by seeking patterns and testing multiple hypotheses;*
- *Decide even with incomplete information and diverse views, without being a victim of analysis paralysis;*
- *Align and follow through to build necessary support;*
- *De-learn and learn by encouraging honest and rigorous feedback and celebrating success and failures.*

According to Damiana Bazadona, most of the successful leaders surround themselves with smart people; demand accountability; connect emotionally with people; inspire people with vision and confidence; present and fully engaged with people when with people; are inherently optimistic. Further I gather from Jeff Haden – they ignore job descriptions; are eccentric to stretch boundaries and challenge the status quo; fit seamlessly into teams when warranted; recognize others' contribution; tackle sensitive issues privately; bring important issues to the fore; have deeper drive; and keep improving the processes.

We also need to be aware of the negative people in our lives. They need to be dealt with. Notice them; Understand sources of their negativity; remain completely detached; ask for something positive; see them as the opportunities to grow; and analyze the feelings and causes so that you remain immune.

Let us be aware of the facts about us, I have chanced upon during the month –

- We miss small changes (inattention blindness);
- We can remember only 3 to 4 things at a time;
- We make most of our decisions unconsciously;
- We can't multi-task;
- We are addicted to seeking information;
- We have close ties with not more than 150 persons;
- Activities in sync bond people;
- We need information coming in bits and pieces;
- Nobody chooses tougher means to achieve the same end;
- Even the illusion of progress inspires;

- Our minds wander about 30% of the time.

We are still coping with shock and grief. Manoharan has succumbed to liver cancer finally on 27 February at Gudalur. We remain committed to carry on. He would not like us to stop doing whatever we are doing and carrying on. May be we should add more to what we do. More intensity, more quality and more significance! Can we think of supporting young men and women coming into development with a scholarship? Can we think of adopting villages, families, children, schools...? Can we come together every year? Can we put together the work at various places for us to learn and appreciate? Can we have a video? Can we have a film? Can we run 'musings' or run the blog?

I realize during the month that there is no other existence beyond being useful. Pursuit achieves it. Spiritual partnership with the universe guarantees this. Partnership requires practice to connect and flow as one.

As we partner with the soul of the universe, we 'remain' useful. In the universe taking over, we dissolve in it and naranaaraayanayogam.

Can we be there? Yes, if we pursue Atma Yoga. Partner and Practice to remain in partnership, for reflection and being useful! Relentlessly! Krishna confirms – nara, the free agent, with thoughts, words and actions for usefulness and liberation, enveloped by naaraayana on all sides, will remain forever useful and be liberated.

Join us in the world of yoga – for shared life of bliss - towards yogayogasiddhi. You will not regret it.

March 2012

## 54. Influencing Oneself before Influencing Others

Sachin, Rekha and Anu Aga have been nominated to Rajyasabha. First Colloquium towards Bharat Rural Livelihoods Foundation that catalyses civil society action in the country is just concluded.

6L of/for/by the poor, individually, collectively and institutionally; and building individuals and institutions at various levels, of various hues and in various domains remain the key foci of our work. Commitment, Courage, Compassion and Communication are the key drivers.

We are in the business of influence. Then that should be the highest priority. This begins with influencing oneself first. I understand from Gary Zukav, this comes with complete commitment to this change.

- Paying attention to emotions, thoughts, and intentions is critical because they influence what we are, what we say and what we do.
- If we watch our behavior and reactions day-in and day-out, we learn about ourselves for influencing ourselves.
- Of course, we need to have the courage to take responsibility for all our feelings, experiences and actions.
- We need to practice integrity at all times.
- We need to learn to release any distance from anyone and be present.
- By consulting intuition and choosing intention first, we need to take next steps, trusting the universe.
- And we need to enjoy life.

Jerry Rao says the common mistake we make is - being in a hurry - quick resolutions, quick answers, and quick fulfillments. We need to pursue patience. Lack of patience often precipitates to crises, which can be avoided. Remember doing right thing also requires a knack. His lessons for us include –

- Write well (we cannot be good managers if we cannot write well);
- Speak up (we cannot be silent for long);
- Intelligence is not everything; Character, communication, friendliness and lateral networking are equally important, if not more;
- Do not pursue what is the most fashionable; Look at something that is contra-intuitive;
- It is important to be useful while trying to do something different; Be the best in the field you have chosen;
- Acquire broader-skills; We have to learn how to learn; We must know how to unlearn a particular thing quickly, given the need; and
- Remember this skill of learning how to learn takes time – 20 to 30 years. If we do learn this skill really, we are going to do well in life.

Networking is crucial for a development worker. It is about mutual give and take. But we need to be careful about the members of our network. According to Dan Schawbel, we need to scan our networks for three types of people and if we spot one, we need to get rid of them from our networks. They include – the users (they always seek and take, they do not give); the backstabbers (they lead us up the garden path and let us fall; we need to listen to others in the network before we become sure); and the sketchballs

(truly unreliable people – we cannot be in their company, they tarnish our image too and they can take us down)

Life goes on, without Manohoran physically with us. He is in our minds, thoughts and actions more than ever now. He is there on the earth. He is in the air. He is in the water. He is in the fire and he is in the sky. He is in the Panchabhutas that love us and make us live.

As Cumulonimbus rains in Delhi recently played havoc with the flight I was in and as a creepy 'insect' in Bihar crawled on the eye, ear, neck and the back to make you numb for more than 3 days, I realize there is no existence beyond usefulness now. I also realize, thanks to Krish, that love is the highest power we possess to be in complete harmony with the law of life. The more we love, the greater power we feel. Love makes our lives incredible, magnificent, joyous and harmonious. Love is in giving and in being useful. This needs to be pursued. Practice and pursuit of spiritual partnership with the universe guarantees this. Connecting and flowing as one is penultimate process before one becomes one with the one.

As we connect and flow with the soul of the universe, we give and love to be useful. In the love of the universe, we float and relish viswasaakshatkarayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we learn to love fully with dedication, determination and discipline; practice relentlessly with concentration; and reflect, earn the ability and give the universe what it needs without it asking! Krishna confirms – love with thoughts, words and actions are the surest way to the universe in its glorious whole.

Join us in the world of yoga – for love of life and blissful life of love - towards viswasaayujyayogayogasiddhi. You will not regret it. April 2012

## 55. Hiring People

Happy Mothers' Day! Happy Budhdha Purnima! Let us celebrate Budhdha! Let us celebrate 100 years of Gurudev Rabindranath! Whatever you want to say, he has already said. Let us read and reflect Gitanjali again and again.

Anand continues his reign on world chess. Fifth time around!

6L – life, livelihoods, leadership, linkages, learning and love - of/for/by the poor, individually, collectively and institutionally at various levels, of various hues and in various domains remain the key foci of our work. Notebook of Process, Jeevan Vidya, Celebrating Life with Wisdom, Flowing with Universe ... are taking us forward.

Leslie Perlow suggests that most of us do not actually work but monitor our work most of the time. We do not have any predictable time offs. We end up having ad hoc offs, sometimes plain exhaustion. Thus, while we seek control over time, we end up having no time to control. Planning is the way out. Let us take small steps – take half-a- day off a week; daily individual plans and weekly plans with partners/team; and build covers for one another, in case of absence. They work.

We, in the business of influence, are vindicated once again. We need information/knowledge channel which authentic, pro-poor and simple to serve various needs of the poor as directly as possible. And this is feasible and possible. Ranganath could start a 'Public TV' with about Rs.100 million by cutting capital and operational costs, in March 2012 from Bengaluru. We need an English Channel and Portal for the development fraternity and other stakeholders and we need local channels and portals for the community professionals and the poor themselves. Public TV launch endorses that this is feasible, possible, and sustainable. And we are already convinced that this is useful. Let us get going on this.

I gather during the month that we in the business of influence are like teachers with long-lasting impacts on the lives of the students. The teachers inspire the students towards greatness. To influence successfully

-

- One needs to engage and hold the attention of the people
- One needs to have clear objectives
- One needs to be disciplined and have the skills to promote positive behavior
- One needs to listen to the people and respond
- One needs to engage other stakeholders so that they will not come in the way of learning of the primary stakeholders
- One needs to be available
- One needs have faith in the capacity of the people and work to unleash this capacity
- One needs to know their requirement, aptitude and standards
- One needs to have thorough knowledge in the matter and have enthusiasm for the issue
- One needs to be passionate and excited about influencing and working with them
- One needs to have strong rapport, trust and lasting relationships with them

Let us hope to be influencers with teacher's competencies and qualities.

As Mohit Chandra says, we look for the following common key attributes while we hire people to work with us –

- 3R skills - read, write and arithmetic; and speak fluently (English;

- 'Jugaad' - good at Problem solving, thinking outside the box and seeking new ways of doing things;
- Engaging deeply and seek clarifications;
- Hunger for Learning, de-learning and re-learning; and
- Professional and ethical.

Good life and fit life is needed for people in the business of working with others. I gather, apart from keeping calorie consumption and saturated fat intake down, eating plenty of wholegrain, fresh fruits and vegetables; and cutting down on salt and sugar, there are specific foods that help. These include – Avocado (blood pressure management), Ginger (digestion and blood circulation), Cruciferous vegetables (cabbage, cauliflower, radish etc., fighting toxins), brown rice (increases calorie availability through the day), soya (protein nutrition), garlic (blood thinning), nuts (minerals and immunity), berries and watermelon (antioxidants, vitamins), and water (at least 4 litres) & other liquids. These also help in aging slowly.

Life goes on. We are beginning the process of reflecting on 25 years of Manoharan in Development and the years that ushered him into these 25 years. Can I expect all his associates to send in their reflection on Mano and their association in the coming days? As I reflect on Manoharan, family and friends apart, IRMA and Dairy Board fraternity comes in. Girijan fraternity comes in. A Anuradha comes in. ACCORD fraternity comes in.

Satish's advice to Annie – go when and where you were needed and be there – translates as 'be useful' for us.

Being useful is a demonstration of the love, the highest 'sastra' you have, in life, life of the universe. Sastra needs to be used and use of the sastra needs to be practiced with ability and will. As we learn and acquire ability and taste for 'use', we pursue learn, practice and use ad infinitum. That is joyous unending celebration of life. As we flow in, the universe joins in our flow and becomes one with us as aanandapravaahayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue usefulness to this universe relentlessly with concentration! Krishna confirms – universe has a plan for all free souls to flow with it if only they are committed and interested and show their commitment in thoughts, words and actions.

Join us in the world of yoga – for acquiring the sastras of love for useful and blissful life - towards viswavivekayogasiddhi. You will not regret it. May 2012

## 56. Traits to be cultivated in Leadership

Happy Transition from summer to Monsoon! Happy Fathers' Day!

Let us celebrate childhood, children, music, service and public service! Let us remain available to give blood when someone needs.

Let us remain committed to maintain, if not better' the integrity of the World Environment. Let us fight ongoing desertification and denudation. Let us fight drought.

Let us celebrate 'satyameva jayathe'!

Pranab gets ready to be President of India!

7i – insights, ideas, initiatives, instruments, interventions, individuals and institutions towards 7L – life, living, livelihoods, linkages, leadership, learning and love - remain the key foci of our work.

As we celebrate International Day and Week of Cooperation, let us accept Co-existence, Cooperation, Collectivization, Collaboration and Convergence becoming our ways of life. Let us celebrate and spread the spirit of Amul.

It is important to be effective. Efficiency, consistency and quality may add to this. Harnoor Channi-Tiwary suggests some tips to be effective - *be punctual - reach office/meetings before time, not linking with staying late; make a to-do list of big and small tasks and execute; set expectations early; look the part - appropriate to the setting/environment; learn to say 'no' – without rejecting greater work challenges; be in the orchestra, not solo; and share the log sheet of self-rated progress and way forward.*

I gather during the month that we in the business of influence are like entrepreneurs impacting the society in general and the poor and the workers working with the poor in particular. The entrepreneurs pursue relentlessly. To pursue influence successfully – looking out for new interesting ways/instruments/ideas for influence – meeting people from a variety of walks of life; moving beyond criticism and failures – stubborn in pursuit without giving up; working with people complementing one's abilities – no point in having all people with same skills; scaling up in multiple ways – using technology, people, processes, institutional models, dissemination etc.; and keep updating oneself with changes and developments all around – networking, learning and being in the loop. Let us hope to be influencers with entrepreneurial competencies and qualities. Let us remember that funding for the ideas starts with friends and family first. To be more effective seek exposure, teachers/mentors, wider networking, long-term perspective and big picture, low cost methods and simple life.

Of course, leadership is important in the business of influence. Ginka Toegel and Jean-LOusi Barsoux discuss the Big Five clusters of traits (across times, contexts and cultures) that need to be cultivated to be in leadership –

1. Stability (play of emotional stability and impatience);
2. Extraversion (play of assertion and introspection, individual and social);
3. Openness (play of focused innovation and respect for tradition/practice);
4. Agreeableness (play of getting along with others/considerate, trust and rationale/logic); and
5. Conscientiousness (play of thorough analysis and gut feeling)

The most effective leaders are self-aware on where they stand on these Big Five and their idiosyncrasies. Feedback from others augments this self-awareness. They realize that they cannot succeed in multiple roles equally. They have had to work on themselves in order to manage or tone down traits that limit their usefulness or effectiveness. This required hard work and introspection. They need to invest in developing one's coaching skills. They need to find colleagues who complement them. Finally, they need to adapt to



changing situations and contexts with a short notice. As my student, Hussain, confirms – they can do so if they can ‘love’ whom they are leading.

As we live, lead and are led, let us appreciate – no one has the responsibility of treating us well; no one and nothing is indispensable; life is short; if the loved one leaves us, time will wash away its aches and sadness; whatever knowledge gained is a weapon in life; becoming responsible for one’s decisions and their consequences; honoring one’s word is important but not expecting others to honor theirs; there are no free lunches; and time together is a treasure to be treasured.

And life goes on. A young intern, Vaishnavi has taken the task of putting together some early reflections on 25 years of Manoharan’s Development Odyssey. Of course, we need to enrich it and take this forward.

Living being useful is a demonstration of the love, the highest ‘end’ we have. Means is the end and end is the means. This needs to be practiced, with will; and with skill. As we exercise the power ad infinitum to use the skill with will, we lose ourselves in a growing virtuous web of blissful endless flowing celebration of life, the life of the universe. This is *yogaanantaanandam*.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue our power to be useful with willingness and mastery of skills relentlessly with concentration! Krishna confirms – universe has a plan to take these free souls into it.

Join us in the world of yoga – for acquiring the power of love for living being useful - towards *viswasakthiyogasiddhi*. You will not regret it. June 2012

## 57. Influencing

Monsoon is inching forward with reluctance! Floods in Assam, Drought in the country!!!

Hope all of us had the 'grace' of the Guru, Jagadguru! Happy Gurupurnima!

Let the tribe of writers (articulators) with authentic experiential and rational knowledge flourish!

Let us value friendships, friendships that lasted! Let us value life, the life ecosystem! Let us find ways to stabilize the life and population!

Let us pay back to the original inhabitants for letting us co-exist with them! Let the baton pass to the enlightened and empowered young generation!

Let us remember Mandela!

Rest in peace: Rustom-e-Hind, Super Hero Dara Singh; Super Star Rajesh Khanna, Writer of '7 Habits', Stephen Covey. Let us not forget his seventh habit – 'sharpen the axe'.

Pranab is almost there amidst mild controversies! Ansari is sure to be re-elected!

Our focus on 7i for 7L has taken us to appreciate the essence of Ls during the month, most of the time. *However, attending half-day Life Enrichment Seminar – An Eye on 'I', led by Sri Ramhas reinforced my transition and transformation thoughts. Visit [www.yogapranam.com](http://www.yogapranam.com).*

During the month, I gather the key to going forward in the business of influence from Dr Cheema. These include: *being up-to-date with eye on detail; exploring; get going despite failures and criticisms; extending oneself with supplementary and complementary resources and forces; and reaching out to more and more in multiple ways.*

Jeff Haden stresses on beliefs that matter to influence and succeed -

*'I fill time' - impose will on the time*

*'I choose people to be with' - attract people with the work*

*'I contribute daily' – past contribution is a past contribution*

*'I add value' – results, not experience; actions are louder than descriptive adjectives*

*'Failure is mine' – own failure and take responsibility*

*'I volunteer' – take opportunities to act*

*'I do what is required' – respond to the needs*

*'I can be told what is to be done' – clients have the rights*

*'I walk the extra mile' – even if it is lonely up there*

*Be early. Stay late. Make the extra phone call. Send the extra email. Do the extra research. Don't wait to be asked; offer.*

People in the business of influence need charisma and Sivakumar shared the good news that charisma is learnable and cultivatable. John Antonakis, Marika Fenley, and Sue Liechti wrote in 'Learning Charisma' – Charismatic Leadership Tactics, CLTs need to be studied, religiously practiced and deployed with care. Charisma involves powerful and reasoned rhetoric, personal and moral credibility, and arousing emotions and passions. It helps to connect, compare and contrast; it engages the group and distills the messages; it shows integrity, authority and passion; and it expresses with voice, face and body.

12 most universal, effective and important CLTs identified include 9 verbal and 3 nonverbal –

verbal: metaphors, similes, and analogies; stories and anecdotes; contrasts; rhetorical questions; three-part lists; expressions of moral conviction; reflections of the group's sentiments; the setting of high goals; and conveying confidence that they can be achieved;

Nonverbal: animated voice, facial expressions, and gestures.

The way forward is lots and lots of preparation, disciplined practice and working out appropriate combinations over a long period of time.

Olivia Fox Cabane discusses Charisma Myth and concludes - it is a learnable set of social skills; there is no one form of charisma. There are various styles of charisma (visionary, focus and warmth, intelligence, authority, kindness). It is not possible to fake charisma because it is not possible to fake charismatic body language and micro-facial expressions. With practice one can achieve one or more styles of charisma and lead.

*As we live, lead and are led, let us appreciate – 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.*

And the appreciation has to go on. As we appreciate, we seek joy, expansion and spread of joy and celebration of life and spread and expanded joy in life.

Seeking eternal celebration of life is the highest 'end' we have. Untiring reflecting on this appreciation is the means to this 'end'. This needs to be practiced, with will, to take this cerebral consciousness through emotional consciousness to biological consciousness. Slowly we lose ourselves in blissful endless flowing celebration of life, the life of the universe.

This is aanandaviswaatmasaakshatkaarayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue relentless 'reflection' of life, all lives and universe, with concentration! Day-in and day-out! With appreciation! Improving appreciation and consciousness with more inner and outer exposure, exploration and living with all 'life' and nature with all love. Krishna confirms – universe takes the free soul to flow with it, without seeking.

Join us in the world of yoga – for celebrating life with love - towards viswaanandayogasiddhi. You will not regret it. July 2012

## 58. Truisms

Amidst floods here and there, drought in the country!

Olympics 2012 end. We could get 2 Silvers and 4 Bronzes!

Let the humanity, humanitarianism and the will and the rule of the people triumph! Let simple living be the new world fashion!

Let us remember and honour all our teachers! Let there be no illiterates and digital illiterates amongst us!

Our focus on 7i for 7L has taken us to appreciate the essence of Ls during the month, most of the time. Satyameva Jayathe's 13 episodes end. But, it reminds us again the need for a channel dedicated to aam admi's needs.

Till Roenneberg, in his book, "Internal Time: Chronotypes, Social Jet Lag, and Why You're So Tired" confirms that each of us has our own internal biological timing and there can be a disconnect between the biological time and social time, causing social jet lag. Our performance peaks/optimizes when our biological time and social time are in sync. A 20-30 minute walk in the open helps in compressing/expanding the biological time. Aligning social time with biological time helps. This should be our goal.

During the month, Steve Tobak presented 'truisms' that need to be appreciated by all of us who 'manage'

–

- *Neither strategy nor execution works without the other;*
- *Belief in us matters;*
- *Beginning matters - all empires have humble beginnings;*
- *Working on weaknesses is the key for way forward;*
- *We need to get going without waiting for all the answers (this is almost an impossibility);*
- *It is important to know when to analyze and when to act;*
- *Delivery is more important than intentions;*
- *Let us not take ourselves too seriously;*
- *There are no excuses when the buck stops;*
- *Listening is more important than talking;*
- *We get what we pay for; adapting quickly brings success;*
- *Saying sorry and making up is fine; and*
- *We thrive when our problem discoverers feel empowered to find solutions*

Alok Kejriwal has also listed his learning's working in 'Marwari Business School' (with his father) for becoming an entrepreneur: bottom line - money; creative accounting; living the trust; waiting and watching; adjusting attitude; rewards from risks; and constant process innovation.

Only happy people can help others. Happiness is in helping and influencing. Rekha Shetty in 'Innovate Happily' tells us Mantras for increasing Happiness Quotient in us – *ask questions; analyze men, material, machines, methods, market and money for all problems; join in solving everyone's problem; appreciate that everything is changing, momentary and unpredictable; do not be in a hurry; transformation is the key in this world; know that you are not in-charge of this Universe; wisdom of the elders is valuable; and restating the problems opens up new possibilities and improved solutions.*

Again, I have got an endorsement this month, this time from Jeevan Vidya – happiness is not a function of the result, and rather happiness is in the act of doing itself. As we pay attention to the reality, we understand the laws of our existence. Then, we do, whatever we do, with happiness.

If we do things for happiness, we get into frustrated expectations, stress and unhappiness. Peter Bregman confirms this. The way out is - change the reality (may create stress); change the expectations (may be tough); and get a perspective. If the worst that can happen is 10, the value of this frustration may be 1, 2 and so on? Then, it is not worth a bother. It can become a pleasant surprise as a bonus.

Dr Jandhyala tells us to go through an enjoyable process of eating healthy – *1500 calories diet with less than 50% carbohydrates/sugars, rest unsaturated fats and proteins, for sedentary workers.*

Kyle Wiens underscores the importance of writing correctly if we are in the business of influence. Spellings and grammar add to our credibility in all our writings, e-writings, blogs, posts, e-mails, material on the websites etc. Here, only our words speak. They project us in our physical absence. And, people judge us by them. If someone cannot write daily use small words and phrases correctly, after many of years of exposure to them, her/his learning curve is not OK for us in the business of influence. Devil is in the details. And if someone who does not care about the nitty-gritty details, s/he cannot make a grade in our business.

By being in business of influence, we take 'leadership' role. Dave Logan emphasizes that *the leadership is a virtuous cycle of growing people's aspirations; demanding results consistent with aspirations; and using results to further expanding the aspirations. Neither living in the world of aspirations (vision) nor living in the reality would work. The leaders need to deal in both the worlds and build a bridge between the two worlds.*

As we live the virtuous cycle of leadership, let us appreciate that we need at least three mentors – one for immediate agenda; one for medium-term, say five years; and one for long-term. Let us have them! Let us also appreciate that we achieve almost nothing alone. We need inspirers/ instigators, motivators/cheer leaders, rationale builders/devil's advocates, taskmasters/in-charges, networkers/connectors, and gurus/mentors/heroes.

As we appreciate, we seek joy in living, spreading joy and celebrating life. Reflecting on what we are blessed with and giving this 'bounty' to others is joyous. This needs to be practiced, with will to synchronize our external, cerebral, emotional and biological times, needs, and consciousness. We melt into the flows of the universe. This is viswatrivenisangamayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue relentless celebration of life with love, day-in and day-out! If we spread celebration to all 'life' and 'nature'! Krishna confirms – celebration is surrender and universe takes the free soul in its flow, without seeking.

Join us in the world of yoga – for celebration of life and love – towards sahapravaahaanandayogasiddhi. You will not regret it. August 2012

## 59. Dr Verghese Kurien-He too had a Dream

Rest in Peace Konda Laxman Babuji! Welcome back, Yuvraj!

Felt like an orphan at once on one hand, and felt more determined on the other hand. Of the farmers, by the farmers and for the farmers, Dr Verghese Kurien, 26 November 1921 – 09 September 2012, rest in peace! I am still humbled, intrigued yet inspired by your subtle ways of mentoring young persons. 2 years of your inspiration in IRMA and 3 years of working with you in Dairy Board and Brains Trust in the early days of my work made all the difference in life. I do not know for sure whether you have realized this. Then again, another 2 years with Tree Growers later when you were around, your inspiring presence has been felt acutely.

As 'corruption' appears to be the way for 'success', you persisted with INTEGRITY. As 'compromise' appears to be the driver today, you persisted with straight talk.

Master of L1, L2 and L3 [*L1: Life, Living and Livelihoods; L2: Linkages; L3: Leadership, Learning and Love*], Kurien made a difference to the lives of the poor on a large scale in the aspects that make a crucial difference to them. He went on to influence I1, I2 and I3 [*I1: insights; I2: ideas, innovations, initiatives and interventions; I3: individuals and institutions*] for over six decades. So much for his competencies - tenacity, patient impatience, self-control and concern with impact!

Surely, he got the initiation from Tribhuvan Kaka in the beginning and Shastriji later. Surely, he got the support of his friends and relatives – Dalaya, Ravi Mathai, HM Patel et al, apart from Ms. Molly Kurien. Surely, he got able lieutenants – Jhala, Aneja, Ms.Patel, Shailendra, Punjarath, Chothani etc., in Dairy Board, Kamaladevi, Haldipur, Tushar in IRMA, Bakshi, Vyas etc., in Amul and GCMMF. Surely, he could draw attention of the powers of the day. Surely, Michael Halse and Tom Carter could write good conceptual notes for him. But, he could start almost from the scratch to build the national/global institutional architecture with multiple nested institutions in milk, oilseeds, fruits and vegetables, trees and commons, salt, electricity and so on.

Of about 50 million dairy farmers, some 13 million farmers could be collectivized in 130,000 cooperatives and 175 unions (Anand Pattern). Some 2-3 million could also be collectivized outside Anand Pattern. India became self-reliant in milk, producing more than 125 Million Tons per annum (or 290 gms/day per capita availability) from a mere 20 Million Tons per annum in 60s. Milk cooperatives could get a 6.5% share of this milk from about 30% of the farmers. Another 5 million other farmers could be collectivized around other commodities.

In the process, he could work with a variety of institutional forms – cooperative – first, second, third and fourth tiers, company - private limited and public limited, society, trust, government corporation, institution under Parliament, informal associations and panels, multi-state cooperative, etc. But, he remained a paid servant/representative of the farmers till the very end! He was the founder chairman of Gujarat Cooperative Milk Marketing Federation since 1973 for 33 years. GCMMF and AMUL have achieved business turnovers exceeding Rs.10,000 Crore/year now. He was the founder chairman of National Cooperative Dairy Federation of India for over 30 years. He received numerous awards including Padma Vibhushan and World Food Prize. He was also appointed Chancellor of Allahabad University in 2006. Bharat Ratna has evaded him though. Milkman of India, Father of White Revolution and People's Chairman remain his popular titles.

I had the privilege of working with him and being mentored by him and his lieutenant Dr RP Aneja during 1989-92, early in my development work, as part of the core team on Market Intervention Operation in edible oilseeds and oils in NDDDB and in Brains-trust in IRMA. My dear friend, who succumbed to cancer earlier in the year, Manoharan have been the co-mentees. Also, I had the privilege of working in and

knowing many of these institutions facilitated/inspired by him starting with Amul and IRMA. These include Dairy Board, NTGCF, FES, HPCL, IDMC, Tribhuvandas Foundation, Milk Cooperatives, Union and Federations across the country, NCDFI, Operation Flood, Mother Dairies, Technology Mission on Dairy Development, Operation Golden flow, Oilseeds cooperatives, unions and federations across the country, HOGA, Bhavnagar Vegetable Products, DHARA Vegetable Oil Company, Technology Mission on Oilseeds, Cooperative Initiative Panel, Indian Immunologicals, Sabarmati Ashram Gaushala, Bidaj Farm, Neem Biocide Plant, Anandalaya, Vidya Dairy, Sugam Dairy, Sabarmati Salt Farmers, DaCunha Associates, Indian Dairy Association, so on. The famous brands we know include – AMUL, Amulya, Amulspray, Vijaya, Nandini, Aavin, DHARA, Lokdhara, Mother Dairy, SAFAL, etc.

He instilled in us the faith in the capacity of people and therefore hope in livelihoods enhancement, poverty reduction and people's prosperity. This hope would be greatly facilitated through collectivization and sustained collective action and on scale. Institutions, internal animation and external facilitation would ensure this. Working on the ecosystem and convergence for rights, entitlements and services could not be ignored. Building on the existing first and market first are the mantras he asked us to meditate on. Providing fish, giving fishing skills and teaching meta-fishing all in quick succession are important for people's prosperity. He has asked us to be human and humane. He showed us the way of love. He demonstrated and drilled in us the faith in cooperation and provided us with the spirit and the logic cooperation to go ahead and go on. He taught us - Integration, Systems Orientation, Going lateral, Unlearning and learning, Shared vision, Integrity, Discipline, Rigor, Homework, Direct articulation and to the point as quickly as possible but strategic, Listening to the unheard, Patient impatience, Spotting the talent, Mentoring etc. He mentored us in 'anyway' – *".... Give the world your best anyway"*.

As we appreciate 'anyway', we seek joy in celebrating co-existence. With spirit, experience, knowledge and action in being useful with your true and full potential to all 'life; we melt into the flows of the universe. This is trikaranasahayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue relentless 'anyway'! Krishna confirms – keep going and universe takes the free soul along.

Join us in the world of yoga – for celebration of love – towards nijakarmayogasiddhi. You will not regret it. September 2012

## 60. Bapuji; Loss of Acharya Konda Laxman Bapuji

*Happy Freedom! Hope we have all freedoms, including freedom of peace, knowledge and mental health!  
Happy Tourism!*

*Happy Hearts! Happy Helping! Happy Smiles! Happy Humane! Happy Elders! Happy Teachers again!*

*Happy Biodiversity! Happy Habitat! Happy Vegetarianism! Happy Ahimsa! Happy Animals!*

Let us remember Shastri and Gandhi on their birthday – 2 October 2012.

Gandhi remains an inspiration to the world. His ways could not be ignored by any one. His 11 vows prayer, which was our prayer in our Sarvail Gurukulam in the early morning still rings in my head - *Ahimsa* (nonviolence), *Satya* (truth/integrity), *Asteya* (non-stealing), *Brahmacharya* (self-discipline), *Aparigraha* (non-possession), *Sharirshrama* (physical labour), *Aswada* (control of the palate), *Sarvatra Bhayavarjana* (fearlessness), *Sarva Dharma Samanatva* (equality of all religions), *Swadeshi* (use local goods) and *Sparshbhavana* (touchability).

Gandhi also reconfirms – *we are transient and insignificant; our existence is fully dependent on other animate/inanimate objects; diversity and equity is the way all around us; our achievement << ‘grace’ received; we are trustees of what we have for a while; ‘I’ comes in the way of surrendering to and flowing with the universe’s infinite intelligence; and intense reflection and loving time with all life and nature is a way forward for sure.*

2 October is also the Akshara Day. We have reconfirmed to ourselves that we are in the business of influence and knowledge in the livelihoods/development domain. We reflected on the ways forward to mentor the mentors of ‘livelihoods’ Support Individuals, Entrepreneurs and Organizations at the scale this country needs.

A day before, we reflected on the ways to help elders to lead a life on their own with social, financial and ‘livelihoods’ security and importantly, dignity.

As if losing one legend Dr V Kurien was not enough, we lost another legend Acharya Konda Lakshman Bapuji, a rare breed of freedom fighter-lawyer-politician-social justice activist succumbed to old age; was still active at 96 (born on 27 September 1915) till the last day of earthly existence on 21 September 2012. He was cremated at his ‘Jaladrushyam’ on the banks of Hussain Sagar. Rest in peace! He has been a torch bearer of all the fights against injustice throughout his life and today he is synonymous with Telangana with social justice. He has been a hope to all the marginalized in general, socially oppressed in particular. He has been a mentor of new leadership amongst them in particular all over the country. Weavers had a lion’s share in his mind space and activity portfolio. He was the co-founder of Hyco (now APCO Fabrics), way back in 50s. He was the tallest leader of the 20+ million weavers of the country. Leaving ministership in 1969, he went on to mentor and lead the causes and movements of the marginalized including Telangana for over four decades. He represented our constituency several times. My father has been a long-term colleague in his socio-political movements over this period. I have been fortunate to meet him several times at his home ‘Jaladrushyam’ and at our home, and listen to him. He graced the occasion of sixty years of my father and greeted my parents with a shawl in our native village.

As I write this, T-leaders are observing silence at Bapughat to protest and attract attention. T-issue has reached a decision junction. This round of fight is more than a decade-long and ‘livelihoods’ of about half of the 10 million households in Telangana are getting affected negatively with domestic product in millions per day is getting lost. T cannot wait any longer.

I learnt during the month, sleep is something you cannot ignore. Naturally we would have more than one bout of sleep in a day (read: night). But, this has been affected with modern day night light and cell phones. We started having less quality and sound sleep. Having less sleep gives less time for body to repair itself



naturally. The way out is neither caffeine nor sleeping pills. Try out – work when not sleeping; have all that is basic adequately with pleasure – air, water, food and nutrition, clothes, touch and warmth of relationships, creativity et al ; sleep punctually - same time every night; avoid bluish lights; and meditation and relaxation before going to sleep.

So, can we cut tiring travel? Can we cut endless phone talks? Can we cut e-addiction? Can we cut S-A-D [smoking, alcohol, drugs]? Can we cut doing something others can do/are doing? Can we focus on a few items where we can make a huge difference? And we can go and put all the effort in those works with complete involvement and happiness, till we are dead tired to sleep. In the morning we would be fresh again.

We seek joy in our life of co-existence. We are part of the bio-diversity in the life of co-existence. This is our reality. Let us appreciate this. Let us find ways to be useful to this life of co-existence with intense inner spirit, pooled up experience, distilled knowledge and focused action. Then, the universe embraces you with open arms and takes you in. It lets to flow along with its natural flows. In fact, the flows merge. This is atmasaayujyayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue relentless intense 'offering'! Krishna confirms – the universe is ever ready to test the relentlessness and intensity of the offering. If it is of the quality it is looking for, it just takes the offering and the offering free soul along.

Join us in the world of yoga – for celebration of loving co-existence – towards sahadamanayogasiddhi. You will not regret it. October 2012

## 61. Constant Reflection and Articulation

*Happy Mental Health! Happy Vision! Happy Girl Child! Happy Relief from Disasters! Happy Rural Woman! Happy Post! Happy Standards! Happy Statistics! Happy Information! Happy Animation! Happy Helping! Good Food to All! No Poverty, Please! Peace and Development through Science! Let us be strong to resist diseases! Let us be kind and tolerant!*

Many Happy Returns, Amitabh Bachchan! Let us remember Patel on his birthday – 31 October 2012. Sandy kills 100, destroys USD 50 Billion, and has affected 50+ million; Nilam is kinder a bit!

Yerran Naidu, Rest in Peace!

*Transition is the name of the month that has gone by!*

Entrepreneurial effort is a mixed bag of failures and successes. Success builds on the lessons of failures. These include – entrepreneur needs company and a team would be in place as early as possible; entrepreneur should keep trying with ideas, innovations and approaching investors tirelessly; market accepts small little new things; co-founders are important; plans and contingency plans are prerequisite; and one should not give up too early.

Our existence and happiness is a function of our relationships. We need to have a framework for them and we need to operate within the framework. We need to nurture them with care within the confines of the framework. We need to remember that relationship has more than one being involved. Further, we have a composite web of multiple relationships and each one comes with its own rules and norms. We need to accommodate all these relationships within the framework of relationship you have.

I gathered during the month - to be happy, we need to be away from smoke, drink and drugs; we need to have alternative engagements for some time in a day, in a week, in a month and in a year; we need to stop postponing the little things; we need to stop not-so-constructive criticism; we need not make any excuses and we need to get going; we need to be ourselves; and we need to let go control, brooding and resisting changes.

Constant reflection and its articulation help us to evolve. We need to look at us and size up ourselves every now and then. We need to have this written down and/or shared with someone. Reflection would be sharp with eye for detail, having conceptual clarity supported with reading and following the developments across, knowing and accounting the failures, articulating the achievements with humility and due credit to all those who helped, knowing strengths, weaknesses, ladders that help and snakes that come in the way etc. Reflection is always against the subscribed values and vision of achievement and being. Reflection would also focus on the processes, preparation/homework for achieving the vision and scanning the internal and external environment. Reflection would also include having a latest ready note on oneself and its review. Articulation is better if that is punctuated with examples and models. Our vision and values do get reflected in our role models, coworkers, and relationships; and the opportunities and challenges that are being pursued. Reflection and articulation would include them too.

Articulation, therefore, teaching, of late has become dependent on technology. Anthony Pitucco and Stewart Barr remind us how we are losing touch with the arts of teaching, as ICT takes over – unfold the idea gradually; knowing the participants and respond to them, without giving out the snapshot; improvisation on the spot; and flexibility for contextualization.

Apart from speaking and writing, another major way of communication is e-mail. But, we need to follow some etiquette – have a right subject; be precise and focused on a single aspect with most important first; seek response if that is the expectation; make it short and simple; personalize; present elegantly – font, format etc.; sign off with care; and do not spam.

We achieve more in a team that gels well, with high morale and motivation. Happy people achieve more. A happy leader makes individuals in the team happy. Our happiness is a function of our emotions, our engagements, our relationships, meaningful and purpose-driven living, and sense of achievement.

Of course, this would mean we need to have more time. We get more time by saving time – do not be online always – go online 3-4 times a day; work offline as much as possible; do less and do when it is a must; do not have tightly scheduled meetings; sleep in multiple shifts; and do not pack too many things into that one minute we have. This way we end up having more ‘time’ for living pursuing 3S – satyam (truthful), sivam (useful) and sundaram (in harmony with nature).

Deepak Chopra informs us – knowing one’s true nature takes us closer to our true potential; if we need x, we need to give x out and we get the x back in multiples of what we have given; we reap what we sow; when we harness the forces of harmony, joy and love, we create success with effortless ease; intention and desire take us through the mechanics of realization; we need to give up the attachment with the results but not with the efforts towards the results; and when our purpose of life is fulfilled, we are filled with ecstasy and bliss.

We seek ecstasy and bliss in our life of unity amidst diversity. We co-exist and our life is fully dependent on the other life and ‘non-life’. Our life processes are designed so that we lead a life of least disturbance to the deeper nature order. If this order is disturbed, it needs to be restored. This requires living, pursuing and leading 3S life – satyam (truthful), sivam (useful) and sundaram (appreciating and co-existing with the beauty of the life, nature and universe). This is the life of co-existence of the inner self and universal self. Slowly the increasing joy of realizing oneness with the infinitely diverse universe takes over. This is atmavivekaanandayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue intense truthful useful natural spirited co-existence! Krishna confirms – the universe is waiting for this oneness but it is looking for a free soul with this realization to merge with.

Join us in the world of yoga – for celebration of 3S co-existence – towards krishnaanubhutiyogasiddhi. You will not regret it. November 2012

## 62. The Art of Listening

*As we go through the fiction of the end of the universe (21 December 2012), we experience the month, month and a half of tough transition! It has been a roller coaster ride all the way! Damini is still struggling for survival in New Delhi. India is shouting its lungs out for justice now and in future to all.*

*Modi achieves hatrick!*

*Aam Aadmi Party comes into being. I do not know where the aam aadmi will go.*

*Pandit Ravi Shankar, Rest in Peace! Bal Thackeray, Rest in Peace!*

*National and Universal Children's Days, National Integration Day, World Science Day for Peace and Development, World Immunization Day, World Kindness Day, International Day of Tolerance, International Students' Day, World TV and Phone Days, World Fisheries Day, World Philosophy Day – they went by in November. In December, the days that went by include – World AIDS Day, International Day of Persons with Disabilities, International Volunteer Day, Human Rights Day, Human Solidarity Day and International Migrants Day etc.*

*International Anti-Corruption Day, world is at a loss how to celebrate it when corruption is all around and processes of justice go on and go on. International Day for the Elimination of Violence against Women, how can we celebrate? Can we achieve this intent in the near future?*

*26 November was Dr Kurien's birthday. We remembered him. I had an occasion on 1 December to recollect the person I know in the talk 'Rural Management: Dr Kurien's Way'. Earlier I have been to First National Symposium on Rural Management at XIMB; and it has also focused on Kurien's effort in establishing Rural Management as a discipline. MS Swaminathan delivered the first Dr Kurien's Memorial lecture at IRMA.*

*Now, Ms. Molly Kurien also bid adieu to all of us!*

*During the month, I have faced the ordeal of getting Aadhar Registration. Why can't the government give, once for all, the right of having all the necessary cards? The departments should be punished for the citizens not having them. Ration Card, Election Card, Passport, PAN Card and so on so forth. Why should the citizen go through so much pain to have these cards and registrations.*

*Age seems to have caught up with me – complete medical check-up reveals some signs of sugar, cholesterol, uric acid etc., and therefore some more regimented life is in store! Going through medical checkup has been an ordeal in itself.*

*Hospitals, I could not escape. I have to spend some more days, as our brother and his wife met with a fatal road accident, a head-on collision. They have survived and are recovering.*

*I gather during the month that – meetings would not let you do things: in fact, they come in the way, many a time; career and life are not the same: life should drive us; a person who is nice to you but not someone else, is not a nice person; our friends love us anyway; and never stop trying something new. This is the only way to be useful to this universe.*

*Further, to be useful, we need to listen.*

*Listening requires –*

- Minimizing both internal and external distractions;
- Changing listening intensity and style with the situation;
- Showing that we are listening non-verbally constantly;
- Identifying and remembering the most important things;
- Demonstrating empathy;

- Saving advice for another time unless it is sought;
- Not interrupting in the middle;
- Not prejudging the message;
- Staying focused on the subject; and
- Being clearheaded even if the topic is emotional.

The most important thing is giving undivided time.

We seek giving undivided time amidst multiple agenda. We seek ecstasy and bliss of giving this time to the life of the universe and losing ourselves in it. In giving undivided time, we listen, we see, we touch, we taste, we smell, we feel, we think, and we co-exist. We exist and live in each other. We become the life of the universe. This is the life of co-existence of the inner self and universal self. The joy of oneness takes over. This is sahasangamaanandayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue intense dedicated undivided time of listening with all the senses for co-existence! Krishna confirms – the universe keeps sending its messages to the one who is listening and waiting for oneness so that the free soul with realization can respond and merge with the universe.

Join us in the world of yoga – for celebration of listening with all senses and co-existence – towards viswaikyayasiddhi. You will not regret it. December 2012

## 63. Learning and Gurukulas

*Let us remember Vivekananda and Gandhi.*

*I could not catch up Sarvail Alumni Meet and Sagar Parivar Meet, despite my best efforts.*

I gather during the month that we should not talk loudly at work when others are sharing the workspace; we should let others have privacy as much as that is possible in a work environment; and we should not be interested/focused on others' personal lives. To lead our associates, as Kalam says –

- We should have a vision;
- We have the passion to transform this vision into action;
- We must be able to travel into unexplored parts;
- We must know how to manage success and failure;
- We must have courage to take decisions;
- We should have management skills;
- Our actions should be transparent; and
- We must work and succeed with integrity.

I also gather during the month that the small activities lasting not even 10 minutes are effective in keeping us fit. A total of 150 minutes in a week in short bursts of 10 minutes would do a lot of good in keeping us fit.

I have just visited Nalanda University Heritage Site, one of the early residential education institutions of high order. It used to have 10000 students and 1500 teachers in residence, clearly indicating 1:6 teacher student ratios. Individual and shared accommodation for students was available. The classrooms and staying rooms were so near to each other so that energy of the students was on learning and nothing else. Entry into the University was possible only if they satisfy the entry-test conducted by the learned gate keepers. The subjects of study include Multi-religion texts, yoga and meditation, philosophy, logic, science, art and culture etc.

The AP Residential School at Sarvail, a modern day model Gurukulam, a model for Residential Schools and Navodaya Schools in the country, appears in hindsight that it is modeled after Nalanda. For uninitiated, Nalanda means endless knowledge sharing.

The visit has reconfirmed my vision to reach out through knowledge and mentoring outreach over the coming 15-20 years of third phase of existence – at least 1% villages, 10% blocks, 50% districts, 100% states; 10 hours with 1 million professionals/community professionals, 6-24 months with 1000 learning associates, 5+ years with 100 long-term associates, 10 legacy associates; and long-term association with 100+ significant efforts. All this, broadly, in the development/livelihoods domain!

As a South Indian experiencing winter cold in Delhi and other parts of North India in December and January, I get reminded of Transition 7 – transitory speck in this universe; symbiotic dependent life; ecological equity; infinitesimally small achievement vis-à-vis what one is blessed with; trusteeship; ego coming the way of humility to accept these five axioms; and reflecting and living with nature and life. When you come across the 'one' who shares and takes you up the spiritual heights, you being on transition 7 gets a quick confirmation. A sure road to bliss!

We seek responding to the inner voice with undivided attention amidst multiple temptations that will not let us heed to it. We seek ecstasy and bliss of giving this time and effort to the life of the soul, life of the universe. We seek losing ourselves. In this relentless pursuit, we exist, co-exist and exist together in

each other. We become the life; we become the universe; and we become one. The joy of oneness and inner peace pervades all around. This is naalandaanandayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue intense dedicated undivided attention with all the senses for getting ready to becoming one with the 'one'! Krshna, together with Mahavir, Buddha and Siva, confirms – the universe keeps searching for the one who is ready and/or who is likely to be ready. It communicates in its own way to the one who is waiting and trying. The free soul with the deepest intent would respond, achieve readiness and gets subsumed in the universe.

Join us in the world of yoga – for achieving the ability to see the clutter all around, identifying the 'one' in the chaos, preparing to get ready and celebrating oneness – towards vivekaanandayogasiddhi. You will not regret it. January 2013

## 64. Reflections on Life

Some of the alumni of Girijan Cooperative Corporation could get together after about 20 years after our trials for more than a year.

Pope Benedict calls it a day!

I could get endorsement of my reflection of life so far from a 90 year old man that

- Life is not fair at times, but on the overall it has been a blessing
- Keep taking small steps, even if in doubt
- Life is too short and therefore, enjoy it
- When in trouble, your family and friends help you out
- There is no need to win all the arguments
- We can cry; and crying with someone helps healing
- Savings should start early in life
- While eating, do not resist too much or too hard
- Make peace with the past and get going
- It is our unique life and there is no need for any comparison
- Relationships make the life
- Deep breaths calm the mind
- All that is not useful should be disposed off immediately
- Pursue your deep vision/desire till the end
- Today is special
- Be ready and flow
- Choose life whenever you have choice
- Time heals almost everything
- Change is the way of life and miracles do happen
- Life is a precious gift
- All that matters in the end is that we love

Love is expressed in relationships. This expression begins with mutual exploration, being open, transparent and 'naked', regular pat on the back, improved stamina to engage, be ready to make first move and/or respond quickly, taking time to invest and work, identify points of leverage and activate, changing locations, positions and experimentation, showing responsibility, engaging, talking and occasional/unexpected surprises.

Only thing we could do is managing our time. To manage this better, we need to plan and keep maintaining a to-do list; we need to set immediate, short-term and long-term goals; we need to prioritize particularly the important and not so urgent; we need to move away from distractions some way; we need to resist the temptation to procrastination; we need to avoid taking more than we can chew – to say no; we need to slow down and take up tasks only that we have to do; we need to budget and provide focused time to the task; we need to take breaks during the day, week, month and year; and we need to schedule suitably based on matching tasks and energy levels.



We also need to find happiness at work where we spend most of our time. Some simple ways include – work environment, flexitime, flexi-place, freedom on means, social group/club, lunch/dinner get togethers/get aways, retreats, holidays etc.

I have been reminded of the posture of IRMA-NDDDB days – Do Not Quit –

Rest if you must, but don't you quit

stick to the fight when you're hardest hit,

It is when things seem worse that you must not quit.

May be you take some 'off', change the location of work, you may change the instruments and methods, you may change the points of leverage, but you must not quit.

In these circumstances, mediation is important. As Yogi Mccaw puts, meditation is not painful. Mediation is the end. Mediation may provide a sense of centredness and expanded viewpoint and may lead to a realization to that meditation is our natural state of being. The secret is that meditation is being natural and ordinary.

When you travel with your co-meditators who share and take you forward on the spiritual journey, it is the bliss! Journey is the end.

We journey on responding to the inner voice and losing ourselves. In this relentless pursuit, we become natural and ordinary and be one with nature and universe. This is prakritiyogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue meditation with all the senses for becoming one with the 'one'! Krishna confirms – the universe communicates with the meditating free soul with devotion and takes it in.

Join us in the world of yoga – for achieving the ability to be natural and ordinary amidst the clutter and chaos, and celebrating oneness with nature – towards mahakumbhaamritayogasiddhi. You will not regret it. February 2013

## 65. Being Useful and Managing Ourselves

We (me with Bindu, Sanjeev and Raghu) could go to Gudalur to spend some time with Durga and Vennila on 9-10 March 2013. We missed Manoharan Memorial Lecture by Shashank Kela on 24 March 2013 but Mathew could give us an account later.

Being useful to the Universe is primarily dependent on how well we manage ourselves. Harvard Business Review's 10 Must Reads on Managing Yourself gives many endorsements on how we manage ourselves. Clayton Christensen says – have a purpose and create a strategy for your life as early as possible, allocate most resources to aspects that matter the most, build a culture of coexistence and living together, define what we stand for and hold on to it 100% of the time (it is much easier that way), be humble to learn from everyone (and one can be humble when one feels good about oneself) and think about the metric by which we are judged and make a resolution to live everyday to achieve that metric (for most of us, it will be the number of lives 'touched').

Peter Drucker asserts that our achievement is a function of our management of ourselves. Only when we operate from a combination of our strengths and self-knowledge, we can achieve true and lasting excellence. We need to know our strengths and build on them. We need to know how we work. We need to know our values and whether our values and the values of the organizations we work for are in sync. We need to know where we belong and we quickly transit to that 'place' so that we do miracles. We need to know what and how we contribute our best and get going towards that. It is also important that we realize that our contribution to the universe peaks in the second half of our lives and we should be meaningfully positioned to contribute our peak by then.

Managing oneself includes managing time – individual imposed, system imposed and self-imposed. We need to increase the share of the self-imposed time to achieve our usefulness to the universe. This would be possible if we practice trust-relationships. We need to seek our associates to get going on their own keeping us in the loop. We need to be mentors and mentees.

Tony Schwartz and Catherine McCarthy advise us to manage our energy rather than our time. Our energy – physical, emotional, mental and spiritual – needs renewal. Renewal is a function of regular breaks and smaller but focused bursts of energy. Living core values enhances energy renewal. Reflection time adds to the renewal. We need to transcend Attention Deficit Trait through trusting relations, cared brain, and reflective meditation/yoga.

Stewart Friedman asks us to practice total leadership. Our life has work, home, community and self domains. We need to reflect and assess reality as a whole in these domains, prioritize across and act to resolve the creative tension slowly so that we build on small wins for big changes cumulatively.

Sumantra Ghosal and Heike Bruch indicate that we can make a difference - by slowing down and focusing on the prioritized demands, by developing a long-term strategy to liberate/develop resources, and by exploring alternatives using the freedom that exists to act.

Robert Quinn urges us to enter the Fundamental State of Leadership that all of us are bestowed with. We need to realize that we have been in/through our fundamental states of leadership previously and we can be there again and again if we want. This transformation happens when we ask and seek answers to – Are we results centered? Are we internally directed (by core values)? Are we other focused (collective good)? And Are we externally open (learning in real time)?

Robert Kaplan suggests to regularly step back and take time to reflect on – setting and communicating vision and priorities; spending time on key priorities; taking and giving honest proactive feedback; delegating and decision-making de-bottlenecking; plans vis-à-vis reality outside; leading under pressure aligned with core values; and staying true to ourselves. This periodic reflection sets our agenda forward.

And it is important to note that genuine happiness, smiles and laughter are contagious and result in increased usefulness to the Universe.

When you travel with your associates with happiness on the journey of useful life, it is the spiritual journey! It is the bliss! It is the beginning of the end!

We journey on responding to needs of the universe listening to our inner voice. We become one with universe. This is upayogayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue meditation with all the senses on usefulness to the 'one'! Krishna confirms – the universe becomes one with the reflecting free soul and the soul becomes one with the universe with dedicated action.

Join us in the world of yoga – for reflecting and improving our capabilities to be more useful, – towards raadhasantayogasiddhi. You will not regret it. March 2013

## 66. Universal Truths as we live, lead and are led

Manoharan continues to be in the thoughts and discussions. I ended up reading various mails he has sent over the last 2-3 years. One of them is the text of the Commencement Address of Steve Jobs. Three stories – three endorsements-

1. You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something — your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.
2. The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle.
3. Remembering that you are going to die is the best way I know to avoid the trap of thinking you have something to lose. You are already naked. There is no reason not to follow your heart and intuition. They somehow already know what you truly want to become.... Stay Hungry. Stay Foolish.

During the month I gather that we need to avoid – one who refuses to do anything new; one who always looks for a deal; one who is obsessed with how one spends time; one who does not know what s/he is looking for; one who controls every 'second'; and the one who don't like partner's friends.

This month has endorsed Daniel Goleman's assertion - *"Overloading attention shrinks mental control. Life immersed in digital distractions creates a near constant cognitive overload. And that overload wears out self-control."* Therefore, let us turn off phones and emails at least 2 hours of our waking time every day and two half days every week; and spend at least an hour a day to read/write/do an activity unconnected with our main work/routine.

Subrato Bagchi describes achievers who save themselves from self-destruction - they are in a marathon of over 40 years; they deliver; they own failures but success; they seek forgiveness; they seek advice from people with higher reputation capital; they listen to the people who love them; they do not succumb to the high testosterone; they do not retrofit the reasoning to the pre-decided pathways; they do not go after recognition; they bother about the company they keep; they build some 'back up'; when they have to leave, they leave with grace; they respect the system(s); and they trust the larger power of the universe.

To be useful, we need to harness the ability. For this, we need to repeatedly step outside of our comfort zones. Let us acknowledge that it helps; let us embrace the discomfort; let us notice our fears; let us not over-think about it; let us go the whole hog; let us celebrate; and let us reflect. Of course, as JT O'Donnell says, everyday, we need to do some items routinely on a daily basis that add value to ourselves and the world. I remembered the signal from the inner voice – lose in the flow and keep flowing towards merger in the flow of the universe. If the flow is wrong, we will know and we get to change the course of the flow. A recent 75-year long longitudinal study (by Harvard) confirms that the flowing is the end. Warm relationships are the clues to lasting joy of satisfied life. It concludes: *Happiness is Love. Full stop.* We know - *Genuine happiness results in increased usefulness to the Universe.*

In this context, as we live, lead and are led, it is important that we appreciate these universal truths and glued to them -

- We are a short-lived insignificant speck in this universe;
- 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/got is merely with us as its trustees for the time being;
- '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.

This is the spiritual journey! It is the bliss! It is the beginning of the end, driven by antaraatma into antaryaami! This is antaryamiyogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue deep and intense reflection with all the senses on usefulness to the 'universe'! Krishna confirms – the free soul with dedicate thought, speech and action becomes one with the universe, for sure.

Join us in the world of yoga – for improving our capabilities and being more useful – towards. April 2013

## 67. Doing What We Like

The month endorsed that traveling should not be postponed. Traveling is a habit and that needs to be formed early in life. These moments define our lives. We are a result of our intentional habits. We are what we repeatedly do.

Gathered during the month - scaling-up does not always mean increasing our size, direct outreach, working through partners etc. That is through influencing or educating the leaders and future leaders for influence.

I came across 'How to Avoid Work: A 1949 Guide to Doing What You Love' by William Reilly. We have some 16 hours a day. We can put this time incessantly to anything without growing weary unless we love it, unless it is not work. Money never comes first in self-expression of any kind. Happiness lies in the pursuit of our goals and achievements in our chosen areas. Ultimately, we are our masters, masters of our time, our purpose and our life. Let us remain so.

To be able to do what we like we should not be too worried about the prestige, and prestige would follow if we do what we like. Success metrics have to be defined by us. The best way to get approval is not to need it, because we have our own metrics. We move from work to creative labour to flow. We need to flow. This is our life. We need to do what we love and do often. If we don't like something, we have to change it. If we don't like the job, we have to quit. If we do what we love, the love awaits us. In the ultimate analysis, there is no sharp distinction between our work and our play. We simply pursue our vision of excellence through whatever we are doing. For us, we always appear to be doing both simultaneously. Also, we have multi-faceted experiences, interests, values and talents. It means we need to allow our various petals of our identity to fully unfold.

Reinforcements of the month include 'strongest careers are not linear'.

What we want to do in the long run is a function of what we do now in bits and pieces. See the world. Taste the odd opportunities. Pick up small challenges. Be ready to change plans often. Follow own dream. Blend talents that are present. Seek out friends. Change mind when called for. Seek elders' advice. Look around, read books. Seek support. Spend time before spending money. Let the purpose rule and let us do our best. Be relaxed.

For getting the life back, for many of us who have almost lost it, the first step is to get sufficient sleep every night to feel more physically energized, emotionally resilient and mentally clear, followed by – move more; eat often but in small doses; take a break every 60-90 minutes; invest time and provide absorbed attention with people; appreciate and thank people for making our lives better; doing the most important things first; keep reflecting quietly every day; keep learning regimen every day; and give time to others and to the world at large.

We need to keep our soul free from clutter every now and then. Seek solitude, meditation and spending time with nature and loved ones. A soul that has awakened/awakening has difficulty in lying. It walks barefoot often. It is biased with the marginalized and complete strangers know it. It lives as naturally as possible and it picks up healing. It senses possibilities early. It is creative and revels in art and art forms. It needs more solitude. It finds it difficult to do what it does not really enjoy. It is obsessed to bring the truth to light. It can't keep track of time. It is kind. It is not keen on consuming negative energy. It goes about changing the world in its own way.

Happiness is what we are all concerned with. It is feeling good and right in an atmosphere of growth; making others happy gives happiness and happy person can only make others happy; in happy times, time runs faster; we are not happy unless we think we are happy; Happy life is built on the foundation of happy nature; It all begins with us; No one else can make us happy; and it is NOW.

I had to stumble upon Leslie's letter in 'The Bridge Across Forever' by Richard Bach this month. A wonderful letter! It aptly captures the value of nurturing and preserving relationship(s) of consequence – "... I have felt if anything in my life deserved departure from previously established patterns, going beyond all known limitations, this relationship did. ... 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 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..."

This is the spiritual journey! It is the bliss! It is antaratma driving it! This is krishnayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue deep and intense reflection with all the senses for happiness through usefulness to the 'universe'! Krishna confirms – antaratma and antaryami are meant to be together when the free soul yearns for it with thought, speech and action.

Join us in the world of yoga – for being happy and useful – towards krisnakrishnayogasiddhi. You will not regret it. May 2013

## 68. Managing Self, Team, Business

### *Happy Environment!*

This month witnessed the Himalayan Tragedy in Himalayas that took 10,000+ lives and 100,000+ stranded and rescued in Kedarnath area.

This month has also seen the transfer of VV Lakshminarayana from AP operations of CBI, back to Maharashtra.

This month sees the narrowing of the fight between NaMo and RaGa on one hand and some glimmering hope for federal front. In any case, India is getting ready for Elections.

This month emphasized the differences between leaders and managers – every effective manager is a leader but every leader need not be a manager. Leaders ask questions, leaders call attention to mistakes indirectly, leaders reward the smallest improvements too, leaders emphasize the good, and leaders give credit. Can we be leaders? Can we produce more of them?

I came across Harvard Business Review 'Management Tips' discussing Managing Self, Managing Team and Managing Business. The Tips include –

- *Let us have a Leadership Vision, long-term.*
- *Let us schedule Regular Meetings with Self*
- *Let us manage our limited energy – take breaks, reduce interruptions, do what we love*
- *Let us decrease our technology dependence*
- *Let us keep to-do list and do the most important thing first*
- *Let us schedule time and energy for non-urgent things*
- *Let us not micromanage ourselves*
- *Let us give up control and let us set direction*
- *Let us have people we enjoy working with and take up issues we enjoy solving*
- *Let us take breaks everyday – exercise, cell-off, solve puzzles*
- *Let us identify our unique skills and focus on the distinctive skill set*
- *Let us achieve thought leadership*
- *Let get over our mental barriers*
- *Let us have 30-second 'about myself' pitch always ready*
- *Let us nurture humanness, intuition, tough empathy and uniqueness in us*
- *Let us keep things simple*
- *Let us be transformational – give love, growth, space for contribution and meaning*
- *Let us build a culture of trust and mentoring*
- *Let us assess behaviours in addition to results*
- *Let us identify hidden talents of our associates*
- *Let us identify our smartest and work with them differently – stretch and challenge them*
- *Let us inspire, engage and trust*
- *Let us innovate with less and make low-cost mistakes*
- *Let us be cost-effective*



Leadership is love for the universe. Leading is being useful to the universe in the way universe wants. It involves thinking, articulation and doing. It requires unlearning, learning and practice over a long period of time with dedication, intense and concentrated effort and discipline. Leading requires building leaders to lead.

This is the spiritual journey! The bliss is in the journey! This is krishnakrishnayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue deep and intense reflection deep within for unlearning, learning and mentoring leaders for being useful to the 'universe'! Krishna confirms – lead (antaryami) and led (antaraatma) are free souls yearning to be one together with thought, speech and action and they are meant to mutually change positions constantly.

Join us in the world of yoga – for leading and being led – towards krisnaraadhayogasiddhi. You will not regret it. June 2013

## 69. Being Productive and Efficient

Telangana is announced!

India is getting ready for Elections! Parties are not ready for transparency in their affairs: they say no to 'comply with RTI'.

This month endorses living in the moment as the way for us – happiness is a by-product; success is being useful to the world through our own calling; first things first; being brave is doing the right things despite our fears; strongest people feel the pain, accept it, learn from it and fight through it; only we, no one else, hold ourselves back; there are no automatic entitlements from others; there is some discomfort in while we grow; and it is never too late for anything.

Most of us in the business of being useful are entrepreneurial in our modus operandi. Benjamin Franklin offers us a set of lessons –

- Having and adhering to a strict personal code of conduct
- Well-maintained daily routine
- People skills
- Doing more and saying less
- No procrastination
- Assessing pros and cons
- Perseverance
- Seizing opportunities
- Keep trying something new and learning from mistakes
- Welcoming change

For many of us who are in teams and team managements, meetings are a must. But, we know meetings are the biggest productivity killers. Some tips, I gathered during the month, to reduce the loss include –

- Having a note circulated before the meeting;
- Giving 10-15 minutes to ensure that this note is read before the discussion begins;
- No presentations, but only clarifications and discussions;
- Defining the objective of the meeting and identifying the driver of the meeting;
- Taking time to define jargon, semantics and first principles;
- Assigning someone to take notes and circulating the notes taken; and
- Summarizing conclusions and next steps

Being useful to the universe is a function of our ability to influence and get influenced. Influence is a function of likeability of our cause and/or our persona. If we don't like people, people won't like us. And to like people, we need to accept them. If we accept them, they'll accept us. For acceptance, we need to appreciate that –

- An individual is not either 1 or 0;
- Everyone is better than us at something or the other;
- At a basic level, people are more similar than they are different;
- People have reasons for their behavior;
- In the end, we all die equal; and

- It begins with a real smile

I can't agree more with Peter Buffet when he says –

- Nearly every time someone feels better by doing good, on the other side of the world (or street), someone else is further locked into a system that will not allow the true flourishing of his or her nature or the opportunity to live a joyful and fulfilled life.
- There are people working hard at showing examples of other ways to live in a functioning society that truly creates greater prosperity for all. Money should be spent trying out concepts that shatter current structures and systems that have turned much of the world into one vast market.
- As long as most folks are patting themselves on the back for charitable acts, we've got a perpetual poverty machine going on.

Humanism is an expression of love for the universe. Humanism is being useful to the universe in the way universe wants. Leading with humanism involves thinking, articulation and doing. It requires listening to the ground, unlearning, learning and practice over a long period of time with dedication, intense and concentrated effort and discipline. Humanism means mentoring ourselves to be truly human and humane and lead.

This journey is spiritual! This journey is the bliss! This is krishnamaargam.

Can we be there? Yes, if we pursue Atma Yoga. If we are human! If we live in the moment with the people! If we practice deep and intense reflection deep within for unlearning and learning for being useful to the 'universe'! If we mentor leaders to lead with humanism! Krishna confirms – supreme (paramaatma) and free soul (jeevaatma) are meant to be together in thought, speech and action and they are meant to co-exist in each other eternally.

Join us in the world of yoga – for leading with humanism – towards krisnamaargayogasiddhi. You will not regret it. uly 2013

## 70. Practising Self Evaluation

*Right to Information, Right to Employment and now Right to Food! Food Security Ordinance is moving towards becoming an Act!*

This month endorses that the way to mastery is 'deliberate' practice – a constant sense of self-evaluation and of focusing on one's weaknesses. It requires effort of relentlessly focusing on our weaknesses and inventing new ways to root them out. When we say 10,000 hours of effort for any significant achievement, we are talking about this deliberate practice for mastery.

We cannot agree more when Bob Fuller proposes - none of us will live balanced lives until we fully embrace the principle that "dignity is not negotiable. This would mean a living wage, universal healthcare and quality education for all.

My new learning is that a disabled person does not like s/he being referred to as 'person with a disability'. S/he does not mind being referred as 'disabled' - disabled by a society that places physical, social, attitudinal and architectural barriers in her/his way. Disabled means 'prevented from functioning'.

We tend to make a judgment of the persons with their handshakes. But we need to be careful to discount for the biases that go with them. One way is to postpone shaking hands towards the end of the interaction/meeting.

All of us in the business of being useful to the world need to balance our work, life and family. It is almost impossible to be doing it all. During the month I gathered –

- The best way is to start with writing out our Personal Values and Long-Term Goals on a sheet (may be at the bottom). Add rows on top each with headings for our possible set of activities that have to be done. Make copies, say one per week.
- Start every week with one sheet and put a date on the top for record. Fill the activities to be done during the week in the beginning of the week itself. As the week progresses, add/delete/modify the activities. Indicate the completed and incomplete activities. Write remarks for not completed activities.
- The possibility of increased work-life-family balance would tend to improve if we get habituated to this tracking system.

I remembered Vivekananda –

*"my thoughts seem to come from a great, great distance in the interior of my own heart."*

I remembered Tagore.

*"S/he it is, the innermost, who awakens my being with her/his deep hidden touches.*

*S/he it is who puts her/his enchantment upon these eyes and joyfully plays on the chords of my heart in varied cadence of pleasure and pain.*

*S/he it is who weaves the web of this maya in evanescent hues of gold and silver, blue and green, and lets peep out through the folds her/his feet, at whose touch I forget myself.*

*Days come and ages pass, and it is ever s/he who moves my heart in many a name, in many a guise, in many a rapture of joy and sorrow."*

Innermost is the driver for our expression of love for the universe. If we listen, innermost guides us to be useful to the universe in the way universe wants. Lead by innermost, our thoughts, words and deeds go in the direction of being useful. Enhancing the present 'feeble' voice of innermost requires us to deliberately practice the processes of unlearning and learning, assessment and correction of errors and

practice, over a long period of time with dedication, intense and concentrated effort and discipline. Innermost would surely mentor us to be useful and lead us into universe.

This deliberate practice is spiritual! This practice is the bliss! This is krishnaprakriti.

Can we be there? Yes, if we pursue Atma Yoga. If we are willing! If we have the energy, time, and faculties to be with the innermost! If we practice deliberate practice of intense reflection deep within and listening to the innermost's thoughts and voice! If we mentor leaders to listen to the innermost and act! Krshna confirms – aatma (soul) and antaraatma (innermost) are meant to be together in each other eternally.

Join us in the world of yoga – for listening to the innermost and leading – towards prakritipurushayogasiddhi. You will not regret it. August 2013

## 71. 10 Things to make us Happier

Let us remember all our teachers who have made and been making a difference to our lives!

5 states are going to polls!

This month endorses that we are the instruments of the universe, the master. Our usefulness and growth begins with the master's belief and faith in us that we can be instruments in the first place. It is followed by the gentle push, gentle nudging and sometimes a calculated hard knock. The master always conveys the message in simplest manner and in a variety of ways. The key is not in the play of the instrument but making us into useful instruments slowly and steadily. In fact, the master lets us to chisel, evolve and grow into an useful instrument, with little obvious tips. Then of course, we are impacted for a life time and beyond. And the teachers are the master's hands in shaping us into these instruments. So many of them, in so many forms!

The second endorsement of the month is that we need to have mastery in one, followed by one more and one more. When the rich and the poor have multiple livelihoods, why are we getting stuck with a single 'job'? Why are we not going adding multiplicity into our works to realize our complete potential? Is not our decent living and satisfaction is a function of doing more things? Not just doing one thing perfectly (?). We do not have to be struggling in one to do another. We can do both and more well. All of us possess a variety of skills and we want to realize the potential in all of them. Despite success in one pursuit, we would like to enjoy developing and using other skills. Let us do more and enjoy doing. It recharges us and refreshes us too. Some tips gathered for this include -

- Start a hobby
- Be a volunteer
- Be a part of a small business
- Diversify in a small way
- Teach, Consult, Mentor
- Go to school again
- Take a sabbatical
- Travel and be with nature
- Work on your inner self
- Treat this as an investment

I learnt during the month that the happiness/satisfaction that is derived from fulfillment of a deeper purpose/meaning of life lasts longer and in fact works on the genes. Belle Beth Cooper lists 10 simple things that we can do today to make us happier –

1. 7-minute exercise, yoga mudra, meditation etc., releasing proteins and endorphins that make us feel happier.
2. More sleep, including power naps, becoming less sensitive to negative emotions and recalling pleasant memories
3. Short commute over a big house or a better job
4. Intimate time and strong relationships with people who matter to us, and helping others even if we are introverts
5. Going outside and spending 20 minutes a day in the fresh air [happiness is maximized at 13.9°C!]

6. Helping others, at least 2 hours per week and pro-social spending
7. Smiling really using eye sockets with positive thoughts
8. Planning a trip, penciling on the calendar, even if we do not undertake one
9. Meditating, meditating regularly resulting in immediate experience of calm and contentment and altered brain wiring for happiness
10. Practicing gratitude expression in words, writing and action

Getting older is enjoyable and all things being equal, getting old gives greater happiness. Incidentally, too much of tidiness does not support creativity and to that extent it is not a happiness booster.

The innermost and the master are two sides of the same coin. Together, they drive us towards expression of love for the universe. If we listen, the innermost and the master guide us to be useful to the universe in the way universe wants. Lead by innermost and master, our thoughts, words and deeds go in the direction of being useful. When in sync, the interplay and reverberations of the innermost and the master push us to climactic crescendo. This synchronization is what we need to strive for through deliberate practice for a long time. Innermost and master would surely evolve interplays towards being useful and leading us into universe.

This interplay is the bliss! This is krishnamaanasam.

Can we be there? Yes, if we pursue Atma Yoga. If we let the master in! If we let the innermost reach the master! If we practice listening to the innermost's thoughts and voice and to the master! If we let them to unlearn and learn from each other! Krishna confirms – the master and the innermost are meant to be together and act eternally.

Join us in the world of yoga – for listening to the innermost and the master – towards  
krishnakrishnayogasiddhi. You will not regret it. September 2013

## 72. Taking Decisions Subconsciously

*Let us remember Gandhi! Let us remember Shastri! Let us remember Patel!*

*Polls in 5 states, Opinion Polls project - advantage BJP!*

*Narendra Modi, the BJP's PM candidate!*

*Sachin Tendulkar announced his retirement from Cricket!*

This month informs me that Gandhi is an example of practitioner of participation to the core.

This month endorses again that we do better when we submit ourselves to the master.

Belle Beth Cooper reinforces that we take most decisions subconsciously and seek facts for articulation of the logic for that decision. Subconsciously -

- We seek information that matches our beliefs rather than being completely open. This is a confirmation bias, most of us seem to have. Therefore, it is important that we constantly challenge our beliefs on a regular basis to avoid getting caught up in the confirmation bias.
- We confuse initial conditions/selection parameters with results.
- We worry about things we have already lost. We are wired to feel loss far more strongly than gain. It is difficult to get the sunk cost principle into our heads.
- We forget probability and think that past results change the probability now although there is no such link.
- We tend to get into post-purchase rationalization.
- We tend to make wrong decisions when we have more options even though some of the options are not real or not useful. The trick is to throwing out the useless or unreal options out before decision-making.
- We believe our memories more than the facts.
- We make mistakes when language acts as a limitation.

It is important for all of us to start the day well. Following things can help in the same -

- Arrive in time
- Take a deep breath, walk around, meet people, smiles
- Give your five minutes to think of the day
- Start the day on a clean slate
- Get out of moodiness, have a coffee
- Make a to-do list
- Be in the present
- Check for goals of the day from colleagues
- Organize the workspace, clear yesterday out
- Don't be distracted by e-mail inbox or in-tray
- See snail mails, notes and voice mails
- Complete urgent e-mails and urgent calls immediately
- Take a mid-morning break



In the ultimate analysis of life, three things seem to be critical for us – work, companionship and balance. This would mean realization that we cannot do everything all by ourselves; life is a marathon with resilience; we need to give before we get; we need time, place and support for recovery; and the people are better off for having known us.

For people like us, we seem to have several stages/transitions in our lives –

- Schooling (first 20-25 years);
- De-schooling and working to peak (second 15-25 years);
- Second innings and preparing to pursue the unpursued (third 10-20 years);
- Inertia of first and second innings and Spiritual Journey (next 5-25 years); and
- Renunciation/Nirvaana

Interestingly, these transitions happen in our lives whether we are conscious or not. If we become conscious, we can prepare for the transition. It is possible that we may shorten a transition, if we could work on it. This journey is extremely gratifying and therefore keeps us in eternal happiness.

The master's grace falls on us when we are ready. Above journey prepares us for the master's grace. The master speaks in various ways including through the innermost. Initially, the innermost is not audible. It requires training and practice to listen to the innermost and act. If we do so, we remain useful to the universe. Innermost drives us towards expression of our love for the universe. When in play, the innermost pushes us to climactic crescendo. This play of the innermost is what we need to strive for through deliberate practice for a long time. Innermost would surely keep playing in we evolving useful and flowing into universe. Innermost could not help but take us in.

This play of the innermost is the bliss! This is krishnaantarangamaanasam.

Can we be there? Yes, if we pursue Atma Yoga. If we let the innermost to take charge! If we let the innermost reach out to you! If we practice listening to the innermost's thoughts, words and signals! If we let ourselves be in the innermost's charge! Krishna confirms – the soul within and the soul without are meant to be lost in each other eternally.

Join us in the world of yoga – for playing with the innermost – towards krishnaantarangayasiddhi. You will not regret it. October 2013

## 73. Mentally Strong Social Entrepreneur

*Polls in 5 states go on!*

*Sachin Tendulkar is a Bharat Ratna!* Remembering Dr Verghese Kurien, Social Entrepreneur-at-large!

This month takes me to the threshold of transition. All my excuses seem to be over. I need to get going beyond schooling and de-schooling, to pursue the core deep within.

Amy Morin lists a mentally strong social entrepreneur would not be doing. These include –

- No time to feel sorry for themselves [optimism does not die]
- No transfers of control to others who make them feel inferior or bad.
- No shying away from change.
- No time for things they cannot control.
- No extra steps to please others (naturally kind and fair)
- No fear to take calculated risks
- No time to dwell in the past
- No time, energy and investment for making the same mistakes over and over
- No time and energy for resenting other's successes
- No giving up with failure
- No fear of being alone and no fear of being with others
- No expectations from this world without homework and intense effort
- No immediate results and no short cuts

To be mentally strong, it requires lots and lots of practice, discipline, effort and continual self-reflection. This would be improved with the help from the master.

The initial de-schooling and work has to be transformed and developed over a long period of time, may be a decade or two, to achieve the glorious potential that exists within us. This gets accentuated and picks up pace working with the master and the master's grace. The potential becomes the symphony for the universe. It requires exploring each other's depths together. It requires careful weaving together of the two into one. This transformation of weaving requires unbroken time together of the deep within and the without. Otherwise, the possible may not be a reality.

Within and without have the same vision of something wonderful yet separated by solid walls. Both are frustrated and are in constant struggle – one breaking the walls and the other building the walls. It causes deep and intense pain on one level or the other. This resistance needs to be appreciated and melted out.

Twenty-plus years since the opening and de-schooling process has been initiated, the learning and transition into a next phase is pulling the steely exterior with all its force to surrender. No waiting is possible now, it appears. While it is the best it could reach, it has to go without its full development and climactic expression in the form of a finest weave.

Surely, 'without' is better by the touch of the 'within', even if they are not woven into one. Even if something deep goes unfulfilled for now! They continue to touch each other till the end.

Weaving together of the within and without is the master's work and grace. It happens when we are ready. Getting ready is intense preparation, training, practice with intense effort with single minded pursuit. Pursuit of the universe! Pursuit of the 'within'! If we do so, we become and remain useful to the universe with all the love we possibly can give. This signals readiness to the master. When ready, the

master takes the 'within' and 'without' and weaves them together. When ready, the master gets into the 'within' and pushes us to get woven together. The master separates and chooses the 'within' from others who are masquerading as 'within's. Then the 'within' would surely persist with weaving with 'without' in we evolving into eternal weave of warp and weft of the universe.

This weave of the 'within' and 'without' is the bliss! This is krishnaambaram.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue and get ready! If we choose the 'within' from duplicates! If we let the 'within' be in touch with the 'without'! If we let the 'within' take over the task of weaving! If we let 'within' and 'without' be woven together! If we let the master take the charge of nurturing and mentoring the 'within'! Krishna confirms – 'within' and 'without' are meant to be woven together and lost in each other eternally.

Join us in the world of yoga – for letting our 'within' and 'without' be woven together – towards krishnaambarayogasiddhi. You will not regret it. November 2013

## 74. Irrefutable Laws of Leadership

*AAP makes history in Delhi. Congress loses Delhi and Rajasthan and retains Mizoram.*

*BJP retains MP and Chattisgarh. Remembering Manoharan, Development Monk!*

This month confirms that Transition is the way out. The pathways need to be built. There is not much time.

John Maxwell lists 'irrefutable' laws of leadership. These are –

- One's leadership ability determines one's effectiveness;
- True measure of leadership is influence; it is not the same as management, entrepreneurship, pioneering, knowledge or position. It includes inner person (character), deep relationships, grasp of facts for vision, intuition, expertise, experience and ability to deliver
- Leadership is a process that develops daily; learning is ongoing as a result of discipline and perseverance
- Leadership is a plenty of preparation and intense charting a course of actions, based on faith and facts;
- Leadership is adding value through serving others – care, help grow, relate, reach out;
- Leadership is Trust;
- Leadership is Respect;
- Leadership is Intuition – reading the situation, the trends, the resources, the people and the self;
- Leadership is Magnetism – attract the same kernel
- Leadership is Connecting authentically – with self, with knowledge, with practice, with adaptation, with hope, belief and focus on the 'connected';
- Leadership is a function of the inner circle – with complementarities, value-add and team chemistry;
- Leadership is 'let go' and empowerment against insecurity, resistance to change, and lack of self-worth;
- Leadership is visioning and being an example – what, how and why;
- Leadership is leader first, dream next;
- Leadership is a leader dedicated to victory and building a team with shared vision;
- Leadership is Momentum
- Leadership is Prioritization – based on requirement, return and reward; focus on 80%.
- Leadership is Giving up comfort zone;
- Leadership is Timing;
- Leadership is developing leaders; and
- Leader's lasting value is measured by Legacy – living it, finding people to carry on with it, passing the baton, and nurturing/mentoring them.

To lead, we need to take responsibility and prepare for it. We need to practice, put in disciplined effort and reflect. All of us are meant to be leaders with the glorious potential within us. We are leaders and

we are led. In the skilful hands of the master, we realize our potential to be led and lead simultaneously. We will lead by getting led by the master into the symphony for the universe. It requires leader and the led exploring each other's depths together. It requires careful knitting together of the lead and the led into one. This transformation requires unbroken time together of the lead and the led as co-leads. Though separated physically, co-leads have the same vision of something wonderful for this universe for them to be one. No waiting is possible now. They complement each other. Their senses complement one another. They begin to become one and the distinction disappears. They become one.

Knitting together of the lead and led for the universe is the work and grace of the master leader of the universe. It happens when we are ready. Getting ready is intense preparation, training, practice with intense effort. Universe is pursuing relentlessly! 'Within' is pursuing endlessly! If we let our body, senses and our little world fall in line, we join hands with the pursuing 'within' and the universe to become and remain useful to the universe. This joining with 'within' signals readiness to the master leader. Then the master leader takes charge and lets us knit ourselves together. The master leader pushes us to get knit together. The master leader lets us throw away others who do not fit the knitting together. Then we would surely persist with getting knit together as the master leader's chosen eternal team of the universe. This teaming of the 'within' and 'without' is the bliss! This is krishnadalam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue and get ready! If we choose to alternate between the led and the lead! If we choose out the ones that do not have the will to complement the led or the lead! If we let the led and the lead be in touch forever! If we let the lead take over the task of knitting! If we let the led and lead to emerge as co-leads! If we let ourselves to practice the nurturing and mentoring the led and the lead! Krishna confirms – the led and the lead are meant to be co-leads together lost in each other eternally.

Join us in the world of yoga – for letting the led and the lead be knit together – towards brindaavanayogasiddhi. You will not regret it. December 2013

## 75. List of Books for Our children

*We are celebrating the anniversary of 150 years of Swami Vivekananda.*

*Let us remember the martyrs for our freedom and development.*

This month reconfirms that Transition is the way out. This has to be triggered by ourselves. It is not an entitlement. One needs to work for it. It requires several trials before one hit on the right pathway. One needs to take the initiative. There is no good excuse to avoid it now. One needs to offer something worthwhile for each of the partners. It is not enough to think about it. It is important to act on the thoughts, beliefs and intentions. In the end, being useful only matters.

I gathered a list of books our children should read before they grow. These include -

- Mahabharata
- The Why-why girl
- Granny's Sari
- Barefoot Husain
- All About Nothing
- Handmade India
- Malgudi Days
- We the Children of India
- Why are you afraid to hold my hand
- Mathematwist: Number Tales from Around the World
- Little Indians
- One World
- Sorry, Best Friend
- The Jungle Book
- Girls of India Series
- First Look at Science Series
- History of India
- The Rusty Series
- A Trail of Paint
- The 14<sup>th</sup> Dalai Lama
- Letters from a Father to a Daughter
- Ramayana
- Excuse me, is this India?
- Haroun and the Sea Stories
- A man called Bapu
- Gitanjali
- The Bible
- The Quran

- Bhagavad Gita

Rolf Dobelli in his 'The Art of Thinking Clearly' lists various systematic cognitive errors in our thinking patterns. These include –

- We overestimate their chances of success
- We think that we quickly recognize patterns
- We think that we do not have confirmation bias
- We think we are more charismatic than what we actually are
- We have a bias to spend more time with people who think like us
- We do not verify knowledge that comes our way
- We think selecting right people is not important and it could be substituted with extensive training
- We would tend to conform with our peers although they are not right
- We would remain attached with the past investment rather than future benefits
- We do not want to unlearn and we tend to be blind to disconfirming evidence

To be useful, we need to practice the art of thinking clearly. We need to put in disciplined effort and reflect. All of us are meant to think to bring out the glorious potential within us. We think and therefore we act. Our usefulness is in our action. With the thoughtful grace of the master, we realize our potential to think and act. Our action led by clear thinking lets us be part of the symphony for the universe. This clear thinking and action requires unbroken time together with the inner self. Slowly the distinction disappears and they become one.

Unbroken time together is the grace of the soul of the universe, when we are ready. Getting ready is intense preparation, training, practice with intense effort. As our body, senses and thoughts fall in line, 'within' signals readiness and the soul of the universe takes charge and lets us persist with working for the universe for eternal togetherness in the universe.

This eternal togetherness is the bliss! This is krishnasangamam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue and get ready! If we think clearly and act! If we stop making errors in thinking! If we let the thoughts into action! If we let the inner self to lead the thoughts! If we let ourselves to practice the nurturing and mentoring the body, the senses and the thoughts towards listening to 'within'! Krishna confirms – 'within' reflects the universe and universe reflects the 'within' and therefore, we as a medium lose ourselves as they reach out to each other eternally.

Join us in the world of yoga – for losing ourselves in the eternal togetherness – towards viswamaanasayogasiddhi. You will not regret it. January 2014

## 76. Coping with Stress

*Happy Valentine! This is a special 142(14)14!*

*Telangana is official now.*

*Largest Election Exercise of the World is on.*

This month reconfirms that love is the way for transition. Love begins with the self. Love is not an entitlement. Love is a way and we need to work hard and practice to love. Failure is the first part of love. To achieve one success, there will be ten micro-failures. Therefore, we have to be open to failure and learning. Loving has to be learnt. There are no excuses not to be in the path of love. We need to keep going forward, with a smile. Love means we are useful. Usefulness is the essence of love. Usefulness is a function of ability, time and using the ability with a purpose. Thoughts, beliefs and intentions bring this improvements in the ability, investments of time and aligning with the purpose. This is love. This is loving. The transition is to be built on this foundation.

During the month, I gather – intermittent stress is a contributor to great performance; and managing emotions in times of stress to remain calm and in control is the key to top performance. Prolonged stress does not contribute to high performance. In fact, it decreases cognitive performance. Instead it increases the risk of heart disease, depression, and obesity. Therefore, coping with the stress is critical. Some of the effective strategies include –

- Appreciate what we have; be grateful for what we got
- Avoid asking 'what if' as far as possible
- Think and stay positive
- Disconnect and become offline intermittently
- Limit caffeine intake
- Sleep adequately
- Reduce negative self-talk; if required write it down
- Reframe the perspective
- Focus on breathing
- Recognize, have support systems and use them

To be useful, we need to practice the art of managing stress. We need to put in disciplined effort. Vision of usefulness provides the creative tension and our actions to resolve the tension is contingent on this. Mission of usefulness provides the drive and creates intermittent stress for accentuated and accelerated actions for usefulness. This vision and mission requires co-travelers in the journey of usefulness. They become mutual supporting systems. Defined values of usefulness would ensure that we remain on this path without getting into any detours.

Usefulness to the universe and realizing glorious potential within us are the two sides of the same coin. Consolidated realized glorious potential within us is the larger good to the universe. Our usefulness, therefore, is in our actions towards realizing the potential. These actions are actions of love. Love lets us attract our co-travelers to become teams of symphony for the universe. To be together in the symphony of the universe, we need to become one with the inner self.

Transition is for this oneness. For unbroken time together. The time is now. The universe signals readiness. The soul of the universe is beckoning. We have to get ready. The inner self has to take charge in we getting ready and the body, senses and thoughts falling in line. As 'within' persists with 'transition', eternal togetherness in the universe is the way out.



This persistence of 'within' is the bliss! This is raadhavasantham.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue, persist and get ready! If we listen to the soul of the universe! If we respond to its call! If we set our vision and mission of usefulness! If we realize the creative tension of not being together with our 'within'! If we keep persisting with resolving this creative tension! If we let the 'within' to take charge! If we let the 'within' to take us in and climax! Krishna confirms –'within' is the universe and universe is 'within'. Therefore, universe pursues us to lose ourselves in the universe eternally.

Join us in the world of yoga –for being pursued by the universe, if only we are willing–towards krishnavasanthayogasiddhi. You will not regret it. February 2014

## 77. Transition in Life

*Telangana Appointed Day is 2 June. Preparations are going on at brisk pace.*

*9-phase Election Processes are in progress. Election Code is in vogue. Parties are finalizing alliances, seat sharing arrangements, vote sharing tactics, etc. Manifestos are being released. Candidates are being announced. Initial advantage appears to be with BJP. Middle Game and End Game will be critical.*

*Transition times, transition results, transition ways.*

*Transition is in the air.*

Transition is for legacy and it needs us to live. Transition requires us to have 'life'. Transition requires linkages. Transition requires authentic leadership. Learning and of course, love are integral to transition.

Life could be divided into four phases –

1. Getting ready (initial learning, first 15-30 years);
2. Working (prime livelihood, second 0-40 years);
3. Transition (fulfilment beyond working, third 10-40 years); and
4. Towards nirvana (last 0-10 years).

Of these three phases, the third phase is the most mature and critical phase towards maximized usefulness to this universe. In this phase, we discover and realize our latent and inner potential with lasting impact and legacy. Obviously this begins with the self, but extends to the universe. We keep going forward. Transition means we are useful. Usefulness is the essence of transition. Transition combines wisdom of learning over the years, the realization of the potential of highest impact, ability, time, and purpose and brings forth usefulness of highest order. Transition is therefore a transformation. Transformation is caused collectively by thoughts, beliefs and intentions towards improvements in the ability, investments of time and aligning with the purpose.

The month has endorsed the importance of consistent writing for all our letters, documents, notes etc. We need to follow a style and format guide consistently. The elements of consistent, crisp and good writing that require norms to be followed include –

- American English vs British English vs Indian English, and exceptions
- Gender neutral language
- Size of the Page
- Justification of the Paragraph
- Header
- Footer
- Capitalization
- Lower, Upper Case
- Hyphenation
- Bullets, numbered bullets, sub-bullets
- Titles, Captions
- Headings
- Currencies
- Dates, Date Ranges, Years
- Time, Clock

- Units, Ranges, Weights and Measures
- Active Voice vs Passive Voice
- Indirect Speech vs Direct Speech
- First Person vs Third Person
- Hyphenation
- Numbers, ratios and fractions
- Line Space, Paragraph Space
- Paragraph indent
- Fonts and Font sizes
- Punctuation
- Bold vs underline vs italicize vs normal
- References
- Abbreviations/Acronyms, plurals of abbreviations
- Use of apostrophe
- Abstracts
- Power Point presentations

To be useful, we need to communicate. We need articulate communication. We need to write. We need to present. This requires practice and disciplined effort.

Transition for realizing glorious potential within us and usefulness to the universe is the same thing said in two different ways. Consolidated realized glorious potential within us is the larger good to the universe. Our transition, therefore, our usefulness is in our actions towards realizing the potential. These actions are combined actions to integrate learning, potential, invested time and effort. Integration lets us attract our co-travelers to become teams of symphony for the universe. To lead and to be led for the symphony of the universe, we need to become integral to the inner self.

This integration is the transition. The time is now. The inner self has to take charge now. Body, senses and thoughts fall in line now. As 'within' persists with 'transition', eternal integration in the universe is the way out.

This persistence with integration is the bliss! This is raadhapallavam.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue, persist and get ready! If we go after the soul of the universe! If we respond to its call! If we set our values of integration! If we realize the creative tension of not becoming our identities on integration! If we keep persisting with resolving this creative tension! If we take charge together! If we climax together! Krsna confirms – together we are the universe and universe is 'us'. Therefore, universe pursues us and we pursue universe eternally.

Join us in the world of yoga – for mutual pursuance – towards krishnavapallavayogasiddhi. You will not regret it. March 2014

## 78. Management

*9-phase Election Processes are still in progress.*

*Transition continues to be in the air.*

Management is a critical skillset for all of us in the business of transition and transformation.

In the four phases of life, most of us move into management positions. Management involves managing self, managing people and teams, managing projects and performance, managing institutions and managing information. Most of us moved into management with time. We have not prepared for ourselves for this. Therefore, we end up simply managing. Or *Simply Managing, courtesy Henry Mintzberg.*

Managing has three critical dimensions – information, people and action.

1. 50% of our management time is on information and communication as monitor, nerve centre, disseminator and spokesperson; followed by information and control via decision-making in terms of designing, delegating, authorizing, allocating, and deeming.
2. Managing People inside involves leading in terms of helping to energize individuals and develop individuals; helping to build and maintain teams; and helping to establish and strengthen culture. Managing People outside involves linking to them in terms of networking, representing, conveying and convincing, transmitting and buffering.
3. Managing Action translates as doing in terms of engaging in projects, handling disturbances, building coalitions, and conducting negotiations.

Competencies for Managing include –

- Personal Competencies – internal self-management, external self-management, scheduling
- Interpersonal Competencies – leading individuals, leading groups, leading units, administering, linking the units
- Informational Competencies – verbal communication, non-verbal communication, analyzing data
- Actional Competencies – designing, mobilizing

Managers cannot be created in the classrooms. Managing is learnt on the job, enhanced by a variety of experiences and challenges. Management Development Programs help them to make meaning of experience through reflection and sharing. Management Development should include organization development designed to drive change. Management Programs have to be around managerial mindsets

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- Reflection, about managing self
- Analysis, about managing organizations
- Worldliness, about managing context
- Collaboration, about managing relationships
- Action, about managing change

10 days in each module. 50 days over 3-6 months!

Managing naturally is seen as engaged to be engaging and connected to be connecting. From management to communityship!

Managing naturally is the way for transition for realizing glorious potential within us and usefulness to the universe. Our transition, therefore, our usefulness is in our actions towards acquiring information, people and action management and realizing the potential. Integration lets us identify and attract our co-

travelers to become teams of symphony of action for the universe. This is managing naturally and simply. A platform for information. A channel for relevance. A coalition for networks. A team for teams. A portfolio of practices.

This is the transition. The time is now. The inner self has to take charge now. As 'within' persists with 'transition', universe leads eternal natural integral management within.

This persistence with living the nature's way is the bliss! This is prakritiramaneyam.

Can we be there? Yes, if we pursue Atma Yoga. If we go after the soul of the universe! If we respond to its call! If we follow the inseparable ways of prakriti. If we set our values of natural integration management! If we realize the creative tension of not becoming one with the nature! With the inner nature! If we keep persisting with resolving this creative tension! If handover charge altogether to the nature! Because that is simple, natural and lets us lost together! Krisna confirms – if we pursue the universe and the universe pursues 'us'. It lets us catch up and be with it eternally.

Join us in the world of yoga – for letting caught up – towards prakritipurushayogasiddhi. You will not regret it. April 2014

## 79. 2014-Year of Transition

Election ends. Results are out. Narendra Modi wins.

It is confirmed 2014 is a transition year. I gathered that we have to start:

- Spending time with the right people
- Facing the problems head on
- Being honest with self about everything
- Making our own happiness a priority
- Being self, genuinely and proudly
- Noticing and living in the present
- Valuing the lessons from mistakes
- Being more polite
- Enjoying the things what we already have
- Creating our own happiness
- Giving our ideas and dreams a chance
- Believing that we are ready for the next step
- Entering new relationships for the right reasons
- Giving new people we meet a chance
- Competing against an earlier version of self
- Cheering for other people's victories
- Looking for the silver lining in tough situations
- Forgiving ourselves and others
- Helping those around us
- Listening to our own inner voices
- Being attentive to our stress level and take short breaks
- Noticing the beauty of small moments
- Accepting things when they are less than perfect
- Working toward our goals every single day
- Being more open about how we feel
- Taking full accountability for our own lives
- Actively nurturing our most important relationships
- Concentrating on the things we can control
- Focusing on the possibility of positive outcomes
- Noticing how wealthy we are right now

These 'starts' begin the transition and transformation through knowledge, people and action. These 'starts' take us to realizing glorious potential within us and usefulness to the universe. Let us establish the transition now - see the world around us in its various hues and colours, meet the people and communities around us in their various moods and ways, meet the institutions and people working for/with the people in their own ways and forms, and take the walk around with co-travelers in transition and transformation.

As our co-travelers walk around, see the world together, listen to the people and communities, and interact with the people who are making a difference, the teams of symphony of action for the universe evolve and emerge. This is natural and simple evolution of transition to transformation. These teams anchor platforms for information, channels for relevance, and coalitions for networking. A team for teams would emerge to anchor a portfolio of practices for spreading on a universal scale.

This is the transition led transformation. Now is the time. The inner self is in-charge now. As 'within' commands 'transition', universe takes charge, mentors and guides eternal natural evolution and integration within.

Keep acting in response to the command of the 'within' is the bliss! This is prakritimaanassam.

Can we be there? Yes, if we pursue Atma Yoga. If we respond to the universe! If we catch its calls and signals! If we listen to the signals of the 'within'! If we see the oneness of the 'within' and the 'universe'! If we remain glued to the ways of prakriti! If we set our values for playing along with the natural evolution and integration ways of the universe! Of the inner nature! If we live within these set values! If we can allow 'within' to take charge fully! This is natural. This lets us lost 'within' and therefore in the universe! Krisna confirms – if we go with the inner universe and the universal universe pursues 'us'. It takes us in it. Join us in the world of yoga – for going with 'within' – towards viswamaanassayogasiddhi. You will not regret it. May 2014

## 80. Lens of Krishna-Transcending Transition

*Happy Environment Day!*

*Let the people cope with the changing climate!*

*Let people be more simple and natural!*

*Narendra Modi is now in charge of India.*

*Understanding Krishna's song from the lens of Krishna as a man is essential for taking steps towards transcending transition. These include -*

- Tend to be a Stithapragna – sorrow does not fail his pulse and joy does not make his heart beat faster;
- Tend to move away from Desire, Fear and Anger in the mind
- Tend to be attached to things or persons – be attached to their qualities
- This is possible if we remain focused and meditate on the universe
- Realizing action is an essential part of existence, we need to get going without attachment to the results of these actions
- These actions should be intended for the benefit of the universe at large. Then the sin or the benefit would not bond us and we remain free.
- This universe has seen the time from ancient times to now and it would see the future for ages. Universe has taught us what is right and what is naturally right. Universe is there always, era after era, technology after technology, and it finds ways to purge elements that are not useful to the universe. The universe waits but acts surely.
- Ways to merge in Universe are many and all of them lead to the universe even if we do not realize. Universe is kind to accept all ways, always.
- Becoming free from all bondages except the impending merger in universe is the bliss. This state of mind takes us to remain one with the universe now itself rather than in the 'end'.
- Pleasures that arise from attachment are transitory and they are sources of pain. The way out is to get out of these attachments with a beginning and an end.
- This would mean we continue to do what we are supposed to do, as dictated by the universe in its myriad ways.
- Therefore, renunciation is renunciation of desire for benefits for self. And whatever desire we have for the benefit for the universe, universe would guide us to realize it.
- Universe is everything. Every micro-cosm is a miniature replica of an element of the universe. All that is part of the universe is the universe itself.
- Universe is the creator, sustainer and destroyer. It is Omnipresent. Omniscient. All powerful. Universe never sleeps and never less alert.
- Therefore, love the universe. Love the life. Love the nature. Love the beauty. Love the elements of the universe. We will surely become one with the universe. The true bliss, eternal joy, is there for us.

As many co-travelers, particularly who are making a difference or on the verge of making a difference, to the universe, join in this journey of transition, the transition would take us around, to see the world together, listen to the people and communities, the symphony of action for the universe picks up momentum. We move from transition to transformation on a universal scale.



Now is the time. This is the bliss! This is munimaanasaviswam\_

Can we be there? Yes, if we pursue Atma Yoga. If we flow with the transition! If we co-travel with the 'within'! If we go the ways of silent nature! Of the inner nature! If we can allow 'within' to take charge fully! This lets us lost 'within' and therefore in the universe! Krishna confirms – if we go the way of the universe and the universe takes us in.

Join us in the world of yoga – for going the way of the universe – towards amalahajamaanasayogasiddhi. You will not regret it. June 2014

## 81. Pursuing Happiness

*Let us learn to give and forgive!*

*Let us appreciate to work on stabilizing population in the world we live. Let us make space for tigers to increase in the world.*

The month has endorsed that it is possible to live meaningful life with less, provided we are purpose driven. The most important aspects in life then would boil down to health, relationships, passion, freedom and contribution. It would mean getting rid of the internal mental and emotional clutter and material clutter that does not add value. It would then offer control on our focus, time and resources, so as to find and align our life with our values and beliefs.

The month has also confirmed that we can pursue happiness. Happiness seems to be a result of our genes, values and events in our lives. *48% of happiness is attributable to genes. 40% of happiness, although short-lived, is linked to isolated events. The remaining portion of happiness is in our control and emanates from the pursuit of faith, family, community (read: friendships) and work that creates value in our lives and others' lives.* To share happiness, we need to work towards ensuring that freedom to pursue happiness through meaningful work is accessible to all.

For enduring happiness, loving people is the way forward rather than loving pleasures. Unhappiness increases the activity in the right side of the brain and the happiness increases the activity on the left side of the brain. It is possible that we are happy quite often and unhappy equally. Pursuit of intrinsic goals such as relationships provides happier moments and pursuit of extrinsic goals such as reputation, money etc., provides more unhappy moments. Thus, as we love things rather than people and pursue things accordingly we attract more unhappy moments; and as we love people rather than things and pursue relationships, we attract more happy moments. We have to bold to love people – family, friends, associates, acquaintances, strangers, enemies, self and God. If you are in the 'development' world, it is possible. It would be liberating. It would be augmenting joy in life. It would require to be away from 'materialism'. It would require a lens to screen our basic desires too.

Daniel Kahneman distinguishes experiencing happiness versus remembering experiencing happiness. While we need to be pursuing the first, we end up focusing on the latter quite often. After a certain level, it is confirmed that the money does not buy experiential happiness while lack of money certainly buys misery.

Pattabhiram tells us to devote 1% of our time for stress free happiness – 15 minutes a day – laughing looking at the mirror as soon as we get up, being seated in vajraasan for five minutes, taking a sky walk for a minute, doing a crossword/puzzle/sudoku, give time to exchange mutual trust with family and friends by being, talking, embracing, touching and teaching them, and meditate.

As we move on to transformation from transition, towards universal happiness, we reach viswantaraalam. That is the bliss. Now is the time.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue happiness! If we pursue meaningful contribution to the universe, the way it desires! If we pursue people! If we remain focused! If we keep our focus on contributing and 'within' together! Krishna confirms – universe takes the contributor in eternally. Join us in the world of yoga – for contributing to the demands of the universe – towards antaraalamaanasayogasiddhi. You will not regret it. July 2014

## 82. Freedom

*Remembered Gurudev Rabindranath Tagore's Let My Country Awake*

*Where the mind is without fear and the head 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;*

*Can In to that heaven of freedom, my Father, let my country awake.*

Chandrasekarendra Saraswathi's message on 15 August 1947 appears still relevant – "That state of mind which ensures complete freedom is what we must attempt to achieve ..... and help all the living beings on earth to lead a happy life.

- *He went on to explain the meaning of the national flag. Chakra in the centre of our National Flag reminds us of the moral values. Further, the Chakra makes us contemplate on the spiritual discipline imparted by Krishna in the Gita. That Dharma which shines in the form of a Chakra is clear from Krishna's reference to the Chakra as "Evam pravartitam chakram" in the Gita. The three stripes of saffron, white and green indicate the prosperity, knowledge and strength. He wished us Dharma or Righteousness, Wealth/prosperity, Knowledge, Strength, Happiness and Moksha or Liberation.*
- *He wanted us to move from Nation having the freedom to we becoming independent. This would be possible if we understand ourselves fully, and if we try to control, albeit gradually the mind and set it at rest. For this to happen, every day at least some time should be set apart for practicing the control of mind and bereft of other thoughts. Then gradually, the mind would become calm. Spiritual knowledge would accrue to us fast if we practice this. Then we would truly become independent.*
- *He exhorted us - We must regard other living beings as we would regard ourselves. Even at the risk of death, truth alone must be spoken. Petty social feuds must be averted totally, Every one must strive for improving his knowledge and his spiritual attainments and move with others in an atmosphere of kindness. We must sincerely wish that all people should live happily and peacefully.*

This month reconfirms, for enduring happiness, loving life and people is the way forward rather than loving pleasures. Pursuit of intrinsic goals such as relationships provides happier moments. As we love people and pursue relationships, we attract more happy moments. We have to bold to love people – family, friends, associates, acquaintances, strangers, enemies, self and God. It would be liberating. It would be augmenting joy in life. Of course, we need to reduce the deficit in trust with family and friends by being, talking, embracing, touching and teaching them, and meditate.

As we transform towards greater universal happiness, we are on viswaamalaanandaabhiyaan. That is the journey of the bliss. Now is the time.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue the journey! If we pursue being independent! If we pursue people! If we build relationships! If we remain at it! If we keep our focus on the journey of transition and transformation! Krishna confirms – journey is the way forward to become one with universe for good.

Join us in the world of yoga – for being on the journey of transformation – towards antahkaranasuddhisiddhi. You will not regret it. August 2014

## 83. Illusions

*Remembered Richard Bach's Illusions:*

- The bond that links your true family is not one of blood, but of respect and joy in each other's life. Rarely do members of one family grow up under the same roof
- Your conscience is the measure of the honesty of your selfishness. Listen to it carefully
- You're never given a dream without also being given the power to make it true
- What the caterpillar calls the end of the world, the master calls a butterfly
- It's important. We are all free to do whatever we want to do
- Negative attachments - if you really want to remove them from your life, you just relax and remove them from your thinking. That's all there is to it
- There is no such thing as a problem without a gift for you in its hands
- You're always free to change your mind and choose a different future, or a different past
- You are never given a wish without also being given the power to make it true. You may have to work for it however
- The only obligation we have in any lifetime is to be true to ourselves
- Learning is finding out what you already know. Doing is demonstrating that you know it. Teaching is reminding others that they know just as well as you. We are learners, doers and teachers simultaneously
- Happiness is a choice. It is not always an easy one Real 'illusions'!

Then remembered the star of the eyes, as the eyes moisten a bit, is the 'letter' to remind us that we need to coexist and flow together till the end.

*"... I long for the richness and fullness of further development... you unable to go back, I unable to go forward, in a constant state of struggle ....*

*.... Away and apart or together and apart, it is too unhappy ...*

*.... my precious friend ... the glorious climactic expression of a relationship grown to full blossom (!) .... 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...."*

This month reconfirms, we are only instruments of the master. When 'amma' was detected with adeno carcinoma, surgery appeared a sure solution. Definitive procedure was to be abandoned on the surgery table as it was found to be aggressive and fast spreading as a creeper, and touched most of the key organs. We can only pray for her smooth and less painful departure. Life has to go on for the rest of us.

Amidst all this, our heart and mind are busy reflecting on what we pursue and why. The reflection reconfirms 'hurrying' up transition and transformation processes towards augmenting joy in life in inching towards merger in the universe.

As we transform, we are on viswapravaahasangamayogam. Journey of the bliss. Now is the time.

Can we be there?

Yes, if we pursue Atma Yoga. If we pursue the journey! If we stay on course! If we go on and keep flowing! If we as travelers hold on to each other! If we grow on each other's strengths and complement each other! If we try experiencing the joy of flowing together! If we help ourselves outgrow our own selves, through mutual inspiration and support! Krishna confirms we merge in the universe and we become the universe.

Join us in the world of yoga – for flowing and transforming together – towards viswakrsnaikyayogasiddhi.  
You will not regret it. September 2014

## 84. The Art of Now

*Floods in Kashmir/Srinagar: loss more than Rs.25,000 crore!*

*Hudhud Cyclone hit North Coastal Andhra/Visakhapatnam: Loss more than Rs. half a lakh crore!*

I chanced upon the art of NOW. Relevant to the dot now. Our brightest future is a function of our ability to pay attention to the present. The six steps to living in the moment are –

1. To improve our performance, we should stop thinking about it (we should be unselfconscious). We need to focus on things outside of ourselves. We need to be one with things outside of us. We need to focus on the experience. We need to let ourselves go
2. To avoid worrying about the future, we need to focus on the present, relishing or luxuriating or savoring in whatever we are doing at the present moment
3. If we want a future with our significant other, we need to inhabit the present, breathe. We need to focus on our breathing
4. To make the most of time, we need to lose track of it. We need to flow. We flow when we are engrossed in a task such that we lose track of everything else around us. We feel as if our awareness merges with the action we are performing
5. If something is bothering us, we need to move toward it rather than away from it. We need to accept. We need to let the emotion be there, without judging it, clinging to it, or pushing it away. Acceptance relieves us of this extra suffering
6. We need to know that we don't know. We need to be engaged in the passing moment, without losing ourselves in our thoughts. This is possible if we look for new things

We can become mindful at any moment just by paying attention to our immediate experience. We can do it right now, by becoming the witness and observing the moment through our five senses, without judging it. Let us wake up, become aware of being alive, and breathe. Nothing happens next. It's not a destination. This is it.

This month, as we live in the NOW, reconfirms we are only instruments of the master. 'Amma' settled back in the village living on saline, with no hope in her eyes and heart. Star of the eyes has gone invisible, inaudible, away from touch, feel, smell, and taste. A young colleague has suffered a bad accident in the Himalayan roads and recovering. We pray for the master to respond. Life has to go on.

Amidst all this, the heart and mind are persisting with reflecting on way forward. It reconfirms and reminds the need for flowing with the spotless. It reconfirms the urgent need for transition and transformation. It assures the joy in life in inching towards merger in the universe. As we flow, we are on pravaahanairmalyayogam. Journey of parivartan. Journey of the bliss. Now is the time.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue flowing! If we stay on course! If we live in the now with all the senses in tandem! If we have our thoughts, words and deeds are in sync! If the dark and the spotless flow hand in hand, reinforcing each other, taking all that comes in the way along forward in the flow! Krishna confirms being in the now with complete devotion in the spotless is the surest way for becoming one with the universe.

Join us in the world of yoga – for being in the now and flowing together – towards jagannaatakakrishnayogasiddhi. You will not regret it. October 2014

## 85. Learning from Gita

*Let us remember Dr V Kurien!*

*As my mother rested for good on 21 November 2014, I have been spending my time village, Gundrampally, in mourning (shraddha) reflecting. I have heard Gita several times during this period and I thought of presenting its brief summary, even if it means repetition -*

A 700+ verse (in 18 chapters) Gita, a sub-part, within the epic, Mahabharata, is a great source of inspiration to many of us. In Gita, we see three dominant threads – life of dharma, renunciation with enlightenment and devotion. It synthesizes yoga of knowledge, yoga of action, yoga of transcendence and yoga of devotion. It brings together Vedanta, Samkhya and Bhakti. In some sense, it is a field book (practitioner's guide) to reorganize our inner ways of thinking, feeling, and action in our everyday lives, based on knowledge, devotion and action wherein results are automatically taken care, towards liberation or union (yoga) with the ultimate or universe of reality, progressively from karma to bhakti to gyana.

Karma would be 'inaction in action and action in inaction' without attachment. This would mean desireless action, renouncing fruits of action, dedicating all action for yoga, and surrendering oneself body and soul. This would mean control of all mental desires and tendencies for transient pleasures.

Bhakti would have two elements - faith (sraddha) and total surrender. It includes meditation on the universe, free from ill will for any life (creature).

Gyana would have wisdom and knowledge, and cosmic experience at the micro-level and microcosmic realization at the cosmic level. Seeing the difference between the body and the knower of the body and knowing the way out of the material bondage forms the key means on the path of gyana.

Gita's essence includes:

- Fight (action) with knowledge and detachment;
- Regulate senses and be fixed on being part of the Universe;
- Prepare and wait for bonafide Guru to appear;
- Know that knowledge-seeking and action are not contradictory;
- Fix consciousness on the Universe (sum total of all souls);
- Sankhya, Karma, Gyana and Dhyana Yogas are the stepping stones towards Universal Consciousness
- Of these, Dhyana is superior and constant practice with determination is the key
- Know that everything in existence is a combination of material and spiritual energies of this Universe
- Dhyana Yoga with devotion is the way to joining the Universe
- Universe creates, maintains and annihilates
- Universe seeks intense devotion, not any specific offering
- Devotion itself destroys ignorance if any in the devotee
- Then the devotee becomes the instrument of the Universe for the purposes of the Universe
- Servicing the Universe directly is superior and all other paths end up in this path in due course
- Freedom from material entanglement comes from the knowledge of the material nature – saathvik, rajas and tamas and dissociation from lower order material nature



- Complete Surrender to Universe in devotion can transcend these modes
- Universe is everything; it is the splendor of the sun, it is the fire of digestion, it is the brain, it is the heart.
- Lust, anger and greed are the key elements of demonic mentality and therefore, need to be given up
- In conclusion, Gita persuades us to practice love and devotion to the Universe.
- When the surrendered devotee and the Universe co-exist in harmony, the victory is theirs.

This month, as we reflect, reconfirms we are only instruments of the Universe. 'Amma' gave up the fight and rested, within two days of being off from the drip. We pray for her soul to rest in peace. And we get going. Life has to go on. A jhalak of the plain star in the eyes!

As we inch forward, we are on vairagya yoga. Journey of sristi after laya.

Can we be there? Yes, if we pursue Atma Yoga. If we pursue pursuit! If we renounce the unpursuable! If we allow annihilation of indiscipline of our senses! If we let our thoughts, words and deeds be in sync! If we truly let ourselves be the instruments! Krsna confirms practitioner of love becomes surely one with the universe. Join us in the world of yoga – for being in sync – towards swatiyogasiddhi. You will not regret it. November 2014

## 86. Transition in Long Term

*I remember my friend SS Manoharan!*

Completed the Shraddh rites for the mother and went into deep reflective mode! Slowly, getting back, with the reconfirmation that we are only instruments of the Universe!

As the endorsement comes to what Sugunasri articulated 'within manifests without', the reflection has been trying to answer two existential questions –

Where am I coming from?

Where am I going to?

In essence, this reflection has provided me the basis for this transition I am going through and embarked upon. This would have been more beautiful if the clear sky, pure flowing water, plain lands with flora and fauna, cleansing fire and gentle east pleasant wind are with me. I had only a jhalak of them during this period! A family in Telangana that migrated at least once in every generation, with no land and wealth. No schooling till 7. A residential school admission made all the difference, but residential college gave a miss. Miracle happened so that I could be in residential college at Nagarjunasagar and lived on the banks of river Krishna.

Sunkenpally, Gundrampally, Sarvail, Sagar, Warangal, Guntur, Anand, Visakha, Hyderabad – a wonderful journey! Engineer, Teacher, Community Coordinator, Officer-in-charge, Project Manager, Life Worker, Adviser, Mentor, Editor, Lead ... – an exciting evolution, with an array of mentors in a string of institutions of significance in our country and outside!

*Now, the transition in the horizon for a next long-term agenda of flowing freely towards building, supporting and mentoring national development and livelihoods movement with leadership. This would include people, knowledge, communication, training, projects/programmes. Institutions/organizations... This would include scale. This would include variety and diversity. This hopes 'within' manifests without builds, supports, mentors and lets me flow, individually and together.*

Borrowing the words of Bill George in True North, transition is into third phase of giving back (being useful to the universe the way it wants to our fullest potential) after the second phase (leading) and the first phase (preparing to lead). Therefore, the way forward would include persisting ('any way') with clear direction (of the flow) and seeking help from support structures (that will not let us lose the direction).

The timing of all this is what our hearts take a call. Let us allow our hearts to take charge. This is hridayaraagayogam. Flowing with the melody of the inner flute.

Can we be there? Yes, if we pursue Atma Yoga. If we use the tools of the mind to make the heart into a flute to be played! If we allow our hearts to be touched by the inner self to play on our hearts! If the heart gets to live with the clear skies, natural lands, serene waters, cleansing flames and gentle breezes! If we let our thoughts, words and deeds be in sync with the heart governed by the universe! If we let without manifest within so that within manifests without! If we truly let ourselves be the flute! Krsna confirms a ready flute articulating its readiness would be played and the song would be the song of the universe.

Join us in the world of yoga – for being in sync –towards krsnaraagayogasiddhi. You will not regret it.

December 201

## 87. Sarvail: My Journey with Gurukulam

*I remember Swami Vivekaananda! Also remember Mahatma Gandhi!*

One of the strongest influences on us is the schooling. For me, this has been from the state-run Residential School and Residential College, equivalent of Gurukulam in the modern times.

Thanks to the initiative by PV Narasimha Rao, the combined AP set up the first three Residential Schools at Sarvail, Tadikonda and Kodigenahalli. I was in Sarvail. Soon, Junior College came up at Nagarjuna Sagar. I was there. Their influence and the influence of the teachers and the co-students on us have been life changing. It has made all the difference in our lives.

Traditional Gurukulams in new incarnation! Getting up in the Brahma Muhurat every day, reciting Gandhi's Ekadasa Vrata (Ahimsa et al), in the school assembly by 0700 hrs followed by classes, going beyond the text books, post-lunch supervised assignments, Then it was time for pursuit of special interests and tutorials, followed by games and sports, and evening roll-call where we recite 'yambrahma...' on gita. Self-study with teacher in the vicinity, after early dinner, would end the day, taking some time for individual and peers.

Gurukulams let us explore and understand our interests and potential. We were introduced to art, music, literature, etc. We learnt to use library and reference material. We read vignaanasarvasvam (encyclopedia). We did Tulasi Ganitam. We learnt cooperative competition. We had a balanced curricular, co-curricular and extra-curricular portfolio of activities. We participated in district and state competitions, science exhibitions etc., to stand out clearly often. We tried and many of us won Olympiads, and talent search examinations. We were public persons 24X7, except for the sleeping time. We practiced 'management'. We led and we were led. We missed our families. But, this was compensated well with our ever-available Gurus, loco(local) parents. We became part of their families.

The early Principals (Sastri, Penchalaiah, Srinivasa Reddy, Suguna etc.) and early teachers (Rama Murthy, BLN, Ramanamurthy, Sridhar, Vidya, Vijayaraghavaacharyulu, Goli Venkatramaiah et al), initial batches of students and Venka Reddy at the helm made a huge difference to establishing Gurukulam tradition, with 1:10 teacher: student ratio.

We did well in public examinations. There were state ranks in good numbers. We did well in various admission tests and joined the prestigious institutes. Finally, many of us are working in sought after careers in the public domain and in the professional domains. Our alumni are known for their dedicated service wherever they are. Amongst us, there are state, national and international public servants; there are social, business and political leaders; there are managers/executives in non-government, government and business organizations; there are successful professionals, entrepreneurs and social entrepreneurs; etc. There is no sector in which our alumni are not there – healthcare, engineering, IT, architects, chartered accountants, various civil services, arming, yoga, politics, outsourcing, contract services, infrastructure, roads and buildings, trade unions, education, various businesses, etc. There are distinguished stars in these sectors. And now, they started receiving awards at state and national levels. As alumni we started 'pay back'.

These results led to increase in residential schools in each district/sub district, for boys, and for girls. For all meritorious in general and other social categories. The two states together produce about 10,000/year alumni together.

We also have abhyudaya schools (residential) for STs now. Importantly, the country set up a navodaya school in each district, producing some half a lakh alumni every year.

On this reflection, it appears essential that we take the Gurukulam to all in general, the poor and meritorious in particular. This should form part of the transition agenda now. *I am sure, clearly the sky, the water, the earth, the fire and the wind would come along.*

This is viswavidyayogam. Playing to the tune of the inner flute.

Can we be there? Yes, if we pursue Atma Yoga. If we let our thoughts, words and deeds be sync with the heart governed by the universe! If we truly let ourselves be the flute, the instrument, in the hands of the universe! Krishna confirms no ready instrument would be left out of the orchestra of the universe. Join us in the world of yoga –for being one with universe–towards krsnasangamayogasiddhi. You will not regret it. January 2015

## 88. Living within Limits

This month, Nyla Coehlo (at Co-creating New Practice: 2nd National Workshop on Innovation in Livelihoods Education at XIMB, Bhubaneswar) has taken me to a new course. The set of interesting statistics urged us change our ways of living! Change our ways of development! She calls for an effective sustainable relevant development! Transformation! Paradigm Shift!

Learning is an intuitive, instinctive phenomenon. Organized and systematized education is a relatively recent entrant globally. Some serious shortcomings in the present system of school education appear to be:

- It fails to address in any effective way serious current issues such as the climate crisis, the energy crisis, the food and health crisis, the loss of community, environmental degradation etc.;
- It fails to the specific educational needs of rural, pastoral, tribal, migrant, marginalized, artisan communities, etc.;
- It fails to discuss violent conflict over essential natural endowments (land, water, air, forests, minerals, fossil fuels), financial instability, inequity in resource and energy distribution, degenerate value systems, persistent poverty;
- The learning environment is not yet child friendly and child centric, with emphasis on learning by rote;
- There is hardly any provision for the learning of necessary life skills.

These shortcomings need to be addressed.

We have made a mistake of misusing and privatizing the three basic necessities of life namely land, water and air, instead of restricting ourselves to judicious usufruct rights over the biosphere, hydrosphere, lithosphere and the atmosphere. There are 9 broad environmental categories of indicators for safe operations within the Planetary

Boundaries (we are living in) identified so far –

- Biosphere integrity;
- Land use;
- Freshwater use;
- Nitrogen and phosphorus cycles;
- Stratospheric ozone;
- Ocean acidification;
- Climate change;
- Chemical pollution and novel entities; and
- Aerosol loading in the atmosphere.

We have overshoot the safe boundaries already in 5 out of the 9, except land, water, climate and ocean acidification. Biosphere integrity is in a critical stage.

Socio-economic trends like population, urban population, real GDP, FDI, primary energy use, fertilizer consumption, large dams, water use, paper production, transportation, telecommunications, international tourism etc., and Earth system trends like Carbon dioxide, Nitrous oxide, Methane, Marine fish capture, Shrimp aquaculture, Nitrogen to coastal zone, tropical forest loss, Domesticated land, Terrestrial biosphere degradation etc., show a frenzied activity over the last 50-60 years. It is like the past 50-60 years have compensated for the past 5000-10000 years and more.

Historically, civilizations have collapsed when ecological services have collapsed or energy surplus has been exhausted. Also historically prior to such a collapse there has been frenzied activity, great show of prowess, (false) sense of power and control, exuberance, celebration...akin to what we see in most parts of the globe. We are seeing destruction of all life support systems – land, forests, rivers, food etc., and we are seeing intolerance towards dissenting voices.

For society and world to move forward with resilience, it is necessary at the earliest to transform the central paradigms of our times –anthropocentricity and cheap and affordable energy – to the new ones – universe centricity (ecozoic), earth/living systems and limits to energy.

This new worldview needs to be central in our development discourse and dialogue, policy advocacy at various levels of governance in this world and our ways and content of education so that the cultural transformation begins to get grounded. The elements of the way forward include functional communities close to land, water, air and energy (sun), collaboration, cooperation, simple living that meets basic needs, volunteerism, localization, communitization, commons, ecosystems that meet life's needs and livelihoods.

On this reflection, aided by Nyla (I met her again, may not be a coincidence!) it appears essential that we take this jolt and begin our transition to the new path quickly. *I am sure earth systems without any doubt come along with living systems.*

This is viswajeevayogam. Inner flute in communion with the intrinsic tune of the universe!

Can we be there? Yes, if we pursue Atma Yoga. If we listen to the signals and signature tunes of the universe

through its agents! If we truly let the universe play its ragas through us as its flutes! Krsna confirms universe is

in the instrument and instrument is in the universe. Join us in the world of yoga – for being the universe – towards naranaaraayanayogasiddhi. You will not regret it. February 2015

## 89. Experiences

This month, Stuffocation by James Wallman has reinforced the need for experience over possession(s); to do over to have; to be an experientialist. It points out that 'experience' is better in making us happy because –

- Experiences are more prone for positive re-interpretation, even if they appear unpleasant or embarrassing at that moment;
- Experiences are not prone to getting used to;
- Experiences are less likely comparable;
- Therefore, experiences are more conducive for well-being than material goods;
- Experiences are viewed as contributing to and part of our identities; and
- Experiences bring us closer to other people.
- Ofcourse, the unintended consequences of having is stress, unhappiness and stuffocation.

The way forward is de-stuffocate – get rid of all that we do not use for a month or a year; do not re-stuffocate; and stop adding anything physical to show. Can we do this?

The 7 habits, if we commit to, would help us in this journey of 'experience' –

### Tools to analyse

1. Know our stuff (ask how often we use our possessions, how much do we really need, and do our things give us experiences that make us happy)
2. Find our ladder (to do something we love) (ask do we love the ladder we are on – the work we do, what do we talk when we are with our friends, and what do we aspire for)

### Principles to live by

3. Be here now (absorbed in the present flow) (ask do we want to do what we are doing now, are we utterly absorbed in the moment, and why are we doing this)
4. Be our own audience (ask are we doing this for ourselves, are we doing to impress others, and would we do if no one knows about this)

### Shortcuts to smarter spending

5. Put People First (at crossroads ask will we do this with others, how might we do with others and will this spending money, time and energy bring us closer to other people)
6. Spend Well and Feel Good (ask will we feel good with this spend, is it of use now really, are we spending time and energy on what matters to us)
7. Choose Life, Choose Experience (ask are we investing in an experience, are we not adding anything physical at the end of the day/month/year, and does it create a memory)

On this reflection, Experiential Life is the critical part of the transition we are seeking. This would include spending time with the communities, spending time with the people working with the communities, spending time with the people who make life better and happier for the communities and increasing the number of people who do this. This would mean increasing influencing efforts. This would mean networking. This would mean coming together of people working for the communities. This would mean collectivization. This would mean communitization. This would mean rationalization. This would mean merging communitization and professionalization with capacities. This would mean increase experience in the hands of the communities to choose. Through those who graduated. Through the process videos.

Through the exposures and immersions. Through the story, song, dance and drama. Through showing the elephant. Through the bird's view and worm's view.

This is viswaanubhavayogam. Playing the inner flute as part of the orchestra of the universe!

Can we be there? Yes, if we pursue Atma Yoga. If we look around and pick up the hues of the orchestra of the universe through its various instruments! If we truly sync into the orchestra of the universe and play the flute as a part! Krsna confirms flute is a part of the orchestra of the universe and flute becomes on with the orchestra.

Join us in the world of yoga –for joining the orchestra of the universe and losing in it – towards krsnabrindagaanayogasiddhi. You will not regret it. March 2015



## 90. Making Power Work for Us

This month, The Power Book by Rose Herceghas introduced various (200) ways to make power work for us, in being useful to the universe, and in serving the universe as we flow forward.

These include –

- Zip it – few relevant words and reassuring smile
- Wearing it lightly – now show of power
- Taking a breath (before responding)
- Being funny and merciful
- Keeping some things for ourselves (a little mystery is good)
- Being patient
- Getting straight to the point (as quickly as possible)
- Speaking up in the meeting (not after it)
- Getting to know the person (deeply)
- Looking good everyday
- Putting people at ease
- Inculcating the desire in others to be great
- Feeling the vibe in the room
- Addressing each one by name
- Taking back control, when absolutely necessary
- Displaying high energy
- Moving away from Powerpoints
- Being current
- Showing backbone when it matters
- Just moving forward
- Looking for counter-trends
- Taking time off, seeking solitude
- Picking the talent
- Saying no
- Reinventing oneself
- Calling an audible (change course seeing the context)
- Having faith in people
- Important is more important than urgent
- Taking the sleepover test
- Picking the road less travelled
- Having a Plan B
- Planting the seed and walking away
- Remembering our story, our history

- Reading a book, reading the book
- Having a concern with impact, every time
- Making peace with uncertainty and needing nothing
- Enduring criticism without resentment
- Being worthy of trust
- Guarding the reputation with one's life
- Delivering the promise
- Creating a vacuum
- Knowing we are not God and behaving accordingly
- Forgiving
- Asking great questions and telling great stories
- Having gratitude

The way forward is making the power in our hands as a good kind. Can we do this?

This is sakthisivayogam. Using the power in the hands for the good of the universe!

Can we be there? Yes, if we pursue Atma Yoga. If we look around and pick up the hues of the power play of the universe through its various power players! If we truly visualize the power of the universe and enhance it with our little power play! Krsna confirms we are energy beings and our high-energy power play is integral to the power play of the universe.

Join us in the world of yoga –for flowing with the energy of universe and playing the high-energy game – towards krsnaraasayogasiddhi. You will not regret it. April 2015

## 91. Five Choices

This month, *The 5 Choices: the path to extraordinary productivity* (by Kory Kogon, Adam Merrill and Leena Rinne) introduces time management redefined to increase the productivity and empower the individual to make more selective high impact choices about where to invest our valuable time, attention and energy. The 5 Choices –

1. Act on the Important; do not react to the urgent
  - Get out of working under pressure feeling
  - Do not procrastinate
  - Do not accommodate other's work
  - Do not be afraid to say no
  - Practice Pause-Clarify-Decide
  - Have a Time Matrix and go with it
2. Go for Extraordinary; do not settle for ordinary
  - Celebrate-Assess-Validate the role and performance for extraordinary
  - Have a Purpose that is linked to Passion
  - Set Tangible Goals
3. Schedule the Big Rocks; do not sort gravel
  - Prepare Master Checklist
  - Spend 30 minutes each week and 10 minutes each day on planning
  - Allocate specific timeslots
  - Review roles and goals, schedule the big items, organize the rest
4. Rule the Technology; do not let it rule us
  - Manage the Core 4 – appointments, tasks, contacts, notes/documents
  - Practice 3 Master Moves – win without fighting (automate the routine); organize; link to locate (information when needed)
5. Fuel the fire; do not burn out
  - Manage the 5 Energy Drivers – Move, Eat, Sleep, Relax, Connect
  - Take physical and brain breaks; take the stairs; take a walk; keep walking; exercise
  - Eat high-quality natural colourful calories, fats, proteins, complex carbohydrates; eat 4-6 times a day; drink plenty of water; take careful nutrition supplements
  - Be serious about sleep; manage fixed timings; seek sleep environment and avoid disturbances
  - Take quiet breaks, power naps, walks, treks; pursue hobby; talk to friends; listen to music; watch movies; meditate/do yoga; take deep breaths; read, write; explore
  - Keep calm when the heat is on; write down and challenge automatic negative thoughts
  - Invest time, have and maximize human moments by physical presence and complete attention; make eye contact, listen, relax without any hurry

As we make more decisions than ever, as our attention is under unprecedented attack, and as we are suffering from a personal energy crisis, the way forward is becoming an extraordinary productivity leader. Can we be? We can be one by:

- Explicit public commitment to the purpose
- Time Matrix culture
- Strategic pauses
- Positive rituals
- Rewarding the important
- Defined goals and roles
- Planning and scheduling
- Using thinking brain more than the reactive brain

This is raamajaanakiyogam. Purpose-centric! Being conscious in the moment!

Can we be there? Yes, if we pursue Atma Yoga. If we focus our attention on the universe! If we truly connect with the life in the universe and enhance it with our little attention and care! If we truly care ourselves! If we truly care for usefulness to universe with extraordinary productivity leadership! Krsna confirms we are social beings and being connected with the universe and its various play partners is our extraordinary social purpose.

Join us in the world of yoga – for flowing with the play of life of universe and connecting with the universe with extraordinarily ordained usefulness –towards viswakalyanayogasiddhi. You will not regret it.

May 2015

## 92. Lessons Life has Taught Me

*Happy Monsoon!*

*Happy Yoga!*

This month, the find I have is “LESSONS life has taught me” by JP Vaswani. Dalai Lama says is life of Dharma. These include –

- We are not alone. In the endless adventure of existence, we have our unfailing companions. Just look around.
- Everything happens to us at the right time, to the right person at the right place.
- If we surrender fully, we shall be free from fear, anxiety, worry, stress and tension. All we need to do is hand ourselves over, with childlike trust.
- Thought is a tremendous force in our life. Thoughts shape our attitudes. Attitudes mould our character. Character influences our life. By changing our thought pattern, we can change our life.
- Problems are stepping stones to a better, richer and more radiant life. Problems help us to crack our shells so that ‘grace’ can enter our lives.
- Neither rites nor rituals, neither creed nor ceremonies are required to improve the condition of the world. All that is needed is love to one another and all.
- If we want to get ‘one’, we need to lose ourselves and become ‘one’s’.
- We know we are coming closer to liberation, if our hearts are becoming more tender and compassionate to the needs of those around us.
- The best exercise fir heart is to reach down and lift up as many as we can.
- Life is too short to be spent in fault-finding, holding grudges or keeping memory of wrongs done to us. Forgive and forget, even before it is asked for.
- If we have moved in the wrong direction, we need not worry. Let us make the U-turn. The past does not and cannot bind us.
- Let us open our eyes and see, we find miracles all around us. A seed grows into a tree. A caterpillar becomes a butterfly.
- Let us open our hearts to let love in. Love is the power that pulls. All things in the universe gravitate to us.
- Let us give, give and give. This releases us from the bondage of the ego and to the things.
- We must never forget that every thought, every word, every action, every feeling and every emotion is recorded in the memory of the nature. We may be able to deceive those around us, may be ourselves, but we cannot deceive nature.
- When we are vexed with a problem and tried hard to find a way out and could not, had over to the Universe, it shows a way and takes care of it.
- Universe wants us to work for it in love.
- The more we love, the more we know. The key to knowledge is love.
- An infinite potential lies hidden within us. We are unaware of it. There can be no limit to what we can do and achieve.
- Enlightenment comes to us when we are ‘graced’. We can only strive for it.

- The greatest intoxication is that of the ego. The worst madness is that of anger. When we are free from arrogance and anger, we find goodness and beauty wherever we go.
- Insults are like bad coins. We cannot avoid them but we need not accept them.
- The test of a person is how much s/he can bear, and how much s/he can share and how soon s/he confesses a mistake and makes amends for it.
- Think positively. Eat sparingly. Exercise regularly. Walk as much as we can. Be careful to see that our thoughts and actions are clean.
- Let us live these lessons.

This is nityajeevanayogam. Being conscious in the moment!

Can we be there? Yes, if we pursue Atma Yoga. If we truly lose ourselves in the universe! If we truly love the universe! Krsna confirms if we walk towards the universe, we reach the universe, irrespective of the paths. In fact, we are already there as long as we are walking.

Join us in the world of yoga – for flowing in the river of life and losing ourselves in the universe – towards viswaantarangayogasiddhi. You will not regret it. June 2015

### 93. Humanity

Happy Nature! Happy Population!

Happy Cooperatives!

Happy Mathematics!

Reinforcement of the month has been - If Panchasutra works well in our SHGs, it should give Panchaphalita: Identity (pahchaan), Solidarity (not alone), Access to Rights, Entitlements and Programs (hak), Well-being (better life and livelihoods), and Freedom (Choice). This is poverty reduction and empowerment.

Assuming Krsna is not a God gives us hope that we can also try and achieve near impossible things if we apply ourselves intensively and relentlessly. If we have hope and faith, we can. K has a plan always. Let us also have a plan always. Krishna Udayasankar's Govinda, Kaurava and Kurukshetra takes us on these thought paths.

How are we governed? Greater than apathy is duty (karma). Greater than duty is reason (jnana). Reason calls for sacrificing an individual for family, family for a village, village for a nation/universe. Greater than reason is compassion (bhakti). The system we protect must be worth the sacrifice. If not, the system needs to be changed. System that does not keep the very essence of existence (Sri) protected, needs to be overhauled. Existence and Universe coexist. There is no Naaraayana without Sri and there is no Sri without Naaraayana. Duty, Reason and Compassion are means to an end, the Truth is one. The Humanity. The Universe. The sum total of all souls. Faith in the humanity, faith in the universe is meaningless without faith in the individual. Each individual has a sense of duty, sense of reason and a sense of compassion coexisting in her/him. Therefore, the faith in the collective will of the humanity (individuals) to function as a collective reasoning being is not unfounded. It functions as one when the compassion in each individual takes supremacy over all other things and the collective will of the humanity could be exercised. Naaraayana and Sri co-exist.

No one person can save the world. The fact that we each try, against all odds, is what the world is worth saving for. We do what we do, not for the world but because of who we are. We are humanity. There is a quality inherent in each one of us that no ruler, no emperor, no lord can take away with or without due cause. Call it freedom, call it self-respect, call it self-determination. We need a system that guarantees these. We need to fight because it is our duty when something is ours to be done; we need to fight because reason demands that the world around must now change; we need to fight out of compassion to protect the weak and ensure justice; and we need to fight because we are human and we are humanity and we seek oneness. We seek to balance the living universe, fighting the imbalance.

Universe lives. Humanity lives. Dreams and Future live. Hope lives. Love, Friendship, Companionship and Life live.

This is janaswamyayogam. Having faith in the collective will of the humanity consciously! And surrendering to the infinite intelligence of universe!

Can we be there? Yes, if we pursue Atma Yoga. If we truly let our compassion rule us and the universe! If we truly interpret reason with the lens of the compassion! If we truly apply the logic of the reason to our duties, responsibilities and commitments! If we truly let karma, jnana and bhakti take us forward towards surrendering to the humanity and the universe! If we truly listen to the universe within us! If we truly let Prakriti and Purusha to coexist with dignity! If we truly see the co-existence of life and death! If we truly get the essence of togetherness of Sri and Naaraayana! If we see the dance of the inner self to the melodies from the flute of the universe! Krsna confirms if we intend intensely with hope, faith, plan and action, the universe conspires and takes us forward into it.

Join us in the world of yoga – for flowing along the paths of duty, reason and compassion towards losing in the universe – towards srinaaraayanayogasiddhi. You will not regret it. July 2015



## 94. Learning Leadership

Happy Guru Purnima! Let us remember all the Gurus who made a huge difference to our lives!

Happy Independence and Freedom!

Let us have Identity, Solidarity, Rights and Entitlements, Well-being (life and livelihoods) and Freedom, for all.

A Year with Peter Drucker (52 Weeks of Coaching for Leadership Effectiveness) by Joseph Maciariello reiterates that leadership learning is iterative. Key principles include:

- Leaders get the right things done and you can trust them; Trust would imply that leader means what he says.
- Leader is consistent with unquestionable integrity; adversity is the test of leadership.
- Leader makes the important as priority rather than the urgent
- Leader starts with what needs to be done
- Leader harmonizes short term and long-term agenda
- Leader focuses on areas with least effort that yield greatest impact
- Leader needs to abandon yesterday to create tomorrow
- Leader is not afraid of strength in associates
- Leadership is a responsibility
- Leaders delegate except setting standards
- Leader lifts a person's vision to higher sights, raises a person's performance to a higher standard and builds a personality beyond its normal limitations
- Leader is responsible for team performance and for community well-being
- Leader's purpose is make common men do uncommon things
- Leader needs to work on developing new concepts, new ways of seeing the world and new ways of relating to individuals, organizations etc.
- Leader needs to appreciate and handle the knowledge society together with its psychological pressures and emotional traumas
- Leader leads self, team, institution, program by practice and application of knowledge and wisdom
- Leader sets mission and uses it as a tool to force the team in that direction
- Leader sees opportunities, and spots and develops competence and commitment
- Leader knows that central planning does not work but the spirit needs to be intact
- Leader ensures the individual member a status and a function
- Leader builds leaders and works for legacy
- Leader puts the resources where results are
- Leader changes direction (towards impact outside of oneself) even if it is very late (in terms of age)
- Leader anticipates the future and readies for it and/or puts a new idea into practice to give direction and shape to the future
- Leader seeks true joy of life being useful significantly to the universe

- Leader goes beyond duty and reason, and acts with compassion. Leader combines duty, reason and compassion.
- Leader knows that knowledge has to be reaffirmed, relearned, and repracticed all the time
- Leader instills values so that members walk the extra mile, make the extra commitment, do the hardwork of rethinking, trying new things and rebuilding, in times of adversity
- Leader knows that values are the ultimate test; and ethics are a clear value system
- Leader mentors because s/he can envision what a person can become
- Leader loses track of time in doing things that matter
- Leader never stops unlearning and learning
- Leader has manager in her/him and the manager has a leader in her/him. Each one of us is a leader. Leader lives. Humanity lives. Universe lives. Life lives.
- This is loknaayakayogam. Having faith in the leadership of the humanity and universe consciously! And serving the leadership of universe!
- Can we be there? Yes, if we pursue Atma Yoga. If we truly let the universe lead us! If we truly listen to the universe within us! If we truly let our leadership flourish! If we let leaders grow into leadership! If we focus on the legacy of leadership! If we see the leader in us dancing to the melodies from the flute of the universe! Krsna confirms if Naraayana leads Nara with hope, faith, plan and action, the universe conspires and takes Nara forward.
- Join us in the world of yoga – for flowing and leading our way of being useful to the universe and losing in it – towards srinaayakayogasiddhi. You will not regret it. August 2015

## 95. Universe and Us

Let us be ready to have the Guru to enhance our capacities for increased usefulness to Universe.

'Transcendence' by APJ Abdul Kalam with Arun Tiwari hints, us to go forward on the path of creative leadership. The discussion includes:

- ❖ Eight attributes to have – faith, moral excellence, knowledge, self-control, perseverance, godliness, kindness and love
- ❖ India 2020
  - Reduced rural urban divide
  - Equitable and adequate access to energy and water
  - Agriculture, Industry and Services work together
  - Education with a value system is not denied to any meritorious
  - Best destination for talented scholars, scientists and investors
  - Best health care available to all
  - Responsive transparent corruption free governance
  - Poverty-free, literate, crime-free (against women and children) without none feeling alienated
  - Prosperous healthy secure peaceful and happy with sustainable growth path
  - Best places to live and proud of its leadership

Sum up by Einstein: A human being is a part of the whole (universe), a part limited in time and space. Our task must be to free ourselves by widening our circle of compassion to embrace all living creatures and the whole of nature in its beauty.

Sum up by Max Planck: There is no matter as such. All matter originates and exists only by virtue of a force, which brings the particle of an atom to vibration and holds this most minute solar system of the atom together. We must assume behind this force the existence of a conscious and intelligent mind. This mind is the matrix of all matter.

Bruce Lipton in 'The Biology of Belief': Life was an amalgam of science and spirituality. Every thought we are thinking, every movement we make, everything around is basically energy. Therefore, thoughts and intentions are very powerful when it comes to forming the reality we live in.

The process of awakening with energy is inevitable and natural, when it occurs. Once we become aware of our true nature and the world, there is no turning back. We are born with incredible intelligence, the ability to feel things intensely, and to create amazing works of art.

Spinoza integrates: In nature, there is nothing contingent, but all things have been determined from the necessity of the nature to exist and produce an effect in a certain way. Things could have produced in no other way and in no other order than they have been produced.

This is the highest virtue – the intellectual love/knowledge of the Universe

Spiritual action is applied at four levels – obedience, belief, understanding and knowledge. We begin to encounter true knowledge when let our spiritual principles be infinite.

JC Bose: Humans, animals, and plants are members of continuum of existence and this includes the inorganic world. There is no sharp demarcation between the realms of the living and non-living. At the source of both the inner and outer lives is the same Mahashakti who powers the living and non-living, the atom and the universe.

Charles Darwin: All the organic beings that have ever lived on this earth may have descended from one primordial form.

James Lovelock: Gaia is a living breathing community of all living beings evolving in harmony with their non-living environment. All life is one. There is one common consciousness linking into one great cosmic unity.

It is about nine billion years since big bang, about 4.6 billion years of forming solar system and we may last another 1.1 billion years more.

Eight facets of creative leadership: fearlessness, courage, ethical living, non-violence, forgiveness, compassion, vision and cooperation.

We need fearlessness of Nachiketa, and the courage of Abdul Qadir. Leader needs to transcend the fears of poverty, criticism, ill-health, loss of someone's love, oldage and death. Here, we are not talking temporary fears.

Creative leaders transcend five senses and use intuition, foresight, trust and empathy for peace. Moral fibre defines them.

These leaders practice non-violence, forgiveness and compassion. They lead with vision and corresponding action. They elicit cooperation. Collective action is their way.

Our inner and outer life depends on the labours of other living beings, living and dead, and that we must exert ourselves in order to give in the same measure as we received and are still receiving. Let us make our universe more livable to all of us.

Each one of us could be this leader.

This is srijananaayakayogam. Having faith in the potential leadership of us, the individuals, for serving humanity and universe consciously!

Can we be there? Yes, if we pursue Atma Yoga. If we practice leading as led by the universe! If we open up to be infinite! If we practice fearlessness! If we practice transcending five senses! If we practice ahimsa, kshama and karuna! If we lead with vision for collective action! If we practice gracious gratefulness! Krsna confirms universe uses useful individuals and takes them in. Join us in the world of yoga – for flowing in the usefulness to the universe – towards srijanayogasiddhi. You will not regret it.  
September 2015

## 96. Systems Thinking on Life

Let Non-violence pervade all across! Happy Elders' Day!

Let us remember Gandhi, Shastri! Let us celebrate Centenary of Achaarya Konda Lakshman Bapuji!

United Nations unanimously resolves Agenda 2030 – Sustainable Development Goals/Global Goals. Hope this will be better implemented than the previous MDGs.

'The Systems of View of Life' [A Unifying Vision] by Fritzof Caora and Pier Luigi Luisi take us through a systemic conception of web of life – universe as a whole is a living self-regulating system. This includes:

- Systems Thinking is characterized by whole, multi-disciplinarity, relationships, mapping, qualities, processes, non-linearity, epistemic observations, approximate knowledge/ understanding
- Life is a synergy of three domains – environment, cognition and autopoietic unit
- The world we see outside and the world we see inside are converging
- There are the different functions and components that combine and together produce a transient non-localizeable relationally formed self, which nevertheless manifests itself as a perceivable entity
- Evolutionary changes may be triggered by randomness and contingency, but the integration is a complex and highly ordered process, part of life's self-organization
- The complexity of Homo sapiens is Consciousness, spirituality, artistic creativity, abstract thinking and rationality intertwine with each other in an intricate maze
- Mind and body represent two complementary aspects of the phenomenon of life – process and structure
- Things derive their being and nature by mutual dependence and are nothing in themselves
- Enlightened wisdom (bodhi) includes intuitive intelligence (prajna) and compassion (karuna)
- Spirituality and spiritual experiences are fully consistent with modern science and systems view of life and deep ecology provides a bridge between science and spirituality
- Education and learning may include explicitly ecological and spiritual dimensions very early
- Living organism, read human, has a pattern (network of contents, matter), a structure (form), a set of processes (self-directed changes) and a meaning (purpose) and engages in some involuntary activities (survival) and in voluntary activities (freedom)
- Human organizations need to be alive and pursue life enhancing orientation and practice
- Fundamental interdependence between healthy soil, healthy individuals and healthy communities needs to be recognized and acted on
- Sustainable communities of plants, animals, microorganisms and 'non-life' evolve their patterns of living over time in continual interaction with the nature, as long as they do not interfere with the nature's inherent ability to sustain life
- Eco-literacy should include web of life (networks), flows of energy, cycles of nature, nested systems (living), dynamic balance (self-organization) and development
- Major problems of our time are systemic problems and require systemic solutions solving several problems simultaneously
- We are in a race between tipping points in nature and our systems. Can the Governments, Business, Civil Society and Community with transforming leaders work together?

- Transition to a sustainable future is possible but overwhelming
- Hope is a state of mind. Either we have hope within us or we do not. It is a dimension of the soul. It is not the conviction that something will turn out well. It is the certainty that something make sense regardless of how it turns out.
- Just as we need no morals to make us breathe, if our 'self' in the wide sense embraces another being(s), we care without feeling any moral pressure to do it. Can we extend our 'self'?

Each one of us could extend our 'self'. Each one of us could be the self-organizing life system of the universe.

This is viswavyaaptiyogam. Having hope in our ability to extend ourselves and widening and deepening ourselves for caring the universe, the life in the universe and the humanity in the universe without moral pressure, unconsciously, subconsciously and consciously!

Can we be there? Yes, if we pursue Atma Yoga. If we practice breathing! If we practice focusing on breathing! If we practice breathing consciously! If we practice to see, hear, smell, taste, touch and feel the universe consciously! If we practice to see no difference in self and the universe! If we make universe to breathe consciously! If we see no difference whether we breathe or the universe breathes! If we just breathe without any pressure! If we widen and deepen ourselves without our effort! If we transcend ourselves! If we remain focused on being useful! If we remain away from interfering with infinite intelligence of the universe! Krsna confirms universe confirms extended self becomes one with the universe.

Join us in the world of yoga – for flowing in the care of the extended self, the universe – towards jeevayogasiddhi. You will not regret it. October 2015

## 97. Idea of India

Let us remember Dr V Kurien!

Recently Modi recounts Idea of India eloquently in the Parliament –

- Satyameva Jayathe (Truth);
- Ahimsa Paramo Dharmah (Non-violence);
- Paudommein Paramaatma (God in Plants);
- Let good thoughts come from everywhere in the world;
- Sarva Panth Samabhavah (All spiritual paths are treated equal);
- Vasudhaiva Kutumbakam (World is one family);
- Sarve Bhavanthu Sukhinah Sarve Santhu Niraamayah (Happiness, Prosperity, Health to All);
- Sahanaavathu Sahanaubhunakthu Sahaveeryam Karavaavahi Tejaswinaavadheetamastu Maavidwishaavahai (Protection and Nourishment to All, Working together with high energy, Sharpened intellect without hostility to All);
- Happiness in reducing the pain and suffering of all living beings;
- Devotion in God through empathy of the suffering of others;
- Daridraaarayan Seva (Serving the God in the poor);
- By actions, human becomes God;
- Naari Tu Naaraayani (Woman is Goddess);
- Yatra Naaryastu Pujyante Ramante Tatra Devataah (Where women are respected, there divinity blossoms);and
- Janani Janmabhoomi Swargaadapi Gariyasi (Mother and Motherland are more than Heaven)

Hope India works to this Idea of India with dignity to all. Hope we along with Modi move India of 12+1 religions, 122 languages and 1600 dialects with socio-cultural-economic diversity of various hues and nuances to this Idea of India truly.

Each one of us could extend our 'self' to this Idea of India truly. Each one of us could demonstrate and contribute our bit to this Idea of India.

Gurudev Rabindranath Tagore's poem is remembered -

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

This Idea of India be real and let us work towards it. In this India, we have our individual identities; we are not lonely (we care and support others truly); we have capacity (ability – knowledge, skills, resources); we have our rights (and entitlements) secured/ accessed; we have our dignified well-being (decent livelihoods and lives) and we have freedom and choice(s).

This is bhaaratiyatayogam. This is viswajaneenata. Having hope in our ability to extend ourselves and widening and deepening ourselves for caring India and the universe, the life in India and the universe and the humanity in India and the universe without moral pressure, unconsciously, subconsciously and consciously!

Can we be there? Yes, if we pursue Atma Yoga. If we practice usefulness! If we practice focusing on being useful! If we practice usefulness consciously! If we practice to be useful to the universe with all senses - seeing, hearing, smelling, taste, touch and consciously! If we practice to see no difference in self and the universe! If we act useful without any pressure! If we widen and deepen ourselves to be useful effortlessly! If we transcend ourselves! If we play along with the infinite intelligence of the universe! Krsna confirms useful free individual in joy is always with the universe.

Join us in the world of yoga – for flowing in the free and joyous universe – towards viswajaneenayogasiddhi. You will not regret it. November 2015



## 98. What Every Leader Need to know?

Vasudhaika Kutumbakam. South Asia Union (a la European Union, financial, economic and/or cultural). Bharat Varsh. Or Akhand Bharat. Are they real possibilities? Or utopian articulations?

John Maxwell's 'The Complete 101 Collection' discusses what every leader needs to know -

- Attitude is always a player on the team;
- Talent is not enough;
- Attitude and Potential go hand in hand;
- Attitude determines our approach to life and our relationships with people;
- Attitude is the 'only' difference between success and failure;
- Attitude is changeable but requires willingness, faith, plan, change in thought pattern and effort;
- The greatest battle we wage against failure occurs on the inside, not the outside;
- Embrace adversity – adversity creates resilience, develops maturity, stretches performance, adds more opportunities, prompts innovation, and motivates;
- Every successful person is someone who failed, yet never regarded himself as a failure;
- The successful person fails forward - values people, praises effort and rewards performance; rejects rejection, sees failure as temporary isolated incidents, keeps expectations realistic, focuses on strengths, varies approaches and bounces back;
- Success is knowing the purpose in life, growing to reach the maximum potential possible and sowing seeds that benefit others;
- We need to give up to go up;
- Growth must be intentional;
- Let us be better tomorrow than we are today;
- Higher the Leadership, greater the Effectiveness;
- Leadership develops daily, not in a day;
- Leaders are learners, learning is ongoing, a result of self-discipline and perseverance;
- Leaders are self-disciplined, follow 20/80 principle, and focus on effectiveness and efficiency in that order;
- Trust is the foundation and Vision sets the direction;
- True measure of leadership is influence – nothing more, nothing less – not management, not entrepreneurship, not knowledge, not pioneering and not position, but leader may be all of these;
- Leadership levels – position (have to follow), relationships (want to follow, love), results (good to follow, admire), people development (empowering to follow, loyal) and personhood (can't help but follow, seek out);
- The higher we go, the longer it takes, higher the level of commitment, easier it is to lead, greater the growth and need to take others to higher levels;
- Leader's lasting value is measured by legacy and succession;
- 'Anyway' Leadership Commandments –

- People are illogical, unreasonable, and self-centered – love them anyway
- If you do good, people will accuse you of selfish ulterior motives – do good anyway
- If you are successful, you will win false friends and true enemies – succeed anyway
- The good you do today will perhaps be forgotten tomorrow – do good anyway
- Honesty and frankness make you vulnerable – be honest and frank anyway
- The biggest man with the biggest ideas can be shot down by the smallest man with the smallest mind – think big anyway
- People favour underdogs but follow only hot dogs – fight for a few underdogs anyway
- What you spend years building may be destroyed overnight – build anyway
- People really need help but may attack you if you help them – help them anyway
- Give the world the best that you have and you will get kicked in the teeth – give the world the best that you have anyway. If better is possible, and then good is not enough.
- Believing in people before they have proved themselves is the key to motivating people to reach their potential;
- When words and actions match, people know they can trust;
- A servant leader puts others ahead and serves out of love;
- Great leaders seek out and find potential leaders, then transform them into good leaders, taking them through five steps - Model, Mentor, Monitor, Motivate, Multiply – and giving them responsibility, authority and accountability;
- Mentoring Leaders dedicate themselves to developing others.

The task before us is to be the leader and multiply leaders. Let us get ready.

This is naayakayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are willing! If we desire! If we have an end in mind! If the purpose and vision is seen! If we have a plan! If we invest ourselves! If we are relentless! If we do not stop the efforts! If we are not affected by temporary failures! If we persist! If we do not stop the learning and practice! If we love the universe! If we are committed to the universe! If we transcend ourselves! If we have hope and faith in people and the universe! Krsna confirms free individual's path of devoted servant leadership with wisdom is straight into the universe.

Join us in the world of yoga – for losing in the service of the flow of the free and joyous universe – towards karmayogasiddhi. You will not regret it. December 2015

## 99. Nine domains of Intelligence

Happy Youth Day! Let us remember Vivekaananda.

Let us remember Gandhi.

One cannot be in the leadership of Development and/or Transformation unless one appreciates the existing status/situation/scenario all across. This would require keeping track of what is happening around very closely. Life is to be lived. Life is to be celebrated. Life is to be supported and nurtured. We lead life and life leads us. Therefore, we need to be there in the now and here. This is the Joy. This is the source of Joy. Universe has graced us to be its part. We suffer for the past because of our memory and we suffer for the future because of our imagination. Memory and imagination need to be managed, controlled and steered differently towards Possibilities and realizing Possibilities.

These possibilities are discovered when we are in the present, applying our nine dimensions/ domains of intelligence (as theorized by Howard Gardner) -

- Naturalistic Intelligence (sensitivity to natural world)
- Musical Intelligence (sensitivity to sounds)
- Logical-Mathematical Intelligence (analytical and reasoning)
- Existential Intelligence (sensitivity to very reason for existence)
- Interpersonal Intelligence (sensitivity to people and emotions)
- Bodily-Kinesthetic Intelligence (mind-body coordination)
- Linguistic Intelligence (conceptual and articulation capacity)
- Intra-Personal Intelligence (understanding self)
- Spatial Intelligence (geographic, geometric and 3 dimensional orientation)

These intelligences provide mental abilities –

Left: logic, linear, verbal, temporal, rational, analytical, abstract, symbolic, digital, etc.; and Right: Intuitive, holistic, non-verbal, non-temporal, non-rational, synthetic, analogical, concrete, spatial etc. These intelligences are shaped/augmented by memory/mind. It has various types/elements – evolutionary, genetic, experiential, conscious, sub-conscious, unconscious; it includes recognition and recall; and it includes associative and declarative.

Consciousness has levels (Buddhist) –

First 5 levels – use our bodily senses - sight, hearing, smell, taste and touch;

6th level –the layer that integrates and processes the information from the various senses into a coherent whole;

7th level (inner life) – looks inward, referred as mano and is concerned with the sense of the self; 8th level (alaya,unconscious);

9th level (amala, pure consciousness) –eternal self and cosmos in harmony. Meditation allows us to deepen our level of consciousness from 6 to 7 to 8 and slowly to 9.

Thus, the organs (Indriyas), the mind (Manas), the determinative faculty (Buddhi, intellect), and egoism (Ahamkara, identity), together grouped as Antahkarana, shape our overall present intelligence, our comprehension, appreciation and articulation abilities and our tendencies. This whole is referred as Chitta. The waves of thought, a force, in the Chitta are Vrittis. The real soul is behind with all these instruments and abilities. The tendencies have three parts - tamas, rajas and sattva. It is possible to

change the portfolio of these parts with varying intensities. As we work on the portfolio of tendencies, it is possible to attain the 100% sattva tendency, characterized by serenity and calmness but intensely active. The Chitta is always trying to get back to its natural pure state, but the organs draw it out. To restrain it, to check this outward tendency, we need to be very focused. Concentrated effort using one or more intelligences is required. Then the Chitta moves from scattering (wavering multiple activities), darkening (dullness leading to injury to life and others), gathering (coming to inner centre-stage), one-pointed (trying to concentrate) and concentrated (Samadhi, oneness in the Universe). This effort can be initiated and orchestrated through meditation and karma, gyana and bhakti yoga.

This is anthahkaranayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are willing! If we want, intensify our willing into articulation! If we reflect inside! If we contemplate on nature and art! If we silence ripples of thoughts unfocussed! If we start moving to darkness into light! If we move from noise to calmness! If we move from clutter to aesthetic! If we do not stop the efforts! If we do not stop the practice! If we have hope and faith in the universe! Krsna confirms a yearning Radha cannot be outside the universe for long.

Join us in the world of yoga – for using the senses to reflect inside and move inside into the flow of the free and joyous universe – towards chittayogasiddhi. You will not regret it. January 2016

## 100. Gandhiji and Love

I seek Liberation for us. I seek Freedom for us. I seek Freedom for us from slavery; from bondage; and from 'constructs'. I seek merger for us in the truth, in love and in nature. Let us celebrate life. Let us celebrate the spirit of life in us. Let us live the spirit of life. We lead life and life leads us.

Remembered Manoharan.

Remembered Gurukulam and early morning prayer. Our vows include –Truth; Non-violence; Non-thieving; Celibacy; Control of the Palate; Non-possession; Physical Labour; Swadeshi; Fearlessness; No untouchability; Religious Equality; and Vernacular Languages. This has been adopted from Gandhiji's Ashram vows. I came across 'The Mind of Mahatma Gandhi', a distilled compilation of his thoughts.

This book took me to 'LOVE'.

Force of love is the same as the force of the soul or truth. Soul force, being natural, is not noted in history. Cohesive force among animate beings is love. We notice it between father and son, between brother and sister, friend and friend. We have to learn to use that force among all that lives. Where there is love, there is life. All the teachers that ever lived have preached this with more or less vigour. Love never claims. It ever gives.

There is a real and substantial unity in all the variety that we see around us. The forms are many, but the informing spirit is one. How can there be room for distinctions of high and low where there is this all-embracing fundamental unity underlying the outward diversity? We must widen the circle of our love till the scope of our love becomes co-terminus with the Universe.

Forgiveness is a quality of the soul, and therefore, a positive quality. 'Conquer anger', says Lord Buddha, 'by non-anger'. Forgiveness is the attribute of the strong. There is nothing except the cup of love which we can offer to those who oppose us. We are trying every moment of our lives to be guided by love.

One cannot be in the leadership of Development and/or Transformation unless one is a lover. A Krsna. Committed to life. Committed to reform that benefits the larger life. The universe.

This took me to Tagore's Gitanjali. Understand 'you' as Universe.

You have made me endless..You fill me with fresh life...

At the immortal touch of thy hands my little heart loses its limits in joy and gives birth to utterance ineffable...

Life of my life, I shall ever try to keep my body pure, knowing that thy living touch is upon all my limbs.

Now it is time to sit quite, face to face with thee, and to sing dedication of live 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...

Why do I ever miss your sight whose breath touches my sleep?

...thy love keeps me free.

Where the mind is without fear and the head is held high ... let my country awake.

... Give me the strength to surrender my strength to thy will with love.

.. thy love loses itself in the love of thy lover.

...The innermost one awakens my being with deep hidden touches.

... I hasten ... but I find that yet there is time.

...My whole body and my limbs have thrilled with his touch who is beyond touch.

... Let all my songs gather together their diverse strains into a single current and flow to a sea of silence.

This is gitanjaliyogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are loving! If we are loving the universe! If we practice loving! If we do not stop the practice! Krsna confirms love is the sure way to join the universe.

Join us in the world of yoga – for conquering the anger with ‘non-anger’ and moving into the flow of the free and joyous universe – towards maanasayogasiddhi. You will not regret it. February 2016

## 101. The Art of Being

Writing is integral to most of our work. George Orwell suggested –

- Avoid using metaphors, similes, etc., used to seeing often. Think of fresh ones;
- Prefer short words to long ones;
- Try cutting a lot of your word-count;
- Don't over-use the passive voice;
- Prefer everyday English to foreign, scientific or jargon words; and
- Do not over use “never” and “always.”

We work with Bosses and we are Bosses to some others. Research says: a good boss improves a team's performance; effect of a boss is multiplicative; and better boss gets more out of each individual team member. Therefore, getting the team leader is the most important step.

It is true that all bosses are not high performers. In service industry, we want to attract, retain and empower high performers. They are gifted in a certain way (a combination of wisdom/knowledge, skill, passion, energy, networking...). They are not many. And they are not coming to 'livelihoods', social development or poverty reduction domain. But, it is easily possible that we can create 'near' high performers if we can help them to find the right role with facilitating environment that includes performance assessment/management is continuous/ continual.

Erich Fromm discusses the 'art of being' in "The Art of Being". Breakthroughs required - from the possession-centered to the activity-centered orientation; and from selfishness and egotism to solidarity and altruism. The goal of living is to grow optimally according to the conditions of human existence and thus to become fully what one potentially is. This is total liberation. This begins with the understanding of the nature of both outer and inner chains. These chains include property-driven materialism and individual intrinsic tendencies toward narcissism. If "wellbeing" - functioning well as a person, not as an instrument — is our goal, then the way out is – the dual breakthrough of one's narcissism and of property structure of one's existence. If a person has the will and the determination, an experience of wellbeing — fleeting and small as it may be — becomes the most powerful motivation for further progress. Awareness, will, practice, tolerance of fear and of new experience, they are all necessary to succeed in this pursuit towards transformation to "I am what I do" and "I am what I am" from "I am what I have".

I seek this Transformation in us. I seek this Liberation for us. I seek this Freedom for us. I seek this wellbeing for us. Let us be. Let us flow. Let us live. Let us lead. Let us do. Let us celebrate. Let us celebrate the spirit of life in us. Let us live the spirit of life.

I remembered –

Social Integrator Krsna.

Krsna in Kurukshetra.

Krsna as Chief of People's Council at Dwaraka.

Krsna liberating Mathura.

Krsna in Brindaavan.

Krsna playing the flute.

Krsna, a leader par excellence: Leading transformation; Mentoring leaders; Leaving legacy; Managing Boundary; Integrating team(s); Always accessible to his people; Vision-driven; Detached attachment to 'end'; Friend, guide and philosopher; Endowed with all the spiritual capital one needs; Driven by love,

learning, linkages, and life at large. Led lead the leader and leader serves the led. Joy in universe's wellbeing. Universe rejoices in co-existence.

This is krsnayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are living! If we are being! If we are doing! If we are experiencing! If we are flowing! If we are willing! If we are exploring! If we are exploring deep within and without! If we are letting the universe to explore in! If we are with the nature in its various hues and forms! If we are with the less reached and unreached! If we are in the present! If we are in now and here! If we push ourselves to our limits! If we keep pushing ourselves to our limits! If we are reflecting! If we are listening to universe! If we are listening to our inner voice! If we are practicing! Krsna confirms being, doing and loving is the life in the universe.

Join us in the world of yoga –for serving the led to be lead into the life of the joyous universe – towards krsna'skrsnayogasiddhi. You will not regret it. March 2016



## 102. Loving in the Moment

*Be in the Moment!*

*Be with Krsna!*

*Gina Lake's "Loving in the Moment" suggests –*

- We can see the divine in each other and one another.
- Our conscious and unconscious ideas interfere and come in the way.
- We often see the other not as s/he actually is, but as we suppose s/he is.
- If we drop into the core of our Being, we find co-existence of oneness and love; and we can build from there.
- We need to live from a deeper place, the Essence. Essence has 'intentions' for us in this lifetime and they involve relationships with others. We need to catch up with them.
- Essence knows how to live with love and grace.
- We are one with everything that exists. Oneness is our nature and we need to discover it. It is possible through twoness. It is possible through experience of separation.
- True love bleeds through into this sense of separation and beckons us back to our natural state, with awareness and appreciation of our individuality and uniqueness.
- Love breaks the spell of the egoic state of consciousness and releases us from the pain of separation. It is the love from relationship that ultimately frees us.
- Despite the challenges the relationships pose, they are the arena in which love is developed.
- The ego cannot coexist with love. When we are expressing love, we are aligned with Essence.
- Essence has more opportunities to be experienced in relationship because the desire for relationship creates an openness to love. To return to Essence, we need to learn to love. We are programmed to return to Essence through love.
- We are here to experience differences and the resulting conflict because that's one way we learn to love. The pain of difficult relationships motivates us to overcome our barriers to loving. We learn to see what is lovable in. We fall in love with their Essence and learn to overlook their imperfections and ego.
- Some people have a more refined ego and personality. They have learned to be kind, polite, and considerate. When people behave kindly and lovingly, Essence is expressing itself through them, and they are easy to love as a result.
- If you behave lovingly, others respond lovingly, regardless of whether or not you actually feel loving. This is like practicing good behavior. Whether good behavior comes from actual goodness or not is not as important as the behavior itself.
- It is better if the behavior flows from love and goodwill. But if it doesn't, it's still fine.
- We learn to love by being loved. We open up as the ego is disarmed. It breaks through the egoic state of consciousness and evokes love in us, which brings us into alignment with Essence and with the other qualities of Essence: peace, joy, serenity, happiness, kindness, compassion,

patience, and fortitude etc.

- Therefore, love is the greatest gift we can give another. Love is the gift that allows others to relax and return to Essence and the true happiness and peace that are rightfully ours. Even loving acts and words are so powerful to change our consciousness and the consciousness of others.

We seek return to our Essence. We seek this Love for us. We seek these loving thoughts, words and acts for us. We seek joy for us. Let us be together. Let us flow together. Let us do together. Let us celebrate together. Let us celebrate the spirit of life in us together. Let us live the spirit of life together.

Let us remember Nara and Naarayan; Krsna and Krsna; Radha and Krsna; Yashoda and Krsna; People and Krsna; Cows and Krsna; Gopikas and Krsna; Satya and Krsna; Rukmini and Krsna; Flute and Krsna.....

We rejoice and Universe rejoices in reciprocation.

This is the yogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are loving! If we are acting love! If we are expressing love! If we are thinking, saying and showing love! If we are acknowledging and experiencing love! If we are willing! If we are with the nature in its various hues and forms! If we are in now and here! If we are practicing! Krsna confirms love is the surest way to oneness with the universe.

Join us in the world of yoga – for joyous opening up and living our Essence into the universe – towards nijayogasiddhi. You will not regret it. April 2016

## 103. Benefits of Yoga

*Happy Buddha Purnima!*

*Buddham Saranam Gachchaami, Dharmam Saranam Gachchaami, Sangam Saranam Gachchaami.*

*Remembered Tagore and his Gitanjali.*

*Where the mind is without fear and the head is held high*

*Where knowledge is free ....*

*Into ever-widening thought and action*

*Into that heaven of freedom, my Father, let my country awake*

*Let us be free, free from slavery of thoughts, words and action.*

Yoga and Dhyana are the key elements in Buddhapatham. The benefits of yoga to us include:

- Improvement in our body flexibility
- Building our muscle strength
- Improvement in our postures
- Preventing cartilage and joint breakdown
- Protecting our spines
- Improving our bone health
- Increasing our blood flow, especially in hands and feet
- Increasing the drainage of our lymphs and boosting immunity
- Improves cardiovascular conditioning – lowering resting heart rate, increasing endurance, improving maximum uptake of oxygen
- Reducing our blood pressure
- Regulating our adrenal glands
- Making us happier
- Making us move more and eat less
- Lowering our blood sugar
- Helping us focus – focus on the present, improving coordination, reaction time, memory, etc.
- Relaxing our system and shifting the balance from the sympathetic nervous system (or the fight-or-flight response) to the calming and restorative parasympathetic nervous system.
- Increasing our ability to feel what our bodies are doing and where they are in the space and improving our balance.
- Maintaining our nervous system
- Releasing tension in our limbs, tongues, eyes, and the muscles of the face and neck
- Sleeping deeper and better
- Boosting immune system functionality
- Increasing lung room and breathing through the nose
- Preventing digestive problems

- Slowing down the mental loops of frustration, regret, anger, fear, and desire that can cause stress.
- Increasing our self-esteem and increased feelings of gratitude, empathy, and forgiveness, and sensing that we are part of something bigger.
- Reducing the body pains and making us more active
- Improving our inner strength
- Building awareness for transformation and increasing feelings of compassion and interconnection
- Supporting in improving relationships
- Soothing sinuses and facilitating drainage
- Controlling and guiding the body's healing through the mind and imagery
- Keeping the allergies and viruses away to a large extent
- Taking on service to others as it gives meaning to our lives
- Building self-care, and improving the power to effect change and offer hope
- Appreciating interconnectivity and holistic
- Believing and trusting

We meditate. We do Dhyana. We do Asanas. We practice Yoga. We seek. We seek freedom. We seek liberation. We seek oneness with the partners and with the universe. We seek Bliss. We seek togetherness in being, flowing, doing, celebrating and celebrating the life. We live the spirit of life together. Universe lives in us. This is yoga. This is nijayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we reflect! If we meditate! If we focus! If we practice! If we surrender to the universe! If we believe! If we trust! If we are willing! If we are in now and here! Sanjaya reiterates that Krsna confirms that surrendered to the manifest, or to the unmanifest, reach the universe surely. Then, there will be victory, transformation and freedom. There will be wealth and well-being.

*Yatra yogesvarah krsno yatra partho dhanur-dharah*

*Tatra srir vijayo bhutir dhruva nitir matir mama*

Join us in the world of yoga –for improved living condition at present to each one of us individually; and for the transformation and freedom in the surrender to the universe –towards naranaaraayanayogasiddhi. You will not regret it. May 2016

## 104. Yatra-The Journey

Schools have started. Monsoon has set in. Rains have started although late.

Yoga seeks union and yoga seeks liberation. Yoga is looking inside. Yoga is exploring and cherishing the nature. Yoga is relationships. Yoga is connectedness.

This is also time to transit to the third stage of life, the third innings. I see being a life worker is the essential yoga. While on purpose, I see four domains -

1. Yatra – to appreciate and be useful
  - All States/UTs in a year;
  - All regions in 2-3 years;
  - All districts in 4-5 years;
  - 50% blocks in 5-7 years;
  - 5% GPs in 7-8 years; and
  - 5% villages in 8-9 years.
2. Reach for Influencing Collectives in 9-10 years
  - 1000 Community Institutions
  - 1000 GPs
  - 500 Collectives at Cluster and above levels
  - 500 Civil Society Organizations
  - 100 large organizations/enterprises/foundations
  - 100 organizations/programs of state governments
  - 10 national government organizations/programs
3. Reach for Mentoring/Learning Influence of Individuals in 9-10 years
  - 10 Million, 1-2 hours
  - 1 Million, 5-6 hours
  - 100 Thousand, 2-6 days
  - 10 Thousand, 2-6 weeks
  - 5 Thousand, 2-6 months
  - 1 Thousand, 1-2 years
  - 100, 3-5 years
  - 25, 6-8 years
  - 12, life workers
4. Support Intervention Areas
  - Mentors, Life workers, Fellows, Interns

- Network of Support Professionals
- Visioning
- Leadership
- Management
- Magazine, Portal and Channel
- Books
- Centres on Collectivization and Collectives
- TRUE Livelihoods Support
- Centres of Self-Employment, Enterprises and Jobs
- Health, Education, and Tuition Centres
- Adoption of GPs, Community Institutions etc.
- Community Resource Centres
- Livelihoods Education
- Learning Forums
- Career Counseling
- Coaching
- Web Marketing
- Social Enterprises and Social Entrepreneurship Development Etc.

We support. We work. We seek Union. We practice Yoga. We reflect. We dwell deep. We analyze. We support in analysis. We support in Planning. We work for Collectivization. We work for Communitization. We work for Inclusion. We work for Vulnerability Reduction. We pursue Convergence. We support Collectives. We augment employment. We support de-risking.

We seek togetherness in being, flowing, doing, celebrating and celebrating the life. We live the spirit of life together. Universe lives in us. This is yoga. This is sahayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we focus! If we practice! If we believe! If we trust! If we are willing! If we are in now and here! Krsna confirms a yoga combining gyana, karma and bhakthi guarantees reaching the universe surely.

Join us in the world of yoga –for the transformation and freedom as a result of enhanced identity, solidarity, capacity, access to rights and our well-being – lives and livelihoods – and surrender to the universe –towards krsnajanayogasiddhi. You will not regret it. June 2016

## 105. **My Journey with UNDP/NRLM**

*Doctors' Day! Mandela Day!*

*Population Day!*

*Cooperatives Day! Guru Purnima!*

*Let us be thankful to the Gurus who have/are helping us to get light into our lives.*

My tenure with UNDP-NRLM has been concluded on 1 July 2016. My journey with NRLM began in 2010 as a trickle, with the work on evolving Framework for Implementation. And what a journey! It has been a roller-coaster drive for a livelihoods, poverty reduction and development life worker. The Framework has been approved in December 2010 and NRLM itself was formally launched in June 2011. Meanwhile, Planning Commission's Working Group on NRLM was constituted in March 2011 and I supported the working group as its anchor. Its recommendations were presented in November 2011 and accepted. My full-time tenure with UNDP/NRLM, as Lead, Capacity Building, NRLM, has begun in 2012.

The brief was simply stated - build the capacity of NRLM (including SRLMs and Community) and strengthen the hands of the Mission Director. Gradually this meant building the team, increasing competent HR in NRLM, and supporting in establishing processes and systems in NMMU/NRLPS; supporting across verticals; integrating the support to states; working with NROs; CBAs; NRLM Cells; Resource Persons etc. It meant creating learning platforms/forums – writeshops. It meant evolving, appraising and supporting/facilitating annual action plans. It meant expanded base, faster and deeper inclusion and saturation, universalization/ mainstreaming. It meant HR Rationalization and Communitization. It meant community taking over the mission fully. It meant community institutions and mission units having vision and working to the vision. It meant mature inspired servant leadership for transformation in the hands of the community. It is meant to be a Janaandolan by the Community, across the country. We are almost there, with National Resource Group, 1000+ Resource Persons at the state level and 100,000+ Community Resource Persons in the Blocks, may be in 3 months from now. We are already in 3000+ Blocks and are ready to reach all the Blocks in 2 years flat from now.

MoRD's NMMU of NRLM has been subsumed in NRLPS, integrating/lead technical support agency of NRLM. Skills has become a separate division. NMMU/NRLPS has been servicing both. Reaching down to 50 numbers and managing with 50 professionals for both RL and Skills has been a constant struggle in NRLPS.

My base has been changed twice – Delhi à Hyderabad à Delhi. I lost my mother – she succumbed to stomach cancer in just about 3 months of initial diagnosis, leaving my father alone in my village. NRLM has let me cope with all this with ease.

Senior Management's silent but sure faith and subtle inspiration has made all the difference. Being part of the core of the Mission Leadership, one was intrinsically part of/linked to many concentric and overlapping circles - CBT, NMMU, NRLM; NMMU, MoRD RL Team, Skills Team, MoRD, NRMC Team, CARE Team, WB Team, UNDP Team; National Team in NMMU, NIRD NRLM Cells, NROs, SRLMs, SAPs in SRLMs, Resource Centres, Resource Persons, Resource Agencies, CRPs, Cadres, Leaders, Institutions. Their synergetic response and support helped in integrating the whole and going forward.

UNDP Team, BMGF-CARE Team and WB Team have played their part, in their own ways, nudging and inspiring us forward. NRLM Fellows have made a huge difference, in their special ways. MoRD Team and

NMMU have more or less merged. NRCM Team has supported to their best ability.

NRLM Cells in NIRD, NROs, NRPs etc. have made the task easier. They taught me servant leadership and led learning facilitation. Many an SRLM has given us ways forward, may be even without their full knowledge. Apart from the staff of SRLMs, 100+ colleagues have walked/been walking with me during this period, learning, integrating the core, and being useful to the community at large, in their own ways, but within the broad NRLM framework and contours.

They have expanded learning and joy to me, to one another, to the team, to the mission and to the community. Community Leaders and Cadres have shown that they are better learners and superior leaders of transformation. Communities across the states have given so much love, I have become a better human being today. My liberation and mukti is now guaranteed.

It has been a wonderful journey that reached a high note. Thanks a lot to all who have been part of this yatra. I have no choice but to continue in this journey, may be using a different vehicle or a different mode of transport. It has been a blessing in disguise. I needed this break, to go on in my own way, in the service in the L-domain. The cardinal values - Hope, Faith and Promise - continue to drive me. I continue to be an integral part of L-Janaandolan.

We seek togetherness in being, flowing, doing, celebrating and celebrating life, living, livelihoods, linkages, leadership, learning and love. We live the spirit of life together, for enhancing identity, solidarity, capacity, access to rights, lives and livelihoods (well-being) and freedom and choices for the people, for the universe. This is Janaandolan. This is janayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we focus! If we practice! If we believe! If we trust! If we are willing! If hope, faith and promise drive us! Krsna confirms we are already there and we need to get going.

Join us in the world of yoga –for transformation and liberation–towards krsnakrsnayogasiddhi. You will not regret it. July 2016



## 106. Reducing Rural Poverty

Independence! Raksha Bandhan! Friendships for life! Pramukh Swam: Rest in Peace.

If I have to choose 3 items for priority focus, in poverty reduction-livelihoods-development domain, they will be Communitization, Visioning and Leadership.

### Key directions for reducing rural poverty in the country include -

- Reach all Target HHs by 2020/21 – enter all Blocks intensively by 2018/19.
- Position thoroughly inducted key Mission leadership in the states, about 500 nationally
- Support in recruiting, inducting and positioning NFs, at least 500/year
- Roll-out Community Operational Manuals and HR Manuals immediately
- Establish Performance Management System and roll-out HR Audit
- Develop Expansion, Inclusion and Saturation Architecture – Community Resource Persons and Trainers - quickly; use apprenticeship models
- Ensure Inclusion, Gender, Social Action, Food, Nutrition, Health, Water, Sanitation and Hygiene and Social Development becomes part of the foundation work
- Implement 18-month protocols of Expansion, Inclusion and Saturation in Blocks
- Develop Community Cadres (one per 10 members of SHG) to meet various needs
- Build Community Training Centres and State/Regional Resource Centres
- Build a strong pool of multi-thematic State Resource Persons immediately
- Augment the National Pool
- Develop and Deploy 40+ multi-thematic Block Resource Persons to deliver Block CB
- **Start COMMUNITIZATION on Day 1** of entry in the Block
- Take community into Mission positions
- Handover Mission agenda, including mobilization, capacity building etc., to Community immediately
- Capitalize all the institutions as quickly as possible
- Initiate and roll-out Vulnerability Reduction Planning, Convergence Planning and their dovetailing and implementation
- Initiate and roll-out village level livelihoods and employment planning
- Position dedicated State Anchor Team Leads in the regional locations, without any specific thematic responsibility; and let SATLs build their multi-thematic teams; provide access to a mentor (a senior professional) to each state
- Let SA Teams spend at least 10 days a month in each state/UT to support the state on the ground, including field stays
- Conduct Visioning of States
- Conduct State Workshops on Visioning of CLFs and BLFs
- Conduct National Workshop for State Mission Leadership at the earliest
- Conduct State Workshops on federation registration, byelaws and books quickly
- Take up demonstration of PIP-PPA, VRP and Convergence Plans initially
- Conduct Learning workshops on various themes/aspects
- Document and share successful experiences (Best Practices)
- Institute 3-5 member Missions (with SA, NMMU members, NRPs, NIRD Cell members) to states half-yearly
- Conduct National Writeshop, Regional /State level writeshops
- Institute mechanisms for tracking progress in the states -

- Expansion: Blocks/Clusters; Saturation: Villages
- Communitization: Blocks
- COM adaptation and roll-out: States
- HR related: Grievance Redressal Mechanism, Anti-sexual Harassment Committees, HR Manual, Performance Management System; HR Numbers in States
- Capacity Building: Staff and Community, Calendars and Expenditure
- Community Training Centres and Trainers at Block level
- Cadres In multiple themes at various levels, including Community Resource Persons and Trainers
- Trainings to Members, Leaders, Cadres, Staff and Resource Persons
- Institutions: Formation and Registration
- Funds to Community
- Institute a system of making and submitting Quarterly Reports on various verticals
- Develop a mechanism to integrate plans at HH, Village, Block and State levels, and facilitate the realization of the plans
- Seek funds, in sync with Poverty Reduction Goals of India and SDG; Build bureaucratic and political constituency for Rural Poverty Reduction
- Work closely and ensure synergies with urban poverty reduction effort at National and State levels

This effort - let us term it as Portfolio 25. If we add the urban dimension, we can term it as TRUE Portfolio 25. It has 7 elements – knowledge channel(s) with micro-insights and macro-perspectives; livelihoods learning and resources; talent support and fellowships; mentoring and supporting individuals, organizations and enterprises; visioning and long-term partnering; consulting; and national networks, associations, and forums. Integration is by a group of mentors.

We need more and more of us to be in TRUE Portfolio 25 together flowing, doing, celebrating and living life. Our spirit of life, living, livelihoods, leveraging, leading, learning, and love here and now takes people to fight for enhancing identity, solidarity, capacity, access to rights, lives and livelihoods (well-being) and freedom and choices for themselves. This is a fight by the universe. This is Viswaaandolan. This is krsnayogam. Can we be there? Yes, if we pursue Atma Yoga. If we reflect! If we figure out! If we start! If we include! If we practice! If we trust! If we are willing! Krsna confirms we are just his instruments; and we are him.

Join us in the world of yoga – for becoming one with the universe and its instrument (s) - towards viswasaakshaatkaarayogasiddhi. You will not regret it. August 2016

## 107. The Art of Strategic Leadership

*Rest in Peace, Pramukh Swami! Saint Theresa of Kolkata! Bakrid! Engineers' Day!*

*Learning Pickups during the month –*

*"Dream more, learn more, do more and become more to help people to dream more, learn more, do more and become more."*

*If I have to choose 3 items for priority focus, in poverty reduction-livelihoods-development domain, they will be Communitization, Visioning and Leadership.*

The heart of these 3 items is LEADERSHIP. Learning Leadership. Caring Leadership. Loving Leadership. Building Leaders. Building Teams. Building Institutions. Working for Legacy. Visionary. Role Model. Managing boundary. Managing relationships. Managing collaborations. Leveraging.

As drawn from **'The Art of Strategic Leadership'** by Steven Stowell and Stephanie Mead, this starts with -

- *Following the followers; knowing the team*
- *Looking at the future, while coping with the present*
- *Focusing on the essential minimum and delegating and letting others go*
- *Owning up and letting others owning up*
  - *Understanding the effort in entirety or how the whole thing works*
  - *Entrepreneurial spirit*
  - *Accountability for Results*
  - *Taking charge of the less defined/undefined*
  - *Responsibility for costs and results*
- *Displaying tenacity*
  - *Tireless drive and stamina*
  - *Not giving up*
  - *Deleting the unnecessary parts, deferring the things that can wait, delegating and focusing on the essential minimum*
- *Taking calculated risks*
  - *Understanding risks*
  - *Dealing with them in an informed manner – preventing, reducing, reducing the damage, coping and overcoming*
- *Working with flex-agility*
  - *Speed (fast thinking, quick action)*
  - *Dexterity (mastery)*
  - *Unlearning and learning quickly*
  - *Shifting between foci – long-term to short-term; strategic to operational*

- *Responding to unexpected (thinking on the feet)*
- *Changing the style as per the need and situation*
- *Being up-to-date (aware)*
  - *Discipline to remain up-to-date and reflect*
  - *Information (from within and outside)*
  - *Analysis, interpretation and deriving meaning/patterns of information*
  - *Actions based on the above*
- *Driving Change*
  - *Understanding own inclination to change – change-averse, change-tolerant or change-seeking*
  - *Pooling up change agents*
  - *Proactively anticipating change and prepare for it and/or or championing change*
- *Visioning*
  - *Simple achievable but compelling shared vision*
  - *Focused*
  - *All planning around vision*
  - *With all the hope, faith and promise*
- *Gradually building up*
  - *Building on the current reality*
  - *Improving performance now, plugging gaps and getting going*
  - *Streamlining, adopting best practices, and trying continuous improvements*
  - *Overhauling, complementary and supplementary activities*
  - *Preparing for the future*
- *Integrating*
- *Planning for Legacy*

*All of us are born leaders and we keep leading our own way. Like any art, our leadership could be more effective with conscious awareness, patient concentration, tenacious discipline and 10,000+ hours of practice. Centrality of desirable leadership is love. Love for the lead and the Universe.*

*Then, we learn well, we follow well, we do well, we think well and we be well. We see and plan future and pathways to the future. We build leaders. Then, we are good leaders, good facilitators, good teachers, good trainers, good learning facilitators, good mentors and good professionals. Then, we are good brothers and sisters, mothers and fathers, partners, friends, colleagues and associates and so on. We are good human beings, not human 'havings'.*

We need to persist in being beings. We need to be leading flowing, doing, celebrating and living life. The spirit of serving and leading has to take us over into the lap of the Universe with all the

love and we become one with the Universe. This is loknaayakanaatakam. This is loksangrahayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we reflect! If we are conscious! If we remain up-to-date! If we vision! If we see what next! If we practice! If we concentrate! If we have discipline! If we are willing! If we do not give up! Krsna confirms he takes us into him; he integrates all of us for his purposes, if we tell him so.

Join us in the world of yoga – for getting integrated into the universe and its purposes—towards jagannaayakasakhyatayogasiddhi. You will not regret it.  
September 2016

## 108. Gita and Universe

This month has taken me to Gita, translated by Eknath Easwaran.

*It begins with the conflict within whether to engage in war with the evil even if they are related to us very closely. The teacher/mentor says go ahead. We need to go ahead. We cannot abdicate our responsibility, taken by us on our own in the first place. We need to go ahead and engage in action. Results are the worry of the universe. This is the yoga of Nishkaama karma. We need to move away from attachment. And we are capable of being this.*

*There are two paths, Jnana yoga and Karma yoga. Even if we take the Jnana yoga, we cannot shirk engaging in action. Action cannot be avoided. At least to maintain our bodies, we need to engage in action. Cause and effect are cyclical, one leads to the other, other leads to another and so on. Our actions are conditioned by natural inclinations, which in turn are conditioned by the interaction with the universe. Let us know that the pecking order is inner soul à intellect à mind à senses à body. Let us listen to the inner soul to act.*

*Free Action without attachment is the way. There is no renunciation possible without action. If we are seeking universe, all paths take us there. This is the wisdom. This is yoga and if followed, universe takes us in. This is facilitated hugely by meditation and reflection. Initially we may need suitable place(s), postures, moderate food, sleep etc., for these. It helps if we are able to focus, focus inside or on the universe with intense concentration.*

*No one knows the Universe fully. Universe is everything. When we are devoted to something with complete faith, the Universe joins hands and delivers it. We need to meditate constantly on the Universe and serve it. Cosmos/Universe goes on its own way as per its rules. Whatever we do is the act of the Universe. We give all love to the Universe to be one with it, in due course. Krsnaarpanam now leads to Krsnayogam later. Let us know that Universe is the knowledge, light, power, beauty, divinity, good and the being – prakriti. Let us know that Time consumes everything. Let us know that we are its instruments. Let us visualize Universe and Time and realize ourselves in them. Let us be aware and conscious that only through actions with unfailing devotion and faith free from ill-will to any element of prakriti, we become one with the Universe, for good. Knowledge and actions are fine. Bhakti/Devotion is the surest way. Surrender in entirety is the surest way.*

*Five areas of sense perception, five elements, five sense organs, five organs of action, three elements of the mind (manas, buddhi and ahamkara-chitta) constitute the kshetra and the inner soul is the kshetragna, the knower. Let us know that the inner soul is the microcosm or a manifestation of the soul of the Universe itself. Therefore, it can transcend the three gunas of prakriti – sattva, rajas and tamas. A varying portfolio of these three gunas is present in each one of us. We move, as we practice and pursue, towards sattva dominant portfolio initially and gradually transcend the gunas, with love and devotion to the 'soul'. Then we are ready to be merged into the soul of the Universe.*

*The sum total of all souls - the supreme self - provides prana and supports prakriti from within. We need to transcend lust, anger and greed. We need to be fearless, pure, determined; we need to give, love, serve*

*and be truthful; we need to be detached; and we need to be self-disciplined. This is sattvik practice and we move closer to the 'soul' within and outside. Sattva can be augmented with appropriate diet, actions, practices, and interests.*

*Let us be aware and adore the Universe; and let us take all actions for the sake of Universe. Universe loves us and is keen to take us in.*

This is what YogeswaraKrsna taking us towards overflowing joy. This is krsnaarpanayogam.

Can we be there? Yes, if we pursue Atma Yoga.If we meditate and reflect! If we are aware and conscious! If we practice self-discipline and detachment! If we are willing! Krsna confirms the loving devoted yogis are meant to be one with the Universe.Join us in the world of yoga –for loving, caring and serving the elements of the prakriti and the universe towards its purposes–towards krsnagitayogasiddhi. You will not regret it. October 2016

## 109. Designing Your Life

This month, I have chanced upon 'Designing Your Life' by Bill Burnett and Dave Evans. Its tagline is 'build a life that works for you'. It reframes existing dysfunctional beliefs as -

- Three quarters of all college grads do not end up working in a career related to their majors;
- True happiness comes from designing a life that works for us;
- It is never too late to design a life we love;
- We cannot know where we are going until we know where we are;
- We will not know always where we are going – but we can always know whether we are going in the right direction;
- Enjoyment is a guide to finding the right work for us;
- We are never stuck, because we can always generate a lot of ideas;
- We need a lot of ideas so that we can explore any number of possibilities for our future;
- There are multiple great lives and plans within us, and we get to choose which one to choose our way forward to next;
- We should build prototypes to explore questions about our alternatives;
- We should focus on hiring manager's need to find the right persons;
- We design our dream jobs through a process of actively seeking and co-creating it;
- Networking is just asking for directions;
- We are pursuing a number of offers;
- There is no right choice – only good choosing;
- Happiness is letting go of what we do not need;
- Life is a process, not an outcome;
- Life is an infinite game, with no winners and losers;
- We live and design our lives in collaboration with others; and
- We never finish designing our lives – life is a joyous and never-ending design project of building our way forward.

We need to acquire and practice five mindsets of design thinking – being curious; having bias to action (keep trying); reframing problems (into solution spaces); being aware/knowing that the design is a process/journey; and collaborating (partnering-seeking help).

Designing life begins where we are right now, in terms of work, play, love and health.

We need to become conscious of the level of work-play-love-health portfolio, against a benchmark. Reflect on Work and Life, in terms of purpose, relationships, aspirations, impacts, emotions etc. Do a



daily log of activities for some 30-100 days, in terms of engagement, energy and flow; and reflect on the log every week. Choose activity set(s) of high engagement, energy and flow. Choose at least three sets of portfolios (five-year plans) – the things we do; the things we do when the first set is not there suddenly; the things we do if we care less for money or acceptance of the world around us.

Based on these, develop prototype(s) of action, taking feedback from others – particularly collaborators. Develop Options, Narrow down the list; choose one through cognitive, emotional, meditative/spiritual knowing and reflective experiencing. The let go and move on. Build a Team that want to live a designed life as a community.

We need to remember the compass and track the progress against this compass. We need to set some practices going on in our lives. These daily/weekly practices may include – yoga, meditation, reading, writing, blogging, poetry, painting/drawing, prayer, reflection, diary, being in touch, walking, cycling, seeing sunrise/ sunset, playing with children, conversations with ‘significant others’ etc.

This is setting us in a direction of life we earnestly seek from within. This is setting us into the purpose of life. The purpose of life, Universe has set for us. Then the joy is ours. Then the legacy is certain. This is jeevanayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we meditate and reflect! If we are curious, if we are aware and conscious, if we are biased to action and if we are partnering! If we have the compass set and if we practice our daily practices! If we are willing! Krsna confirms the get-going devoted karmayogi goes into the Universe. Join us in the world of yoga –for having life that benefits the body, soul, nature and universe and their purposes–towards krsnaswechchayogasiddhi. You will not regret it. November 2016

## 110. The Mind

*National Milk Day! Let us remember Dr Kurien. National Constitution Day!*

Deep Trivedi's 'I am the Mind' is emphatic – The Mind is much more powerful than the brain. 'Once I am Set – All Set... No Failures – No Frustration'. The main import includes -

- The seven states of the Mind – Three tempestuous states - Conscious; Sub-conscious; and Unconscious; Four Power States - Super Conscious; Collective Conscious; Spontaneous; and Ultimate.
- Our life outcomes are a function of the state of the mind in which we dwell
- Child is born with the Super Conscious state of the Mind. Slowly s/he learns to dwell in other states.
- The Mind and the Brain are two absolutely different entities.
- Getting into Power States needs practice.
- The Mind does not have any physical existence in the body.
- The Mind is fuelled by the energy of a human being.
- The Mind has nothing to do with society or with traditions.
- In fact, the Mind has nothing to do with anyone else. It is complete in itself.
- The Mind is absolutely creative and spontaneous. It works for its joy.
- The Mind simply flows. The finest creations simply flow from within the Mind.
- The Mind is simple and straightforward. It is the way it is.
- The Mind and the brain are engaged in constant battle for dominance over one another.
- Therefore, it is crucial for a human being to fine-tune and maintain the harmony between these two powerful entities.
- The Mind is the ultimate controller of the life. We cannot suppress it for long. It resurfaces in other ways, may be in more monstrous forms.
- If we know the Mind, we know 'all'.
- Unconditioning of the Mind and brain is the way for progress in life.
- Life is nothing but the 'present'.
- The future is absolutely uncertain and nothing can be more foolish than pondering over it. An effort to accommodate the past or the future in the present is the root cause of all miseries.
- Even the most intelligent of human beings cannot live more than a moment at a time.
- If we do not possess a strong inner personality, we will be exploited by the entire world like mere objects.
- We are not machines to be switched on and off by others.
- Only if we are capable of standing alone in a crowd, we can attain a great success.

- Every one of us is exceptional.
- We need to accept ourselves as we truly are and move ahead.
- There is no reason why we have to feel superior. Comparison is the problem monger.
- No one can be ever ours other than ourselves.
- No individual or thing possesses the power to make a person unhappy.
- A human being is unhappy because of her/his involvement with things and people.
- Greater the involvement, it brings more miseries.
- Any kind of choice or having any kind of preference fuels our involvement.
- Expectation inevitably brings miseries in its wake.
- Nothing can fulfill our expectations.
- Our acceptance or non-acceptance does not change the reality at all.
- Know what can be changed and expect to change those that can be changed.
- The one who recognizes how and when to use water is far more intelligent than the one who knows its formula.
- The one who can differentiate between the essential and the non-essential is the one who is intelligent.
- It is important to eradicate all that is unnecessary from life.
- Hypocrisy is not the solution to any problem.
- Frittering away time and energy in frivolous tasks leads to a life of despair.
- Our life is meant to accomplish legendary and creative legacy.
- We are endowed with the power of creativity and we need to harness it.
- Due diligence before putting belief is critical.
- Creativity simply flows. Allow it to start flowing.
- Concentration is the greatest magic a human being can perform. This is possible only in the field of our interest. Only if we have energy in us.
- While we are in concentration, no energy is lost. Be absorbed and practice being absorbed.
- Ambitious are less successful. Wholehearted pursuit takes us to unprecedented peaks of success.
- Even all the formidable powers of nature put together cannot enslave man.
- Confidence increases with growing experience and pursuing the field with our potentiality.
- We are absolutely free.
- Contentment moves us on the ladder of success. It is guide to finding the right pursuit for us.
- Life is living.

This is antaryogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are willing! Krsna confirms that we are the Universe.

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

December 2016

## 111. **Simply Managing**

Manoharan has been/is in thoughts.

Henry Mintzberg's 'Simply Managing' focuses on what managers do and what managers can do better. It informs us that managing and leading co-exist. It confirms that management is a practice, an integrated art, science and craft, learned through experience and rooted in the context. Manager has to help bring out the best in others, so that they can know better, decide better and act better. Key imports from the book include -

- Managing is a job with a perpetual pre-occupation.
- Significant activities seem to be interspersed with the mundane in no particular pattern. Therefore, the manager must be prepared to shift moods quickly and frequently.
- To some extent, managers have to tolerate interruptions.
- Managers become conditioned by their workload.
- Manager is worried about what s/he might do and what s/he must do.
- Managers become proficient at their superficiality.
- The pressures of managers do not encourage development of reflective planners.
- Managers depend more on informal information rather than the formal.
- Talk is the technology of leadership and management.
- Most organizations tend to remain local to the team.
- Successful managers create some of their own obligations and take advantage of others' obligations.
- Global networking is coming at the expense of local conversing.
- Managing is a calculated chaos and controlled disorder.
- Managing takes place in three planes – information, people and action – through communicating and controlling, leading and doing. Manager's portfolio includes framing, scheduling and communicating in four layers – self, in the team, in the larger team and outside.
- Framing establishes the context. Scheduling brings the frame to life.
- Flow of information and driving behavior in the team are in information plane.
- This would mean Manager is the nerve centre, information processor, monitor, disseminator, and spokes person.
- Controlling is to ensure people accomplish their work. Decision making includes designing, delegating, authorizing, allocating resources and deeming (target setting).
- Managing people is leading individuals, teams and units/organizations. Leading includes

helping to energize individuals; to develop individuals; to build and maintain teams; and to establish and strengthen culture.

- Managers are external linkers as much as they are internal leaders. Linking includes networking, representing, conveying and convincing, transmitting, buffering (the flow of influence). They need to be managing the edges - the boundaries.
- Two aspects of doing are proactive work, and reactive disturbance handling. Doing includes engaging in projects/tasks, tangible experience, handling disturbances.
- Dealing with outside world includes building coalitions around specific issues and using these coalitions to conduct negotiations with various players.
- Manager has to practice a well-rounded job – no to too much of anything – thinking, doing; leading, linking, communicating, action, controlling etc.
- Effective managers exercise a dynamic balance across these. Management has to be learnt on the job.
- There is a continuum of managing – total managing to no managing – maximal, participative, shared, distributed, supportive, minimal.
- Managerial Effectiveness is seen on seven threads – energetic (personal); reflective; analytic; worldly (life experience, sophisticated, practical); collaborative; proactive; integrative (social) – balanced dynamically.
- A key purpose of managing is to strive for synthesis continuously.
- Managers think in order to act and act in order to think to discover what works. They think while they act.
- There are no perfect managers. It is better to choose the devil we know; it is better to listen to the managed; and it may be better to choose an insider or an outside insider.
- There are no effective managers in all contexts. We have managerial effectiveness and a manager contributes to its maximization. Many a time, effectiveness can be judged but may not be measured. We need to measure what we can and rest needs to be judged.
- Managers are not created in classrooms. Managing is learned on the job, enhanced by a variety of experiences and challenges. Learning programs can help in sharpening the lessons from experience and practice. Managing is self-learned and can be facilitated by classrooms and mentors.
- Effective Managing is being engaged to be engaging and being connected to be connecting. Each one of us is managing life, if not anything.

This is saadhakayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we are willing! Krsna confirms that Universe is the instrument of the dedicated practitioner..

Join us in the world of yoga –for flowing in the flow –towards krsnasaadhanayogasiddhi. You will not regret it. January 2017

## 112. Life and Purpose

Jeff Goins' 'The Art of Work' focuses on discovering what we were meant to do. It informs us that finding our purpose is more of a path/journey rather than a plan. There seem to be three phases (preparation, action and completion) or seven distinct/overlapping stages –

Preparation: awareness, apprenticeship, practice;

Action: discovery, profession, mastery;

Completion: legacy.

Awareness comes from living and listening to our lives. It does not just happen. It needs to be cultivated. It is not around our existing ability but around our potential. If we see our various significant events/activities in our lives, we notice a thread, a thread of our potential. No portions of our lives are wasted. They are all leading us in the direction of our life's works. Work prepares us for the next step. Regular/continual reflection as a practice helps us in becoming more and more aware.

This calling does not come individually. A group of mentors are involved in the process. Help is available. Apprenticeship may last several years. It might take about 10 years to be a master of a craft. We need help in apprenticeship-deliberate/accidental. May be a series of them. May be with multiple Mentors. We need to be open and look in right places and accept humbly what we find. Thus, it is an intentional process of choosing the opportunities we need towards our life's works. We come to cross roads where we have to decide way forward and we need to decide.

Practice may be painful but has to be endured. We may have to do more and more. Several failures, injuries and hurts are part of it. It is not just the amount of practice. It includes of right kinds of practice. It is important to try and improve. We need to discipline ourselves to lean in the most difficult parts rather than quitting. Practice requires love, context, inherent motivation and to our limits. Here, the calling, resonance with calling, and the pace of progress in practice comes into the picture of delivering eminent performance in something good to this world.

Discovery is through a series of intentional decisions. 'We just know' is not true generally. Get a call, respond to the call through action, and begin to believe through testing and conformations are the stages in discovery. Call does not wait for us to be fully prepared and ready. It appears a bit earlier than that. Many a time, we do not take a leap but we get on to the bridge. Following the direction rather than the destination drives us. All of us can bring our best to the table and contribute.

Profession leads us forward, moving on from failures and reinforcing successes in the direction of our life's works. It is a constant progression of submitting to a larger purpose through action. Failures are not bad. They help us move forward.

Mastery is in having a portfolio life that lets us learn more and use it in creative ways forward. Calling is not one thing. It is a set of things. We embrace a diverse set of activities. We may have fee work, salary

work, homework, study work and gift work. Or Work, home, play and purpose. Mastery is doing our absolute best, without trying to be famous, for the benefit of the world.

A life is not significant except for its impact. Our purpose is our entire life. It is more than doing something good. It is becoming some one good and let the goodness impact the world. Can this legacy drive us? We must become our calling. It is not settling for good when we were called to greatness. Work supports life and not vice-versa. Life is to be lived the fullest. We do our work well passionately while letting go of the result. In the end, what significant legacy we leave behind matters the most. Thus our purpose/calling is familiar, visible, challenging, requiring faith and time. It is bigger than us and it integrates well with rest of our life.

We need to move in the direction of finding our purpose and move. All of us can.

This is paramarthayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we live and practice! Krsna confirms that devotion, knowledge and action take us into the Universe for sure.

Join us in the world of yoga –for flowing in the flow of life of legacy –towards krsnatvayogasiddhi. You will not regret it. February 2017

## 113.        **Scaling Up**

Subroto Bagchi's 'The Elephant Catchers' focuses on breakthrough growth and scale. The scale has to with numbers, size, depth, more dimensions, more variants, more ways and/or more options. And everything need not be scaled. Some things in life are meant to stay small and life has a way of ensuring everything has its place. If we want to, need to and must to scale up something we should know how to go about doing that. The key principles/lessons for scaling-up include -

- *One should be at peace with idea of scale and the purpose should drive the scale*
- *Simplicity is a key tool in scaling-up – simple communication, simple organization, simple product, simple processes, methods and systems etc.*
- *Strategy and scale go hand in hand; great strategy appeals to emotions yet it is simple; and it is not couched in great analytics.*
- *Scaling organizations mimic living beings – systemic view for physical, intellectual and emotional infrastructure. Digital strategy linking environment (customers), ends, parts and limbs linked to the centre, like the nervous system, is a must. These organizations build their capacities for future.*
- *Those who hunt rabbits (small) rarely become elephant (big) catchers. We need to hire new expertise but they do not come with guarantee.*
- *Dedicated hard work, being quick to learn and impressive story whatever be the domain help in scaling-up.*
- *Growing organizations need both the hunters and the farmers.*
- *Overdependence is not desirable and sub-optimal relationships are not good.*
- *Doing things with eyes open is important.*
- *It does not take technology to create great things; and it takes people.*
- *Life is about constant growth, but any unnatural growth is inherently destructive.*
- *In setting the strategic direction for scaling-up, the board becomes the guardian angel that balances the three-legged stool of investor, customer and employee expectations.*
- *Consultants/resource persons have a useful role if they are dealt with effectively – reference check with earlier assignments/clients; clarity on mutual expectations; clarity on fee structure and payment terms; recommendations are to be considered but not meant for blind implementation; each person has to be assessed for the role relevance, ability and usefulness; wherever required, training for roll-out has to be budgeted and the roll-out team has to be involved from the beginning; commitment to change is a pre-requisite for taking consulting services; and we have to remember that consultant has to service the enterprise.*
- *Branding including name, logo, tagline, values (a few, may be 2-3), colours, brochure, cards, ID cards, pictures, videos, website, annual reports etc., contribute to the progression in the journey of scaling-up.*
- *Handling the media and press is another important area of focus in scaling-up. This has to be learnt.*
- *Scaling-up entails Social Responsibility with sustained engagement with a cause. Good people alone can build good organizations and good societies. This has to be done.*



- *Scaling requires hiring of people with ability to build, capacity to think differently etc., rather than qualifications, experience or pedigree. These are to be figured out early. When in doubt, do not hire.*
- *Hired persons have to be inducted – introductions; philosophy and exposure; 90-100 day plans; and regular meetings*
- *No management should be afraid to fire non-performance. It comes in the way of scaling-up.*
- *Leaders should spend quality one-on-one time with the key persons. They need to make thoughts visible, may be on boards; dashboards; or mails. Leader needs to be a critical questioner, performance reviewer and ultimate sense-maker.*
- *As an integral part of the culture, meeting people and experiencing situations/practices outside of the area of work helps in figuring out and improving scaling-up ways. It is the way to make best practices as next practices.*
- *Using assessment of leadership attributes – Ninja, Coach, Thought Leaders, Rainmaker and Mentor/Gardener, hunter and farmer, etc., helps in positioning people rightly and taking their services in scaling-up.*
- *It is important to mentor the leaders, beginning with letting them understand themselves first and letting them appreciate that their superior need not be smarter than themselves.*
- *Brahmas have to give ways to Vishnus and Vishnus to Sivas, preserving faith in order to build a legacy outliving them.*
- *Remember, Khalil Gibran ‘Your children are not your children.... They come through you but not from you, and though they are with you they belong not to you.’*

We need to move in the direction of our purpose and its scaling up. All of us can.

This is antaraarthayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we live and practice! Krsna confirms that dedicated devotion, unending pursuit of learning and endogenous actions guarantee Universe takes us in.

Join us in the world of yoga –for flowing in the flow of life and beyond–towards yogayogasiddhi. You will not regret it. March 2017

## 114. Moments of Power

John Cross, Rafael Gomez and Kevin Money have an engaging book on how to maximize key management moments of power 'The Little Black Book for Managers'. This book focuses on the moments of power, identifying them when they occur and maximizing the positives and reducing the negatives. The key takeaways include -

- *If we are managers or team leaders, our real job is not the job description or Terms of Reference. It is actually to keep on increasing the team output; it is to get the job done better with fewer resources and smaller budgets; and it is to get ourselves redundant.*
- *We need to respond quickly to changes in circumstances and adjust working hours and work allocations to achieve maximum possible team output.*
- *We need to enthuse our associates and get greater commitment to achieving the 'bigger picture' so that they set their own objectives, results/milestones and timelines.*
- *We need to be focused on doing right rather than mindless targets.*
- *We need to identify, assess and communicate our team's potential and reorganize resources to achieve it.*
- *We need to have up-to-date performance figures with us.*
- *We need to break down activities into smaller items for planning and progressing.*
- *We need to be current and be ready to make investments into future.*
- *We need to be ready and prepared for equal and opposite reaction when we take action.*
- *We need to have messages that stick, for the goals that are being pursued challenging the status quo.*
- *We need to focus our time and energy on the people who change and change others.*
- *We need to have realistic costs and timelines based on experience and practicality.*
- *We need to do good even if we do not benefit personally and professionally.*
- *We need to inspire.*
- *We need to remember that we are in managing and leading zone, not in operating zone.*
- *We need to focus on strengths and accentuating and using them. We need not be glued to weaknesses and get over them quickly.*
- *We need to invest time rather than spend it.*
- *We need to protect ourselves from our potential time stealers –messages, phones, meetings and people.*
- *We need to listen, read, appreciate, analyse, write etc., rather than talk.*
- *We need to exercise control on our emotions, without losing sensitivity.*
- *We need to forget about focus on being liked; instead focus on results.*
- *We need not undermine ourselves.*
- *We need to share our issues and problems and seek solutions and contribution to solutions publicly.*
- *We have our opinions and they need to be expressed.*
- *Ideas have to be fought through.*

- *Intrigue is not a bad thing.*
- *Pacing the work matters.*
- *No is fine. Silence is not acceptable. Silence has to be heard.*
- *Over delivery is better.*
- *The team has to be happy.*
- *Responding without waiting for knock on the door is useful.*
- *Trust and more trust is the way for the team.*
- *More responsibility to people than their age and experience empowers them.*
- *Authority has to be used sparingly and wisely.*
- *Need for Change and Change has to be appreciated first.*
- *Conflicts in the team have to be dealt with swiftly.*
- *Successes have to be reinforced and celebrated.*
- *Truth has to be told early before the rumours float around.*
- *Messenger has to be respected and not shot at.*
- *Team building cannot be outsourced/sub-contracted.*
- *Doing together - Thinking, brainstorming, mind mapping etc., matter to the team.*
- *Of course, disruptive behavior is not fine.*
- *Generational differences and role types and differences of the team members have to be taken into consideration.*
- *Distance workers are different team players.*
- *Sub-optimal performances cannot be tolerated.*
- *Talented people too need kicks and pats.*
- *Let members know their personality differences – (E/I)(S/N)(T/F)(J/P)*  
[Extroversion/Introversion; Sensing/Intuition; Thinking/Feeling; Judging/Perceiving]
- *360 degree feedback is useful.*
- *Sometimes it is better to adapt and other sometimes, it is better to innovate.*
- *We are recruiting the person, not the CV.*
- *A plan with commitment is superior to a perfect plan.*
- *Let the team know/see/experience the results of their work first hand.*
- *Stress signals have to be seen and acted upon.*
- *More team rewards help.*
- *We need to reward individuals the way they would have liked. Being fair is important.*
- *Committing and doing right things is superior to luring with quick incentives. Taking the stick if required is not bad.*
- *Talents have to be tapped. But STAR (situation-task-action-result) briefing and debriefing has to be scheduled deliberately.*
- *Asking is more important than telling. Delegation is a must.*
- *Beware of ‘monkeys’; Stand up for people; Say no to micromanagement; Share feelings.*

- Difficult People help us; See if culture has to change; Accept if one has to leave, or we have to move on.

*We are leaders and managers rolled into one. We need to set our purpose, get our team and get going. We need to get our agenda to scale-up. All of us do this.*

This is antahkaranayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are almost there! If we live and practice, we cross the last mile! Krsna confirms that devotion, commitment, action and practice take us into the Universe.

Join us in the world of yoga –for flowing in the flow of hope, faith and promise of life and beyond–towards pranayogasiddhi. You will not regret it. April 2017

## 115. The Mindful Leader

Michael Bunting described Practices for Transforming our Leadership, our Organization and our Lives in 'The Mindful Leader' to provide insights for self-awareness, wellbeing and effectiveness with mindfulness principles integrated with leadership. The equation is simple – Highly engaged organizations are more effective; the key to improving our organization's engagement is our leadership behavior; mindfulness (practical application of self-awareness) is the most effective method of recognizing and improving our behavior. More specific takeaways include -

- When we are well, our wellness spills onto others. And when we are unwell, that too spills onto others. Be well. It is incumbent on leaders to be well and to lead from a centre of wellness and non-reactivity, even in the toughest circumstances.
- The four foundations of mindfulness are – mindfulness of the body/senses; mindfulness of feeling tone; mindfulness of thoughts; and mindfulness of the way we interpret/make meaning.
- The stages of developing mindfulness are – no real mindfulness; too late mindfulness; mindfulness of the impulse; and dissolution of the impulse and habit.
- Mindfulness meditation causes changes in the brain at cellular, structural and functional level. Therefore, it reduces stress and anxiety, improves cognitive skills, enhances creativity, betters relationships, increases compassion, enhances self-insight and intuition, and offers health benefits.
- Mindfulness can be practiced formally and/or informally.
- 90% of long-term happiness is predicted by how our brain processes the world.
- The best leaders inspire us to become better people through their own example. Choosing responsibility, compassion and generosity in the face of challenge is very inspiring.
- Mindfulness makes us recognize that we are accountable. It also gives us the tools for being, behaving and seeing the world differently and reducing suffering of us and others.
- Mindfulness is the practice of embracing all of life, both the joy and the pain.
- Kindness/Compassion is a form of mindfulness.
- Everyone shares responsibility. 100% from the leader and 100% from the team, equaling 200%.
- It is easier to wear sandals than to cover the world with carpet.
- Happiness is when what we thank, what we say and what we do are in harmony.
- Basic values of mindfulness include – ahimsa; satyam; asteyam; brahmacharya; asangraha; aaswadha.
- Fewer the values, the better. Each value should have behavioural standard and shared stories.
- The mindful leader is grounded in and guided by wholesome life-serving values. Values and mindfulness are part of the virtuous circle. Hope, Faith and Promise are our values.

- Every word we speak and action we take has a tangible impact on us and on everyone else. Our level of consciousness makes a difference in the world. Therefore, our task must be to widen our circle of compassion to embrace all living creatures and the whole nature in its beauty.
- It is in our DNA to want to make a difference and create a legacy.
- Change happens one person at a time.
- We need to be in beginner's mind. The traits include – associating – connecting dots and recognizing patterns; questioning; observing; experimenting; and networking.
- As we heal our own insecurities and become whole, we need to enable and empower others to shine.
- Through loving kindness, empathetic joy and gratitude, we can unleash the greatness in our people. They can flower from within.
- There is not enough darkness in all the world to snuff out the light of one little candle.
- The truth sets us free.
- Mindful leadership is a change in behavior that takes time, starting with one step at a time, remembering that discomfort is progress. Practice is the essence.
- Thus the practices are:
  - Take 200% accountability;
  - Lead with mindful values;
  - Inspire a mindful vision;
  - Cultivate beginner's mind;
  - Empower others to shine;
  - Nourish others with love; and
  - Transform for good.

*We are teams; we are leaders; and we could be mindful. We can be mindful leaders. We need to be accountable and we need to seek accountability; we need life-serving values; we need to have shared inspiring vision; we need to be open, curious and unlearning and learning mode; we need to let others get going; we need to nurture the team; and we need to change ourselves to be mindful and to lead mindfully. We need to practice.*

This is methoantahkaranayogam. Can we be there? Yes, if we pursue Atma Yoga. We are almost there! If we are self-aware! If we practice to be self-aware of our thoughts, words and actions! If we practice reflect before talking and acting! If we live with values of hope, faith and promise! If we connect with all life and care for it! If we work with others for them to take charge! If we care and let them grow! If we live and practice! Krsna confirms that we are already in the Universe and we only need to realize this. Join us in the world of yoga –for flowing in the flow of interdependence, loving kindness, compassion and joy –towards yogayogasiddhi. You will not regret it. May2017

## 116. Innovations and Entrepreneurship

Let us laugh!

Let us remember to care ourselves, our co-life, and our life ecosystems.

Let us remember Gurudev Rabindranath!

Let us welcome Monsoon, after days and days of scorching heat!

Peter Drucker writes about Innovation and Entrepreneurship. The book discusses Principles, Practices and the Discipline. Specific elements discussed include -

- Entrepreneurs' main tool is innovation.
- Systematic Innovation monitors seven sources of innovative opportunity. These are:
  - *the unexpected successes, failures, events etc.;*
  - *the incongruities between reality as it actually is and reality as it is assumed;*
  - *the process need(s);*
  - *the changes in industry/market structures;*
  - *demographic changes;*
  - *changes in perception, mood and meaning;*
  - *new scientific and non-scientific knowledge*
- Successful Innovations based on bright ideas form the majority. Yet bright ideas are the riskiest and least successful source of innovation opportunities. Casualty rate is enormous. 1 out of 100 may click and meet its costs. 1 out of 500 may make real money.
- Therefore, it makes enormous sense to go after purposeful innovations rather than bright ideas, while they need to be appreciated, rewarded and supported when the promise is seen.
- The Do's of Innovation – analyse the opportunities; appreciate the innovation conceptually and as perceived; make it simple and focused; let it start small; aim at leadership.
- The Don'ts –Do not try to be too clever; do not try to do too many things at once; do not try to innovate for the future.
- Conditions for successful innovation include – hard, focused and purposeful work; building on strengths; and effect in economy and society – change in behaviour and/or process.
- Successful Innovators are conservative and they take calculated risks while trying to minimize them further. They are not risk focused and they are opportunity-focused.
- Entrepreneurship is in the existing business, existing public-service institution and the new venture.
- Entrepreneurial Management requires policies and practices in four major areas – entrepreneurial climate/receptivity to innovation; measurement/appraisal of performance and learning to improve performance; organization structure, staffing and management;

and don'ts to avoid entrepreneurial stifling.

- For public services to be entrepreneurial, they need to have a well-articulated mission, and goals; willingness to revisit these based on progress/review; search for innovative opportunities for changes in mission/goals and processes. The need for social innovation in general and innovation in public service is the greatest. And this is the foremost political task of our generation.
- For the new ventures, it needs focus on the market; financial foresight and planning; top management team early; an early decision on the role and work of the founding entrepreneur(s); and independent objective outside advice.
- Entrepreneurship also requires one or more strategies (practices and policies outside) outside the enterprise. These include –
  - *'Fustest with the mostest' – aiming at leadership position, going full throttle, completely focussed*
  - *'Hitting them where they ain't' – creative imitation and entrepreneurial judo, enter the space that is not serviced with an attractive solution building on an existing innovation that has not spread yet.*
  - *'Ecological niche' – toll-gate (may be small but essential and we can only do), specialty skill (the best, and remain the best) and specialty market (knowing the market well/fully)*
  - *Changing the economic characteristics of a product, a market or an industry – creating a customer by creating utility to the customer, pricing around value to the customer, adaptation to customer's reality and delivering true value to customer.*
- Quality is not what we think but what the customer thinks.
- Entrepreneurial strategy is a decision-making area and a judgment.
- We can not have high-tech entrepreneurship succeeding without economy of innovators and entrepreneurs with access to capital in no-tech, low-tech and middle-tech surviving and succeeding.
- We need to work on taking care of the redundant workers; we need to close not-so-useful public services while we open new ones that are needed.
- We need to encourage habits of flexibility, continuous learning, de-learning and relearning and acceptance of change as normal and as opportunities for institutions and individuals.
- Entrepreneurial Society may well be the future of Welfare State or a new hybrid of the two.

Incidentally we are self-employed entrepreneur dominate country already. It has to be reform itself to emerging realities, crises and opportunities.

We are individuals; we are entrepreneurs; we are intrapreneurs; we lead teams of entrepreneurial individuals and we facilitate and support enterprises. We need to be in learning mode till the end, learning, unlearning and relearning. We need to cherish and promote learning values. We need to have shared inspiring vision for learning and making difference. We need to mentor entrepreneurship. We



need to practice.

This is outsaahikayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are already there! If we get into forever learning mode! If we practice! If we practice to be self-aware of our thoughts, words and actions for learning! If we connect with all life, care for it and learn from it! If we work with others for them to learn and take charge! If we learn to practice and practice to learn! Krsna confirms that learning, devotion and action keep us in the Universe and we have to become aware.

Join us in the world of yoga –for flowing in the flow of exploration, excitement, and joy – towards sahajaprakritiogasiddhi. You will not regret it. June 2017

## 117. **Philosophy of Yoga**

Happy Cooperation! Let us collectivize! Let us have milk!

Let us welcome GST – one nation one tax.

BKS Iyengar writes about the Core of the Yoga Sutras, introducing the Philosophy of Yoga. Yoga is defined as the cessation of waves and movements of consciousness. Mental fluctuations are connected to the subtle body. The practice of yoga develops four types of Samadhi – self-analysis, synthesis, bliss and the experience of a Pure Being. Through cultivation of friendliness, compassion, joy and indifference to pleasure and pain, virtue and vice, consciousness become favourably disposed, serene and benevolent.

- Yoga acts as a means to lift the chitta from klesachitta to manovrittichitta to nirodhachitta to divyachitta.
- Human transits through four asramas – brahmacharya, grihastha, vanaprastha and sanyasi. The four aims (purusharthas) of life are dharma artha, kaama and moksha.
- We move through, as we practice yoga, samaadhi, saadhana, vibhutiadkaivalya. Kaivalya means freedom from infatuations and to reach the final freedom, moksha.
- Then the accomplished saadhaka/yogi lives in satyam (truth), sivam (eternal) and sundaram (beauty of life).
- A yogi also transits from karma (general action), to vikarma (action with pleasant motivation), to sukarma (good actions with auspicious motivations), to akarma (actions free from expectations of reactions and rewards, performed effortlessly).
- Further, a yogi also transits through jnana (knowledge of objects) to vijnana (scientific enquiry) to sujnaana (spiritual knowledge) to prajnaana (experiential wisdom).
- A yogi also transits through states of relationship with God – saalokya (feeling God) to saameepya (closeness to God) to saarupya (embracing God) to saayujya (living in God).
- A yogi also transits through Paripakva Karma (ripe action) to Para Jnaana (true knowledge) to Para Bhakti (utter devotion) to Saranaagati (total surrender fully).
- All these culminate and lead to fifth purushartha - Aatmadarshana and Viswaatmadarshana.
- Fix the gaze on the tip of the nose. This non-movement of the eyes pacifies and quietens the brain, stabilizing the mind and consciousness. If the eyes flicker, the brain, mind and consciousness also flicker and are perturbed. Steady eyes with restfulness release stress from the brain and stabilize the mind to be attentive to its means and goal.
- Yoga is a way to maintain an even temper and oneness in one's word, work and thought.
- The meaning of yoga is to restrain oneself from all bonds of pain and sorrow.
- Yoga is a mental discipline for restraining the fluctuations of thoughts so that consciousness is kept in an unoscillated, steady and stable state.
- The brain has four lobes – vitarka (analysis, argumentation); vichaara (logical insight, synthesis); aananda (seat of joy); and asmita (seat of the self).
- Heart's emotional divisions are – friendliness (maitri), compassion (karuna), gladness

(mudita) and indifference (upeksa) towards pleasure and pain. These have to be harmonized.

- Life is a continuous process.
- Five elements – earth, water, fire, air and ether; five vayus – apaana, praana, samaana, udaana, vyaana; five kosa – annamaya, praanamaya, manomaya, vijnaanamaya and aanandamaya.
- Bahiranga, Antaranga and Antaratma Saadhana; Saadhanakarma includes tapas, svaadhyaya of aasana, pranayama and dhyaana, and being one with the core; Tapas covers yama, niyama, aasana and pranayama.
- We are yogis – karma yogis, jnaana yogis, kriya yogis, and bhakti yogis. May be all rolled-into one. We seek oneness with the innermost and the universe. We know they are identical.

We are yogis; we can be yogis; we follow asthang; we are practitioners; we practice; we lead practitioners; we mentor leads. We are learners; and we are in learning mode till the end. We pursue our purposes of life.

This is nijayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are always there! If we want! If we plan! If we pursue! If we learn! If we practice! If we practice oneness of actions, words and thoughts! If we practice to be self-aware of our thoughts, words and actions! If we connect with all life, care for it and learn from it! If we connect with five elements! If we practice transits of yoga! If we learn to practice and practice to learn! Krsna confirms that he is yogeswar and a yogi is one with yogeswar and merges in Krsnaviswam.

Join us in the world of yoga –for flowing in the flow of being aware, practice and transiting forward – towards Krsnaishwaryayogasiddhi. You will not regret it. July 2017

## 118. Ideas that will Shape Future

*Happy Cooperation! We are 135 Crore and growing.*

*Hope we really have demographic dividend!*

*Let us educate all! Let us educate all girl children! Happy Skilling! Happy Justice everywhere and for everyone! Let us transform the world! Let us let tigers live!*

*Humanitarianism is being remembered.*

*President Ramnath Kovind took charge. Venkaiah Naidu is certain to be Vice President of India.*

*GST has come. Services, and Professional, Technical and Management Support Services to Development, Poverty Reduction and Livelihoods should not attract any GST. If Food, Extension, Education, Health, etc., can have no or low tax, not having GST for Development Services makes eminent sense. It does not make sense to increase the cost of service to poor, and the organizations working for them, by this 18% GST.*

“This will change EVERYTHING – ideas that will shape the future” edited by John Brockman introduces several seemingly radical but actually feasible ideas with the potential to change the world. Some of them include –

- Scientific Idea of Evolution to influence the human consciousness and science and technology in a big way.
- DNA – writing the software of life.
- Development biology and neuroscience are changing our understanding of who we are.
- Robotics and the brain-machine interface.
- Full flourishing solar technology.
- Personalized Medicine.
- A method for groups of people and machines to work together to make decisions in a way that takes advantage of scale.
- Confidence in materialism is draining away.
- A cure for humankind’s existential loneliness.
- Decoding the brain.
- Ever-changing culture of things is making and keeping us human.
- Living longer.
- Sleeping giants may wake up –
  - Disappearance of summer sea-ice over Arctic Ocean
  - Increased melting and glacier flow of Greenland Icesheet
  - ‘unsticking’ of West Antarctic Ice Sheet from its bed
  - rapid die-back of Amazon Forests
  - disruption of Indian Monsoon
  - release of methane from frozen soils

- shift to a permanent El Nino-like state
- Climate's challenges.
- Accidental Nuclear War.
- Breakdown of Computers.
- Growing Perception of a clash between Safety and Liberty.
- Sustainability requires that we pass on to the next generation the resources that we received from our forebears.
- Alternatives to 'oil'.
- Intentional change in the relationship between people and planet.
- Changes in population structure
  - Sex ratio
  - Age structure
  - Kinship systems
  - Income distribution
- Technology changes ways of education.
- Information finds us just in the nick of the time.
- The ubiquitous mobile smart phone.
- Death of beaming TV channels.
- Renewable Energy trading.
- Automated near universal translations.
- Artificial will.
- Biohacking becomes real.
- Recognition that body is not a machine.
- Life is a continuous process.

We are yogis – thought yogis, apart from action, word, emotion. We seek oneness with the innermost and the universe in the thought first. Thought introduces, considers, and reflects to new ideas for human progress and progress of the Universe, and gives go ahead. These go 'aheads' manifest in emotions, words and action, if we pursue relentlessly. This is Oohayogam. Can we be there? Yes, if we pursue Atma Yoga. We are always there! If we want! If we pursue! If we practice! If we practice thoughts as leads of actions and words! If we practice to be self-aware of our thoughts! If we connect with all life, care for it, learn from it and establish thought connect! If we connect in reflection with universe and its elements! If we learn to think practice and practice to learn! Krsna confirms that he is there for us if we have the universe in our thoughts. Join us in the world of yoga –for flowing in the flow of being in thinking forever of transiting forward – towards Krsnachaitanyogasiddhi. You will not regret it. August 2017

## 119. Inner Engineering

*Let us be thankful to the indigenous.*

*Happy Youth!*

*Let Humanitarianism Triumph!*

*Let us remember our teachers!*

*Hope we celebrate Charity/Philanthropy, Democracy, Peace, Heart, Tourism and Coffee.*

“Inner Engineering: A Yogi’s guide to Joy” by Sadhguru Jaggi Vasudev introduces well-being.

- Well-being is just a deep sense of pleasantness within. If the body feels pleasant, it is health. If it becomes very pleasant, it is pleasure. If the mind becomes pleasant, it is peace. If it becomes very pleasant, it is joy. If the emotions become pleasant, it is love. If they become very pleasant, it is compassion. If life energies become pleasant, it is bliss. If they become very pleasant, it is ecstasy. What we are seeking is pleasantness within and without. When pleasantness is within, it is peace, joy, happiness and if it the surroundings become pleasant, it is branded as success. Thus all the human experience is a question of pleasantness and unpleasantness in varying degrees.
- All the technology only brings comfort and convenience to us, not well-being. We need to understand that unless we do the right things, the right things will not happen to us. This is true not just of the outside world, but also the inside.
- All human experience is 100% self-created. Everything that ever happened to us, we experienced right within us.
- Do not look for a way out of misery. Do not look for a way out of suffering. There is only one way – and that is ‘in’.
- The foundations of peace and joy are in accessing and organizing the inner nature of our being.
- If we wake up to ourselves as an existential being, a living being, then our destiny will be our own. 100%.
- We take responsibility for our lives. Responsibility simply means our ability to respond and respond. Responsibility is freedom.
- In rage, we become one with a group; out of rage, we become one with the universe.
- A brighter tomorrow is possible if we accept – we are responsible for the way we are now.
- Resentment, anger, jealousy, pain, hurt and depression are poisons we drink and expect someone else to die. Life does not work that way.
- Responsibility is not reaction; it offers choice of action.
- Responsibility is about being, it is not about talking, thinking or doing.
- Love is not something we do; it is just the way we are.
- Our responsibility is limitless; if we are willing, we can respond to everything.

- Yoga is being in perfect alignment, in absolute harmony, in complete sync with existence.
- The layers we unravel are annamayakosha (physical body); manomayakosha (mental body); praanamayakosha (energy body), vignanamayakosha (etheric body), and anandamayakosha (beyond physical realms of life), one after the other.
- The work begins with the three dimensions –body, mind and energy.
- The ways forward are karmayoga, gnanayoga, bhakti yoga and kriya yoga. If we can integrate all these, it is great.
- Yoga is not about being superhuman; it is about realizing that being human is super.
- Start with the body, the ultimate machine. We have two forces with us – instinct of self-preservation and the constant desire to expand to become boundless. Let us try to know life beyond senses using life sense. Let us listen to life. We do not use more than a minute fraction of our potential.
- Let us be in touch with the earth. Let us be in sync with the sun.
- Start with bhutashuddhi and move to bhutasiddhi.
- Eat so that our brains and bodies work. They work better when the stomach is empty.
- Eat the food that our bodies are comfortable with.
- Consumption of clarified butter without sugar cleanses, heals and lubricates the alimentary canal.
- Move to restfulness from restlessness.
- The simple act of holding hands is the simplest way to experience a state of union.
- We are on the verge of breaking down because we have made a small aspect of our life the whole of our life.
- Sit alone undisturbed in all ways for an hour, once in a week.
- Do not be an outsider to the life process. Become a devotee. Dissolve.
- Be a lover.

We are born yogis. We seek oneness with the innermost and the universe. If only we are willing.

This is Trsnayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are already there! If we only see! If we practice to see! If we practice to be self-aware! If we see we being in connect with all life! If we learn to see and practice to see! Krsna demonstrates that he is always with us for us.

Join us in the world of yoga –for being in the flow –towards Trsnakrsnayogasiddhi. You will not regret it.  
September 2017

## 120. **Coming Together, Working Together**

Charity! Philanthropy! Literacy! Democracy! Peace! Heart! Happy Right to Know! Happy Tourism! Happy Coffee!

Let us remain grateful to our teachers who have taken/are taking us forward!

Ahimsa! Aarjava! Sahayoga! Tolerance!

Happy Smile!

Happy Life and Living! Happy Information, Knowledge, Skills, Resources!

Aarjava. Aksharaarjava. Aarjava Astitva. Aarjava Jaatra. The thought that dominated the month is how do we get on with simple living with the mind, heart and body in sync. Can we have space for the all human beings, all animal life, all life, the entire universe with all its nuances and diverse facets? Can the universe with its infinite intelligence guide us?

Can the children and young minds dwell in and grow up in this thinking, context and maahol? It appears possible. It must be possible. It is the only way available. It takes us forward. For a long time to come.

We need to show examples. We need locales and villages as examples. We need to show communities living like this. We need to live as examples. We need to talk plain. We need to think simple and long-term. We need to show the calculations of limits and urgency. We need to show failures of opposite. We need quotes. We need proverbs. We need stories. We need anecdotes. We need songs. We need lyrics. We need videos. We need consultations. We need orientation. We need workshops. We need skilling. We need celebrations. We need conversations. We need role models. We need teachers. We need writers. We need volunteers. We need projects. We need collectives. We need associations. We need chapters. It needs to be the benchmark everyone to aspire. One needs to feel guilty, if not able to measure up. It needs to be part of new values and value-system we live with. It should become a habit, may be an 'addiction'.

Seeds are being sown all around. Sprouts of examples are there all around. Aarjava is coming into being. Let it bloom in many a place, many a heart. Let it proliferate everywhere. We are also progressing on pooling up professionals from across the country (and may be outside too) and in various elements/themes across the larger livelihoods-poverty reduction-development domain to service the sector in a consulting mode as deeply and comprehensively as possible, as locally as possible, at as low a cost as possible. The form of the pooling up is Limited Liability Partnership, a la consulting organizations across the world. The registration process of this 'Sahayog' has been set in motion now.

Some other work going on in the background is bringing the livelihoods-poverty reduction-development professionals together for their identity, solidarity, learning, security, savings and engagement. Most of these professionals/workers are unorganized/ill-organized. These professionals are at various levels/layers – community professionals, student (would be/ potential/trainee) professionals, entry professionals, mid-level professionals, senior professionals, elder professionals, eminent professionals etc. Some are volunteers; some are part-timers; some are working at no/low fee; some have found the career/life/future in this work; some do social responsibility; some do pay back etc. They seek identity; they seek solidarity – a feeling of not being alone; they seek to meet their basic needs through savings,



credit and other collectivized/ aggregated leveraging; they want security and insurance concerns addressed to an extent, through mutual help/support; they want to be current and up-to-date in the domain and they want to unlearn/learn and have skills that are required in the domain at any point of time; they want to meet and be in touch; they want to get engaged in diverse works; they want to get counselled and placed if they want to leave the present engagement; they want to be organized and they want to benefit from the strength of the numbers they have; and they want to work for the well-being of the universe including themselves. They want to achieve freedom. Millions of them.

This is Astitva. This is Yogakshemam. This has to happen. Soon.

We are all essentially yogis, whether others accept or not. We are willing and we seek oneness with the innermost and the universe. We are winning over ourselves.

This is Astitvavijayayogam.

Can we be there ?Yes, if we pursue Atma Yoga.We are already there! We can see! We are at practice! We are becoming selfaware! We are in connect with all life! We are unlearning and learning to see and practice to see! Krsna demonstrates that we are not different from him and each one of us is a Krsna.

Join us in the world of yoga –for being in the flow –towards Krsnaastitvayogasiddhi. You will not regret it.  
October 2017

## 121. 7LCx

Peace and Development! Kindness! Tolerance! Happy Children! Students! Men, Women and Transgenders! Happy Savings! Happy Integration and Unity! Happy Sanitation! Television and Telephones!

Let us work for reduced violence! Let us work for reduced obesity!

Let us be philosophical!

Let us work for vulnerable – persons with AIDS, Slavery, Disabilities!

Happy Soils! Cheetahs! Mountains!

Happy Volunteers! Happy Rights! Solidarity!

Chris Fussell's ONE MISSION articulated How Leaders build a Team of Teams. It begins with –

- Creating an aligning narrative
- Communicating narrative
- Establishing interconnection(s)
- Acquiring operating rhythm
- Providing decision space to the members – overcoming/identifying deviance, neglect and supporting positive deviance
- Pushing boundaries
- Building and leveraging liaisons
- Strategic leadership

7L and Coexistence are the dominant themes that occupied our mind during the month. The progress on pooling up professionals from across the country (and may be outside too) and in various elements/themes across the larger livelihoods-poverty reduction-development domain to service the sector in a consulting mode as deeply and comprehensively as possible, as locally as possible, at as low a cost as possible. 7L Coexistence (7Lx/7LCx) is in pipeline. 7Lx will have scope to pool up several layers of life-workers, associates and staff –

- Interns
- Volunteers
- Resource Persons at various levels as required from time-to-time
- Staff/Professionals at various levels, including community professionals
- Associates
- Associate Life-workers
- Senior Associate Life-workers
- Core Life-workers
- Distinguished Life-workers
- Advisers

Apart from these, life-time investors and angel investors may also play their part.

Apart from consulting services, 7Lx plans to service members in several ways – email id, savings, mutual support, learning/being current/up-to-date, training/exposure visit, aggregated/pooled up servicing of needs etc.

Identifying HR, mentoring and running Learning Programs for HR in Self-help Movement, Natural Farming Movement, Livelihoods of Vulnerable and Poor, Aarjava Campaign etc., are the additional elements of activity portfolio. More and more people have to join hands. More and more people need to be serviced and served. Let us get going.

This is Sahayoga. This is Yogakshemam. This is the only way. For Universe to conspire and take us forward.

We are all essentially sahayogis, whether we accept or not. We are willing and we seek oneness with the innermost and the universe. That is our way. Victory is ours. Victory over ourselves.

This is Astitvasahayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are almost there! We can see the path! We can see the 'end'! We are practicing with awareness! With co-existence! With Astitva! We are unlearning and learning to see and practice to see! Krsna suggests that we are his microcosms and each one of us is a Krsna. Join us in the world of yoga – for flowing – towards Krsnayogasiddhi. You will not regret it.

November 2017

## 122. The Art of Thinking Clearly

Let us work for vulnerable – persons with AIDS, Slavery, Disabilities!

No Corruption, Please!

Happy Children! Students! Men, Women and Transgenders!

Happy Soils! Cheetahs! Mountains!

Let us work for reduced violence! Let us work for reduced obesity! Happy Rights! Solidarity! Governance!

Happy Volunteers! Let us reduce Push Migration! Let us work with Migrants to increase their joy! Happy Computers! Mathematics! Tea!

The Art of Thinking Clearly Rolf Dobelli followed up with The Art of The Good Life on clear thinking for business and a better life. The toolkit offered include –

- Mental accounting: interpreting positively or constructively
- Constant readjustment: repeated replanning
- Non-negotiables/pledges and sticking to them 100%
- Radical acceptance and black box thinking: keep track of assumptions and results to figure what went wrong so that it can be tackled at its root
- Considering technology counter productivity: if it does not genuinely contribute something, we can do without it; let us try switching on our brains rather than the gadgets
- Steering clear of stupidity, foolishness and trends: keep omitting
- Staying humble and paying back willingly and ungrudgingly as our success, if any, belongs to the universe really
- Introspecting and taking feelings seriously: others' feelings more than our feelings
- Differentiating and strengthening internal clarity and external persona
- Resisting deep-seated biological reflex of spontaneous yes: 5-second no
- Resisting to focus on trivialities and acquiring wide-angle lens: minutes to days/weeks
- Buying less and experiencing more
- Having enough savings quickly and become less concerned about money: live modestly
- Knowing our limits and finding our circle of competence
- Enduring persistence with long-term thinking
- Building on the actual talent and skills we have and the world cares for
- Focusing on the inner scorecard, with a friendly disinterest in the external praise and censure
- Avoiding situations in which we have to change other people: hire for right attitude, train for skills; work with people we like and trust
- Having achievable but not so easy life goals
- Balancing moment-to-moment experiencing self and remembering self

- Making long-term plans and experiencing the present
- Seeing ourselves as realistically as possible: keep a diary and refer once in a while
- Balancing enjoyment and meaning in life
- Building a clear circle of dignity tightly, sharply and living it
- Having mutual, insurance and fulfilling work
- Living with a few but truly relevant opinions
- Seeing happiness in our mental fortresses
- Combining social responsibility and irresponsibility
- Managing focus, time and money deliberately
- Choosing and reading books
- Thinking independently
- Training ourselves for being sensitive to happiness
- Knowing the point of maximum deliberation and turning to action
- Keeping our feet in others' shoes often and going with the protagonists
- Realizing that we make a difference in our lives mostly, and being away from the illusion that we make 'history'
- Adhering to form with content rather than just the form
- Running our own race: specialize radically enough so that we are on top
- Skipping the rat race
- Having connections with crazy freaks
- Sampling the universe of possibility as much as possible and then becoming selective
- Keeping necessities, goals and expectations separately and managing expectations
- Working with good ideas, good products, good investments etc., and when in doubt, ignoring them
- Remembering: everyone of us is merely one among billions; we are all living inside an infinitesimal sliver of time with a random beginning and a random end; and we are all dependent beings
- Taking the direct route of internal or inner gain rather than a roundabout

More and more people must join hands for good life and happy living. More and more people need to be serviced and served. Let us get going. This is Subhayoga. This is Yogakshemam. This is one of the right ways. We seek the gain of the inner universe and therefore, the universe. That is our way.

This is Aarjvasahayogam. Can we be there? Yes, if we pursue Atma Yoga. We are marching ahead, albeit slowly! We see the path! We see the 'end'! We are practicing! We are unlearning, learning and practicing! Krsna confirms that he did not realize he is Krsna till he practiced and each one of us is a part of Krsna himself. Join us in the world of yoga – for living – towards Krsnaarjavayogasiddhi. You will not regret it.

December 2017

## 123. **Fifty Spiritual Classics**

Happy Solstice! Happy Sankranti! Pongal! Happy Youth! Happy Girl Children! Happy Farmers!

Happy Republic! Happy Voters!

Let us remember Luis Braille! Happy Technology! Happy NRIs! Let us laugh! Let us comfort! Let us preserve privacy of our data! Let us work for bettering the lot of street children!

Chinaveerabhadru led me to Nachiyar Thirumozhi today. Lost in its trance. A sequel to the more famous Tiruppavai. Andal/Godha prays, meditates and sings for union with Krsna. 143 stanzas give us the complete struggle cycle towards 'liberation'. Starting with praying to Manmatha, it goes on to pray Krsna directly – in Brindavanam as Gopikas playing with Krsna with his tantrums; in the lake taking bath as Krsna takes away the dresses, and later returns after tough negotiations, and Gopikas miss Krsna badly; nightingale as the messenger to Krsna for describing the state; meeting and marrying Krsna in the dream; speaking to Panchajanya, the conch, about its fortune to be with Krsna intimately; talking to dark clouds to be messengers of the sad state; feeling sad when the rains come but Krsna does not come; cursing flowering flowers, dancing peacocks, and singing nightingales, given the state of affairs at her end, and starts to lose hope; comparing with sita, Rukmini et al and feels sad, and starts cursing Krsna nor keeping the words and promises made; describing various places from Mathura to Dwarka and requesting people to take to these places and to him; begging them to at least bring his articles to comforted with, and wanting comfort by offering herself in full or in various parts on to him; and enquiring about Krsna and responding that he is there.

Complete and comprehensive.

Today I also remembered Gitanjali. Do not miss to read this. I need to put energy to recollect the translation I attempted some three decades ago. Soon.

I was going through the 50 Spiritual Classics. Apart from Gita, Quran, and Bible, my quick further shortlist of not to ignore at all at any cost category (and I read and are helping me for the journey ahead) includes:

- St. Augustine's Confessions;
- Richard Bach's Jonathan Livingston Seagull (and later, The Bridge Across Forever – and the Leslie's letter in particular);
- Fritjof Capra's The Tao of Physics;
- Gandhi's My Experiments with Truth;
- Kahlil Gibran's The Prophet;
- Dag Hammarskjold's Markings;
- Herman Hesse's Siddhartha;
- Aldous Huxley's The Doors of Perception;
- J Krishnamurti's Think on These Things;

- Thich Nhat Hanh's The Miracle of Mindfulness;
- Robert Pirsig's Zen and the Art of Motorcycle Maintenance;
- Idries Shah's The Way of the Sufi;
- Mother Teresa's A Simple Path;
- Eckhart Tolle's The Power of Now;
- Ken Wilber's A Theory of Everything;
- Paramahansa Yogananda's Autobiography of a Yogi; and
- Gary Zukav's The Seat of the Soul

And this list must include:

- Rabindranath Tagore's Gitanjali;
- The Capital;
- Andal's Thituppavai and Nachiyar Thirumozhi;
- Paul Coelho's Alchemy;
- Notes to Myself;
- The Art of Loving; and
- Notes of Vivekananda, Ramana and Aurobindo.

There is one other book, I am keen that everyone should read: Gita (as if Krsna is not God) [I miss the exact title, but something like this].

More and more people must join hands for life, living, livelihoods, linkages, leadership, learning and love. We can begin with any L and we will reach all Ls and the life and love. More and more people need to be serviced and served. Let us get going.

This is L-yoga. This is L-being. These are the ways.

We seek to gain the core and therefore, ever expanding whole. We seek to look into and reach the centre. Both in unison is our way.

This is saptayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are marching ahead, albeit slowly! We see the path! We are practicing! We are digging into micro! We are exploring macro! We are loving, learning, leading, linkages, livelihoods, living and life! We are transcending life to all human life to all life to all beings. We are on our way. Krsna confirms that Krsna takes all of us who are on their way to him and into him.

Join us in the world of yoga – for life – towards Krsnasahayogasiddhi. You will not regret it. January 2018

## 124. The Future of Professions

Happy Blood Blue Super Moon! Happy Budget!

Let us fight Cancer! Let us work for social justice! Let us speak in our mother languages! Let us work for thriving good NGO movement! Let science and mathematics thrive! Let us be rational and rationally spiritual! Let us sleep, rest and be fully active! Let us be happy and joyous! Let equity and equality flourish without discrimination all across!

Wetlands! Sparrows! Wildlife! Forests! Water! Transgenders! Women! Consumers!

Puppetry! Theatre! Poetry! Colours!

Again, Chinaveerabhadru led me to Rumi this time. Through a book RUMI by Annemarie Schimmel. Three important dimensions – divine love – when you are thirsty and search for water, water is also searching for you; forms, stages and nuances of love – it is everything – borderless sea, water fall, life support, wild life, worm, bird, emperor, doctor, so on so forth; and seeing life and love in day-to-day existence. Rumi is teaching us the discipline of love to go to heaven from the nuances of daily chores.

May be – Kabir learnt from Rumi; and Tagore from Kabir.

The Future of The Professions by Richard Susskind (father) and Daniel Susskind (son) is looking at how technology transforms the work of human experts. The difficulty lies not in the new ideas (new dogs in the street), but in escaping from the old ones (old dogs in the street).

- Professionals have knowledge that others do not have in that domain.
- Admission into profession tends to depend on certain credentials.
- Activities of the professions are regulated in terms of exclusivity in doing certain tasks, self-regulation in the profession itself, and/or code of conduct specific to the profession.
- There is something called professional ethic, broadly running across the professions.
- Technology is changing the professions and the ways of the professions. Health. Education. Divinity. Law. Press/Media. Management Consulting. IT. Tax and Audit. Architecture. Livelihoods. Poverty Reduction. Social Development. Ecology. So on. So forth.
- Patterns and Trends across Professions include –
  - Reactive to proactive
  - More-for-less
  - Automation
  - Innovation
  - Multiple ways of communication
  - Data mastery
  - Relationship building
  - Diversification
  - Disintermediation and re-intermediation
  - Paraprofessionalization



Flexible self-employment

New specialists

Machines

Online self-help and collaboration

Personalization and mass customization

Emerging Business Models

Demystification

- Constantly evolving Information substructure of the society is influencing the ways of sharing experience and expertise.
- Big Data, Artificial Intelligence, Siri and Google, Wiki, Robotics, Affective computing, Pervasive devices, Connected Humans (facebook, linkedin, skype, whatsapp ....), e-commerce – they are changing the professions and their ways.
- Liberation of expertise and knowledge commons.
- Decomposition into tasks and division of labour.
- Models of production and distribution of practical expertise include from traditional, networked experts, paraprofessionals, communities, embedded to machine generated.
- There are limits (moral) to markets. Standardization may lose traditional crafts in the various professions. Personal interactions may be the casualty.
- Increasingly capable non-thinking machines, differently evolved needs for human beings, increased technological un/underemployment, uncertainties and job-losses etc., are certain in the future. The trends are already there.
- Knowledge commons in professions happen because knowledge tends to get liberated, given the ecosystem and technology in its favour.

The future is in having most of the help, guidance, advice, news, insights etc., available through liberalized expertise. This in turn leads to having direct access to living, and help for healthier and happier lives for most of us in the universe.

This is Parivartan yoga. This is transformation.

We seek to transform ourselves in ever expanding whole to be sharing expertise and experience with no or little cost.

This is sahayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are flowing ahead together, albeit slowly! We feel the path and guide one another! We are practicing! We are exploring micro and macro simultaneously! We are transforming ourselves! We transforming all life and all beings. We are on our way. Krsna confirms that Krsna keeps watching all along and comes to take us into him.

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

February 2018

## 125. A Resonant Leader

Happy Mother Tongue!

Happy NGOs!

Happy Science!

Happy Life, Wild Life, Sparrows, Forests, Water, Atmosphere!

Happy Women!

Happy Consumers!

Happiness is our path and destiny!

Poetry! Puppetry! Theatre!

All of us are fools.

Health! Mother Earth! Copy Rights! English! Health at Work! Dance!

Resonant Leadership by Richard Boyatzis and Annie McKee discusses Practical Framework for how leaders can create and sustain resonance in their relationships, their teams and their organizations. Leaders need to renew physically, mentally and emotionally again and again. Leaders can't sustain effectiveness unless they sustain themselves.

Leaders go through power stress day after day, fighting fire after fire and slowly burn out. The problem is not the stress but the lack of adequate recovery time. The key is to manage the cycle of sacrifice and renewal for resonance. The renewal is a holistic process that involves the mind, body, heart, and spirit. It all begins with mindfulness, hope and compassion. A resonant leader has to –

- Be inspirational;
- Create overall positive emotional tone characterized by hope;
- Be in touch with others, knowing their hearts and minds, experiencing and demonstrating compassion; and
- Be mindful, authentic and in tune with self, others and environment.

Leaders manage themselves and relationships with personal competencies –

- Self-awareness (including self-assessment and confidence);
- Self-management (including control, transparency, adaptability, initiative and optimism);
- Social awareness; and
- Relationship management (including inspiration, influence, nurturing, catalysing change, building bonds and teamwork)

Leaders avoid sacrifice syndrome. They are in the cycle of Sacrifice and Renewal. This cycle includes:

Resonant Relationships à Effective Leadership à Sacrifices à Renewal à Sustainable Leadership

Trouble in the work/business, friends leave, bad compromises, deep advices from people who matter etc., serve as the final wake-up calls to pursue renewal. Else sacrifices are not worth taking. Renewal happens through relationships, teams and organizations by being mindful, having hope and having compassion.

These benefit the leader in her/his renewal. Professional excellence adds to it. This would involve knowing the core values we cherish. This would involve knowing rhythms in the career and personal life.

Renewal is an intentional process, beginning with discovering ideal self, real self with strengths and weaknesses, learning agenda to move towards the ideal self, experimenting and practicing new habits and reinforcing the existing strengths, and developing and maintaining close personal relationships. As you develop resonance with self, resonance with others happens and vice-versa. The ideal self is like the personal vision we are pursuing and the legacy we want to leave behind.

Leaders need to cultivate and practice Mindfulness. This includes reflection (contemplation, meditation, etc.), and supportive relationships. Hope (and Faith) drive Renewal. Realizable vision and dream gives us hope. Compassion is the third source of Renewal. This includes understanding others' feelings and experiences, care, and acting on these feelings and care.

We have everything in us to be a leader, great leader. It begins with personal transformation, as Gandhi said - 'Be the change you wish to see in the world'. As Goethe said –

“What you can do, or dream you can, begin it.

Boldness has genius, power, and magic in it.”

The future of this universe is in having resonant leadership in all of us, human life and life. This leadership and these leaders lead us to having direct access to fulfilling lives, meaningful living, with resonant relationships, happy unlearning and learning and caring love from all of us to all of us and the universe.

This is Sahajharyoga. This is sacrifice and renewal.

We seek to resonate and flow together with understanding and care in ever expanding whole.

This is sahadamanayogam.

Can we be there? Yes, if we pursue Atma Yoga. We feel the path together and guide one another! We are flowing and practicing! We are touching and exploring micro and macro simultaneously! We are sacrificing, renewing and transforming ourselves! We are on our way. Krsna confirms that Krsna flows with us, if we are willing to flow with him.

Join us in the world of yoga –for life–towards aanandajharyogasiddhi. You will not regret it. March 2018

## 126. Aikya

Happy Health! Medicine! Health at Work! Mother Earth!

Happy Copy Rights! Intellectual Property! English!

Happy Workers!

Midwives! Red Cross! Nurses! Families! Mothers!

Press Freedom! Communication! Information! Development Dialogue! Cultural Diversity! Biological Diversity! Migratory Birds!

Fair Trade!

Laughter!

Stephen Hawking, the rational spirit and genius, rested.

March has also made us to reiterate our deep values: Love, Usefulness, Time, and Integrity. These include learning, humility, discipline (concentration and patience), and being truthful come what may. Those who are not able to measure up, need to pack up. Those who cannot pack up on their own, need to be helped to get packed up.

On 24 March 2018, Earth Hour Day, a few Development Workers came together to Found Aikya Forum of Development Workers (Aikya Forum) for Development Workers nationally. Development Workers particularly at the cutting edge. On the ground. Aikya Forum's raison d'être is to come together and evolve as a collective(s) and platform of development workers across geographies, themes, categories and interests for enhancing their identity, solidarity, capacities, access to possibilities and well-being at national level and beyond. Inter alia its key agenda has to be – enhancing identity, solidarity and mutual help; building knowledge/ learning/capacities; facilitating access to various services meeting financial, security, work, collectivization and related needs; and networking.

Aikya Forum would be an Association under Societies' Registration Act, with registered office in Hyderabad. Its non-negotiables include Inclusion and solidarity; learning; and mutual help. Its membership is for life and is limited to Development Workers.

Development Work has emerged as an important portfolio of livelihoods of people at large. Some 20 million are working in the Livelihoods-Poverty Reduction-Social Development domain. Their earnings for majority of them barely hovers around casual minimum wages. On ad hoc contracts, renewed from project to project. Uncertain Projects. Number of them work for 15-20 days a month. Not full-timers. Some of them work for 3-4 hours a day. Minimum wages are not discussed. Skills are limited to the task at hand. Learning and growing to become mature professionals is not in the reckoning. Stuck in some sense. Stagnation at the bottom of the pyramid. Many of these talk about rights and entitlements to people at large while they do not discuss the same for themselves! It is decidedly unorganized with no allies. While some of them cross over to politics, most remain and live a poor life with no access to learning, social security, bankability, credit, insurance etc. Identity, solidarity and mutual support is missing.

Funds from donors are dwindling; companies are implementing directly; governments are taking over development function; and collectives are growing. Development Worker is still to adapt to the emerging

context and still be useful and eke out a meaningful livelihoods portfolio.

Aikya Forum is a response to this situation by the development workers for themselves. Its vision is at least 0.5-1% of the Development Workers across geographies, themes of work, categories and levels would come together in the coming 5-10 years. Development Workers organize themselves at various levels, in various themes etc., as chapters, apart from coming together at national level.

As of now, Aikya Forum is getting ready to be registered soon with an Initial Board. Interested Members are increasing day-by-day. As the registration process is done, official enrolment begins and general body of the enrolled members would formally elect its First Board as per the Articles of Association of Aikya. This should be in 3-8 months from now.

We are with them in their journey, in our own ways. We want at least 10% of Development Workers should be organized. It is possible. May be in a decade. Let more Aikyas blossom, flourish and work together.

As Development Workers, we have everything in us to be leaders and it has to begin with personal transformation. Aikya is a means to it. The future of this universe is in having development workers leading us towards fulfilling lives and simple and meaningful living, with resonant relationships and caring love from all of us to all of us and the universe.

This is Sanghayoga. This is identity, solidarity and support. We flow together in ever expanding whole.

This is aikyayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we feel one another! If we are for one another! If we support one another! If we flow and practice! If we love and learn! If we are useful every now! If we are truthful! Krsna confirms that our useful work flows to Krsna, and Krsna flows with us.

Join us in the world of yoga – for life – towards aikyasangamayogasiddhi. You will not regret it. April 2018

## 127. Leader

May Day!

Happy Workers! Happy Press!

Midwives! Red Cross! Peacekeepers! Nurses!

Families! Mothers! Press Freedom! Telecommunication and Information Society! Development Dialogue!  
Cultural Diversity! Biological Diversity! Migratory Birds!

Hope Metrology helps!

Happy No Tobacco! No Asthma!

Happy Fair Trade!

Keep Laughing!

Parents! Fathers! Children! No Child Labour!

No Elder Abuse! Autism is not bad! Sickle Cells! Blood Donors! Refugees are part of us!

Milk! Bicycle! Environment! No Pests! Oceans! Wind! Stop Desertification and Drought!

New Art! Music! Yoga! Whistle Blowers! Cooperatives!

Ravindra Kumara Sharma, 65, Guruji and Kalaashramavaasi: soul became one with ashram now.

April has seen us listening and talking to more than 400 state level trainers of community resource persons and internal community resource persons, on Leadership and Communication. The gist includes

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Leader has followers who are people and born leaders themselves. As the born leader grows up, her/his potential reduces with time, as s/he is tempered by family, school(s), friends, society and various other elements of the socio-ecosystem in which s/he lives. While leadership is innate, it remains dormant and at times remains invisible and never comes out clearly. NASA longitudinal experiment articulates that creativity index of an individual falls to an abysmal 5% as one reaches adulthood. Therefore it becomes important to catch people young and nurture and polish the leadership potential of the people.

Leader's essential agenda, therefore, is to nurture leaders and the great leaders do this with gusto and single-mindedly. Great leaders cannot do anything else but nurturing leaders, leaders greater than the self. Interestingly, all of us are capable of being or becoming great leaders. We have the potential and it is up to us to unlock this potential. Great leaders do have three necessary traits – they are adaptive: they change the leadership styles as required from time-to-time, as per the situation and circumstances; they are transformation-focussed: they show the inner courage to resist the status-quo and the vested interests that benefit from the status-quo and they marshal change from within to without; and they are servant leaders and lead irrespective of whether they have been labelled as leaders or not. They do not know anything else but leading wherever they are.

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. Like the mother to the child; and like the guru to the student. They give what is needed without being asked. They give after earning, if they do not have. This is not easy. This art is to be learnt. With discipline, concentration and patience. For at least 10,000 hours. The way we learn music. Dance. Art. 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.

Effective Communication meets the needs of the other party. It communicates Hope (of better life), Faith (in the capacity or potential), and Promise (of being with you till you become better-off). It is communication between the equals (peers) in multiple forms, through multiple media using multiple technologies. The content is always friendly without hurting the sentiments. Multiple messages and multiple times with variations in messages are required. Communication should be short. Simple (in the local language and in the cultural context). Coherent. 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. Communication should be upwards, downwards, sideways and inwards. With the self. It should be authentic. Do what we say and say what we do. Walk the talk and talk the walk.

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 future of this universe is in we leading ourselves and leaders around us with sarvendriyas towards simple meaningful fulfilling life for all of us and the universe.

This is Sangrahayoga. This is leading leaders. This is flowing together in ever expanding whole.

This is sarvendriayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we lead ourselves into the flow! If we lead usefulness! If we flow leading! If we nudge one another along in the flow! If we plan and practice flowing and leading! If we love, learn, give and flow! Krsna confirms that Krsna takes the flow to Krsna as long as we flow.

Join us in the world of yoga –for life–towards lokasangrahasiddhi. You will not regret it. May 2018

## **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. June 2018

## 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. July 2018

## 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 fulfillment 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. August 2018

## 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. September 2018*

## 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](http://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. October 2018*

### 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. November 2018*

## 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. December 2018*

## 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. January 2019*

## 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. February 2019*

## 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. March 2019*

## 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. GDP. 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 ganaganayogasiddhi. You will not regret it. April 2019*

## 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. May 2019*



## 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. June 2019*

## 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 is 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. July 2019*

## 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 bharosa, 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. August 2019*

## 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. September 2019*

## 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, asthaya, 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. 5 October 2019*

## 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 NDDB - Dairy Board. NDDB 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. 30 October*

## 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.  
November 2019*

## 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.*

*5 December 2019*



## 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 à 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. 30 December 2019*

## 149. IRMA@40 – Redefining continuously

IRMA@40, 40<sup>th</sup> 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-NDDB-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 jagadaanandadaayak.***
- *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. 5 January 2020*

## 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. Meditation. 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. 30 January 2020*



## 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. 5 February 2020

## 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. 26 February 2020*

## 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. 5 March 2020

## 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.

30 March 2020



## 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. 1 April 2020*

## 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.

8 April 2020

## 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, Bhargavaraama did.*

*Join us in the world of yoga – samarpanayoga for 7L. We can go forward flowing in N, else world goes forward without us. 15 April 2020*

## 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 VUCA<sup>2</sup> 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: AKRSPI, ABSSS, 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 aandalans 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. 25 April 2020

## 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'. 30 April 2020*



## 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 asthangapath – 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, Praanayama 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. 07 May 2020*



## 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. 20 May 2020

## 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 – nijapra<sup>k</sup>ritiyoga for 7L. Krsna confirms he is waiting for us there. 01 June 2020*

## 163. Rare skills for leaders

*Corona, India at 4<sup>th</sup> 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. 14 June 2020*

## 164. Living in 2020 and Beyond

*Corona, India is galloping towards 3<sup>rd</sup> 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.*

*28 June 2020*

## 165. National Coalition for Natural Farming

Corona, India is galloping towards 2<sup>nd</sup> 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, brining 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. 13 July 2020*

## 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.*

*30 July 2020*

## 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. Lifeorce 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.*

*16 August 2020*

## 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.  
29 August 2020*

## 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, upaadhyay, 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 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 be 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. 07 September 2020*

## 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 Anantapuram; 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. 17 September 2020*



## 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. Sripati 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.*

*Vivekananda'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. 27 September 2020*

## 172. Next Now, Going Habit

Corona may flatten. More Coronas may come. More crises around. Air, water, food, health, soil, climate, civilization crises. Planet is in crises. We need to respond. In LPRD (Livelihoods-Poverty Reduction-Development)-PVM (Poor-Vulnerable-Marginalized) domain.

Remembered Gandhi, the inspiration written in 2007. The three principles – Sarvodaya (and Antyodaya), Swadeshi and Satyaagraha. Economic, social, spiritual, and physical well-being of all; local self-sufficiency – local interdependence and employment for all; trusteeship – non-violent direct action as a way of life with self-restraint and love and respect for all beings. For anyone immersed in the yoga of livelihoods-leadership thought, Gandhi is inescapable.

Remembered Shastri, the one who drove Kurien to start Dairy Board and replicate AMULs. And he did.

Remembered the portfolio of livelihoods our family had/has and seen by over the last 50+ years – farmer, dairy farmer, tractor driver, tiller, weaver, migrant, millworker, tailor, embroidery worker, master cutter, small enterpriser, clothes shop, provisions store, medical shop, retailer, community health worker, lobbyist, party worker/leader, co-operator, beedi roller, labour contractor, masonry worker, teacher, artist, priest, mythologist, balladeer, writer, doctor so on.

Remembered the spectrum of the communities that have let us to work with them.

The time for change built on this reflection is now. 2 October 2020. I am already in the third part of Sahasrachandra, transiting into third phase of life. Akshara too entered its third innings – into being 1998; LF Management Praxis, Scale 2007; and now 7L, Meta, Coexistence.

Let us mark this. Going N, 7L, Meta, Habit. Emphasis: Livelihoods includes Education, Health; Leadership-Livelihoods; Collectives-Enterprises; Coexistence-Teams-Groups. More time, energy resources in the field. More on payback. More on journeying Bharat. More with Nature. More celebrating life. Contributing our two cents – India Plan Next (15/25 Years), a team to work next 18 months. Continued push towards N-life and NF Scaling. Working on more 7L Geographies and themes. More through Partnering and supporting Partners. Animating and facilitating affordable services locally to communities, enterprises, Livelihoods Support Organizations. Plan, CXO, HR services. Building 7L Consulting Team(s) nationally and beyond.

Transition in next 2-3 years, effort starting 2 October. Every day Yogakshemam; Notes towards Coexistence; 7L Notes (25); Writers (25); Conversations (1000); Classes (1000); Visions (100); Stories (100); Models (100); Classics (Books, Articles, Videos 1000\*3); Info-portal; Social Media presence; Interns and Volunteers; A7L Centres; Data Analytics and AI; Platform for learning and value-chains; Community of Lifeworkers and Ashram

We work towards having Mentors, Lifeworkers, for Million Hands; each one of us devote 10000 hrs for Usefulness-Coexistence Practice; each one of us emerges and scales up as an Interdependent Leader.

We would like to be in action before sun rises. 13-14h a day à 4380 hours a year. Portfolio to increase gradually from 30% in Y0 to 70% in Y4, for the above agenda. Remaining time may go into freelancing.

Let us go HABIT now. For 7L. Read, write, arithmetic-ICT, reflect, unlearn-learn, practice, pursue. Invest in relationships.

Join us in the world of yoga of leading livelihoods thought, word and action in coexistence – saarthakyoga for 7L. 04October2020

## 173. Go Local, Home Rule

Chanced upon 'Hind Swaraj, India Home Rule'. Written in 1908. Revised and published again in 1938. After 80 years, its rationale and arguments appear fresh. It is providing inputs for exploring to evolve a robust India Plan. Or a Planet Plan?

India Home Rule, based on the principles of Truth and Non-violence, teaches the gospel of love in place of that of hate. It replaces violence with self-sacrifice. It pits soul force against brute force. It requires a higher simplicity and renunciation than the people are today prepared for. It argues for expressing people's will at large, for fostering their sentiments and addressing the defects that come to light.

There are crises and there is discontent and unrest. We have to act on this.

Why do some people want more fee than common labourers? Why are their requirements greater? In what way are they more profitable to the country than the labourers? Are those who do good entitled to greater payment? All our professions are for the purpose of serving humanity. Our happiness was largely a mental condition. Our real happiness and health consisted in proper use of our hands and feet. Note that most people lived independently.

To understand ourselves, all of us need to live in the remote villages for at least six months. The force of love is the same as the force of the soul or truth. The universe would disappear without the existence of that force. In spite of the wars of the world, it still lives on. Most of us depend for our existence on a very active working of this force. Little quarrels of millions of families in their daily lives disappear before the exercise of this force. Hundreds of nations live in peace. Soul-force, being natural, is not noted in history.

Sacrifice of self is infinitely superior to sacrifice of others. The people disregard those laws that they do not like and suffer the penalties for their breach. All reforms owe their origin to the initiation of minorities in opposition to majorities. A man devoid of courage and manhood can never be a resister. Even a man weak in body is capable of offering this resistance. One man can offer it just as well as millions. Both men and women can indulge in it. Control over the mind is alone necessary. We, teeming millions use soul-force. We disregard unjust commands. We cease to co-operate with our rulers when they displease us.

The mind is weak in a pampered weak body. Soul is weak in a weak mind. We need to improve our physique by getting rid of luxurious living. We need to observe chastity, adopt minimal need life, follow truth, and cultivate fearlessness. Otherwise, we lose stamina, become emasculated and c

. We need to learn and get educated so that our body listens to our will and does its bidding with ease and pleasure. Our intellect is clear and logical. Our mind accesses the fundamental truths of nature. Our conscience is tender. We live in harmony with nature and life, all life.

Our education has to be character building, offering living and leadership skills. Languages. Numbers. Logic. Ethics. Habits. Love and care. Dignity of all life. Gender. Localization. Swadeshi. Nothing that takes away local livelihoods. Natural, evolving ways. Managing with local. Supporting local enterprises. More of them. In sync with nature. Serving others. Staying rural. Making living community better, more self-contained, and happier human existence. Self-rule. Self-control. Soul-force or love-force.

Let us go Local now. For 7L. Invest in life, living, livelihoods, leadership, learning and love for local.

Join us in the world of yoga of leading local coexistence – sthaanikyoga for 7L. 05October2020

## 174. Entering First Gurukulam

Remembered Teachers and Schools that have brought into Livelihoods and Leadership work. Krsnam Vande Jagadgurum.

Apart from Parents, Siblings, Co-learners, mandated learning facilitators, my teachers included my places. Gundrampally, Sunkenpally, Choutuppal, Sarvail, Hyderabad, Sagar, Warangal, Guntur, and Anand. By the time I reached IRMA, I got hooked on to Development work. IRMA might have sealed it in some sense. Kurien, Anjeja and Miss Patel removed any possible reversals, I guess. It was a tortuous journey.

Krishna Rao, a tutor, who brought me into the world of letters; The admission in Class 2, the failure but promotion to Class 3; Damodar Reddy, headmaster, who along with my father, let the school grow as I grew in the school from Class 3 to Class 7 every year; Damodar Reddy again, who searched my Sarvail call letter. For a selection test based on good block level academic merit in Class 7. The call letter was in the dustbin, and he picked it up and sent it to me; prepared me for the test. Dr Jeelani and Dr Babu, who let me stay in their place and learn their ways, while I was going to Choutuppal High School waiting for Sarvail to call me.

Sarvail Grukulam, AP Residential School, first in the country by any Government, has found me fine for it. A second rank in Telangana in the selection test and called me in. It made the first discovery and invested in me to get National Talent Search Scholarship and Mathematical Olympiad. More about Sarvail soon.

Maslow's Hierarchy of Needs has been modified in Development World. The sequential flow up is not very relevant. One can go to top as a matter of 'will'. Venkat Kantheti confirms the same in a Leadership Pyramid – Survival, Success, and Transformation. Leaders can operate at any level by their will and choice.

Let us go Learning. For 7L. Learn and invest learning in life, living, livelihoods, leadership, learning and love.

Join us in the world of yoga of learning leading local coexistence – sadgamayagyanyoga for 7L. 06October2020



## 175. Unusual Mentor

We may learn. But can we unlearn? Unlearn appears to be more an emphasis. New knowledge replaces old 'knowledge' as individuals learn more. It may not be overwriting. It may be simple update. Deeper update. It may reduce the likelihood of earlier behaviour. It may be that – unlearning and learning occur simultaneously. Learning is more than fact gathering and acquiring knowledge. It is essentially a 'sense-making process' – interpreting and creating meaning of the experiences. Unlearning is about modifying the way we 'make sense'. It also includes modifying the existing understanding. It is a process of liberation from the earlier conditioning. It involves intentional evaluation of self, task, and the environment to determine if a change in the current situation and behaviour is necessary and possible.

Mindfulness, ability to read contextual cues, openness to explore other possibilities and meta-cognitive ability are key enablers for this unlearning process. Getting ready for moving from existing skills to new skills that are required is also unlearning. In some sense, it is seeing 'avyakta' (undiscovered, unarticulated) with new lenses discovered, invented, or innovated. Meta-learning, therefore, includes assessing needs, unlearning, sourcing the ways to learn, learning, and learn planning ahead and beyond.

Thus, unlearning can happen at both the individual (assumptions, mental models, habits, response patterns etc.) and at the organization level (beliefs, paradigms, norms, rules, procedures, strategies etc.). We also need to transcend to-do lists, to calendaring/scheduling/timeboxing. This would mean prioritizing items on the to-do-list(s); planning for co-working/collaborating by fixing timeslots, timelines; sharing the calendar(s); and keeping record of the work done and noting/e-noting. This brings in some way of time control, efficiency, and productivity.

On my birthday today, I remembered an unusual mentor SR Sankaran. Today happens to be his death anniversary. A Lok Vyakti. People's IAS Officer. Mentored civil servants and concerned citizens; unveiled 1000+ Ambedkar statues; contributed to enforcing Abolition of Bonded Labour Act; co-founded along with me, and chaired Sahayog Community Coordination Network; co-founded convener of Concerned Citizen's Committee; and mentored Safai Karmachari Andolan to reduce the number significantly (a million plus). When rested in 7 October 2010 at Hyderabad as a Telugu, he just had one flat in Hyderabad as his property.

Born on 22 October 1934 at Thanjavur, Sankaran was a first-in-the-class BCom Hons graduate from American College, Madurai and a lecturer in the same college before he entered into IAS AP Cadre in 1956. Collector – Adilabad, Khammam, Nellore. Chief Secretary, Tripura for 6 years. Secretary, Rural Development, Government of India. Commissioner of the Panel on food security by Supreme Court. He was behind Nationalization of Coal Mines; Single line administration Integrated Tribal Development Agencies – Tribal Sub Plans; Social Welfare/Tribal Welfare Residential Schools – Gurukulams; Ashram Schools in Tribal Areas. He was a captive of People's War Group at Gurtedu for a short time. He was the chief negotiator for talks between naxallites and state government. Hundreds of civil servants and thousands of development workers were/are his Arjuns and Ekalavyas. While he worked in tribal areas, Sankaran has visited to see self-help groups of tribal women and slowly internalized that women form groups and save money, because they want to save, not because they have surpluses. When he co-founded and chaired CCN, he told us that we could not use his name, we could not seek foreign funds and our professionals should be with the community 24x7 in sync with the community and be accountable to them. The concept of community coordination teams has evolved and replicated on scale in SERP, NRLM and beyond. Local animator teachers in the tribal communities together with outside facilitating professionals working with people's institutions with their ethos intact – a new paradigm outlined.

He graduated into a people's life worker post-retirement. He denied post-retirement positions. He denied state awards. When I met, every time, we kept counting the number of Ambedkar Statues unveiled. He was looking at this as a way of empowering poor, vulnerable and marginalized – in terms of identity, solidarity, capability, rights and



therefore, wellbeing and freedom. He always recounted the new learning. He recounted the violations of our rights. High levels of eternal learning personified. He has been a yogi. An aarjava yogi. A karma gyan yogi. He has been simplicity personified. Extremely minimal living needs. Humility personified. Integrity personified. May be, this has come in the way of he is becoming a Director, LBSNAA.

Only after his resting, his statue, may be a first for a bureaucrat, was unveiled in front of the office of the Department of Social Welfare, GoAP (at that time), Hyderabad. A two-volume publication: Marginalisation, Development and Resistance: Essays in Tribute to SR Sankaran, was released. Malavath Purna, the youngest woman to scale the highest peak, Mount Everest, in May 2014, carried Sankaran's photograph to the peak.

Sankaran is an unusual mentor I had, I have, will have.

Let us go mentoring. Let us meta-learn for 7L.

Join us in the world of yoga of leading life of local coexistence – janayojanayoga for 7L. 07October2022

## 176. Payback

7 October: Humbled. Blessed. This pressed me to think about planning forward for phase 3 quickly. Time is running out. We move into learning and performing slowly. From a child to an adult. Then we transform. Born and brought up at Gundrampally and its neighbourhood (including Sunkenpally, Veliminedu). The informal teachers at Gundrampally and Sunkenpally. The school(s) at Gundrampally, the teachers and the peers there. The school at Choutuppal. They let me 'grow'.

Then, I entered Sarvail Gurukulam. AP Residential School. The teachers, the peers, and the library have huge influence in the way I grew up. Despite not writing entrance, NTS Scholarship and Mathematical Olympiad ensured that I joined Nagarjunasagar Naivasya Kalasala, AP Residential Junior College. The ecosystem within and without has and continues to influence the core of me. Many of my life-associates are from here. Interestingly, it was also the time of River Krishna Pushkaraalu, a once a 12-year event.

The next destination was Regional Engineering College (now National Institute of Technology) at Warangal. To study Electronics and Communication Engineering. Students – 50% from Telugu States and 50% from outside. Mostly, 98%, boys. Residential again. Many things simultaneously. Academics. Co-curricular. Extra-curricular. Games and Sports. Technical Associations. Telugu and English Literature. Debating et al clubs. Career – storm was on where and what. Saw the rural hinterland. Met people. Took a reflection break. Taught Computers and Society among other things. Rejected technical options including ISRO/SHAR, ITC-BP etc. Considered journalism as a way. Finally, 'development' was opted. Between TISS and IRMA. IRMA sounded more suitable for my 'background' and 'orientation'. Anand was the next halt. IRMA sealed it and laid the future. Became more inward. Read 500 odd books, book a day. Stripped, bruised, discussed, inspired. Many of basic 'storm' questions could be set aside. Huge influence a la Gurukulam. 'Gurukulam' continued into Dairy Board and IRMA (as a workplace). Mentors, friends from here for 'life'! It started confirming as 'lifeworker'.

Along with Manoharan, the flow took us to tribal areas and tribal communities. **CCN** and Kovel Foundation came up. Then, Jagadeesh took me back to Anand, to get familiar with commons, participation, collectives, shared visioning, information, and planning. Robert Chambers, Somesh and Jimmy pulled me into 'participatory processes and to Hyderabad. And to stay put there and work from as a base station largely.

In this context, the time seems ripe for planning for a payback. To begin with – Gundrampally – integrated 7L Centre; Sarvail Gurukulam – Talent search, counselling and support, support alumni plans; Sagar Gurukulam – working 'sensitive' students, immersion, exposure and inspiration for possibilities, support alumni plans; NITW – orientation and support to 'development' explorers, support alumni plans; IRMA – Conversations, Mentoring, Alumni Plans et al; Tribal Areas – Integrated 7L Communitized Support Centre(s). More Possibilities. Plans In the next 6-18 months. And INDIA PEOPLE's PLAN.

Let us transcend. Let us transform, vision, and realize. For 7L.

Join us in the world of yoga of leading transforming life of being in local coexistence – aanandalahariyoga for 7L.

08October2020

## 177. Going Inward

2000+ messages, likes, mails, calls, shake hands. Blessings. Rare calls. 10000+ thoughts and reflections. Video from Archana at Mahatma Gandhi Temple. Remembered **N** and **U** – a speck in the universe. A pico-dot in the time warp. A blue dot in the web. A music world's nano-tone. A nature's drop. A microcosm.

Remembered: seeing down a valley. Swimming in a river. Watching a sea. Seeing snow-clad mountain on a full moon day at 2 in the night. Seeing intensity of life and death. Listening to 'music'. Being in trans in 7R. Fasting. Not sleeping 72 hours. Time to go inward to the innermost. See, smell, touch, caress and listen in. Listen to the emotions. Heart. Mind. Face. Words. Thoughts. Feelings. Insights. The six senses, eyes, ears, nose, tongue, skin, and the gut. The edges, the branches, the roots. Under the sky. With the moon. In solitude. In the hills. By the river, or the ocean. With subtle music on. Steps together. With complete silence. In choked tears. Cell to cell. Be with. Surrender fully. Be at the disposal in entirety. Let the innermost be on top. Let the innermost be all around. To be cleansed inside out. To be transformed from within. To be changed from within. To take charge of change all around.

Towards Going Habit. Going Coexistence. Teams, Groups, Volunteers. Going N, Life, Meta, 7L, Livelihoods-Leadership, Collectives-Enterprises, Livelihoods Education – living health. More time, energy, resources on ground. More on payback.

As said earlier, this coming 6-18 months is for this transition for a lasting 12-18 years thereafter, as part of the third phase of sahasrachandra life. It may appear slightly ambitious. So be it. The elements in this transition include:

- Open and free/at cost 7L livelihoods and leadership info-portal(s) – livelihoods.net.in, aksharakriti.org; and digital platforms for meta-learning and value-chains; notes, stories, tools, models, classics, conversations, and classes; yogakshemam; data and experiential group(s)
- Learning immersions, induction, internships, fellowships, and volunteering spaces
- Integrated and/or scale-up field centres/stations and partnerships.
- Being in Bharat and beyond
- Animating and facilitating Visions, Plans and Services; **CXO** and HR Service Resources; Consulting Team(s)
- India People's Plan
- N-life and NF Scaling
- Community of Lifeworkers
- Million Hands; 10000 hrs per capita; Interdependent leadership

Integrated 7L Centres, working with 'sensitive' development explorers, conversations, and mentoring continue to be in the front-end.

Let us go inward. Let us merge in the innermost. For 7L.

Join us in the world of yoga of going with the innermost for local coexistence – antahpravahayoga for 7L.  
09October2020

## 178. Spiritual Health

One way to look at spirituality as an individual connection to others and to the world as a whole. There is something greater that connects all beings to each other and to the universe itself. It strives to answer questions about the meaning of life, how people are connected to each other, and truths about the universe. It may involve experiencing a sense of inter-connectedness with the rest of humanity and nature. It involves seeking meaning and purpose. It involves working for a better world for nextGen.

Spiritual orientation, practice and existence helps in better physical, emotional, and mental health. Thus, spiritual health includes better feeling of wellbeing, decreased fear of death and therefore all other dimensions of health. The spiritual practice adds up better health, greater psychological wellbeing, less depression, less hypertension, less stress, more positivity et al.

The practice as a habit includes –

- go inward and reflect; meditate; do yoga; record gratitude; be mindful and appreciative of the present.
- flow; give and forgive; focus on all 'life';
- live with certain degree of stress comfortably; manage short-term stress by changing the situation if it works and/or responding appropriately; throw away long-term stress; invite eustress.
- keep working till sleep catches up; take 5–10-minute power naps.
- keep doing physical work, exercise; walk, jog, run, cycle; laugh, smile, cry.
- eat limited to meet the energy needs; eat fibre; eat nutrition, frequently but in small quantities; relish eating; take water more and often.
- be outdoors in the field, in the air, in the rain; be with music, dance, craft; be with the nature, hills, rivers, seas, et al; be with 'life'; be with children, youth; be with poor, vulnerable and marginalized; celebrate life; be with friends; be useful.
- read, write, do numbers; write diary, notes, thoughts, stories, poetry; commit and pursue 1-2 daily tasks long-term; dream deliberately; pay attention to see, hear, taste, touch, smell, breath, heartbeat et al; feel the sensations; give-take a hug; take and feel a scent; draw, paint, colour, shade, solve puzzles, do crosswords; be current
- stretch to the hilt, but not beyond physical, emotional, intellectual, spiritual means; say no; plan results, tasks; plan days, minutes; practice relaxation item-by-item, part-by-part, and together.
- invest in self; converse; invest in relationships in all their dimensions; care mind, heart, body, soul; live simple; focus on the task at hand; practice.
- plan the practice and work the plan

Let us be spiritual as a habit. Let us plan being spiritual. Let us plan being useful and coexistence. For 7L. Join us in the world of yoga of harnessing the spiritual capital for living and leading local coexistence –  
aatmikaarogyayoga for 7L. 10October2020

## 179. Crunch Time

**H2H** Talks continue and reach the penultimate session. With Sriram. One more session for the season to end on 18 October. Time to get cracking on Conversations with Master of Development Practice.

Nobel Prizes for the year have been announced:

Physiology or Medicine: Harvey J Alter, Charles Rice, Michael Houghton – discovery of Hepatitis C virus.

Physics: Roger Penrose, Reinhard Genzel, Andrea Ghez – black hole discovery.

Chemistry: Emmanuelle Charpentier, Jennifer Doudna – genome editing.

Literature: Louise Glück – Poetry.

Peace: World Food Programme (UN Agency) – efforts to combat hunger and improve conditions for peace in areas affected by conflict; and

Economic Sciences Paul R Milgrom, Robert B Wilson – improving commercial auction and inventing new auction formats, for goods and services that are difficult to sell in a traditional way, such as radio frequencies. At least three alternative Nobel Prizes exist. This year they went to –

Tyler Prize – Environment – Gretchen C. Daily, Pavan Sukhdev – illuminating and quantifying the economic value of our natural environment.

Abel Prize – Mathematic – Hillel Furstenberg, Gregory Margulis – pioneering the use of methods from probability and dynamics in group theory, number theory and combinatorics.

Right Livelihood Award – Nasrin Sotoudeh – promoting political freedoms and human rights in Iran; Bryan Stevenson – reforming US Criminal justice system and advance racial reconciliation in the face of historic trauma; Lotte Cunningham Wren – protection of indigenous lands and communities; and Ales Bialiatski and Human Right Centre 'Viasna' – Struggle for the realization of democracy and human rights in Belarus.

When the crunch comes, what matters is air, water, food (-nutrition-health-immunity), clothing, shelter, engagement, and relationship. All else are dispensable and artificial. Therefore, they are the source of deception. Self-deception. Deception of the Universe. They cause inequity and suffering.

I was told some 7500 disaster events have hit us (planet) in the last 20 years affecting some 4 billion people and taking 1.23 million lives. 3 trillion USD have been lost. 2004 Tsunami being the largest disaster we have seen in this period. More than 80% of them are climate related. These include droughts, heatwaves, floods, winter storms, hurricanes, wildfires etc. Covid 19 confirms that we are not ready to prevent, appreciate, react, cope, minimize loss and recover. Therefore, we need to act quickly. The crunch time is on us. The window is narrow. The work has to be on scale. Systemic and systematic.

Let us go forward on the cycles of production and consumption. Shorter Local Value-chains first. For self, for family, for group, for village, for a local area. Internal-Community value-chains. Linking with local consumers. In the local shop. Local Shandy. Local town market. Consumer groups. Local hotel. Local value-addition, storage, delivery, and consumption. Local value-chains. Then let us look at district-regional-state-national markets and beyond. Brand, yes, a la AMUL. Digital, yes, may be hybrid. Aggregation, yes. Quality Control, yes. Tracking, yes. Value-chain ownership, yes, with producers, value-adders. Equitable ownership. Price, yes, fair.

Let us have enterprises/companies with shares for all 100+ million producers, workers, value-adders. Can we be trustees to such enterprises? Soon.

Let us be simple as a habit. Let us plan being simple. Let us plan basics for all. Let us be useful and coexist. For 7L. Join us in the world of yoga of harnessing basic and simple life with equity for being leading simple useful local coexistence – saralasaarthakyoga for 7L. 12October2020

## 180. Nature's way

H2H Talks – the last session of this season on 18 October is with Tushar.

More prizes:

World Food Prize – Rattan Lal – sustainable soil management.

Templeton Prize – Francis Collins – challenging the idea that science and religion are at odds. This is the largest prize money award. The Templeton prize is meant to honour those who demonstrate “the insights that science brings to the deepest questions of the universe and humankind’s purpose and place within it”.

This year’s awardee, Francis Collins, as a physician and scientist, directs the National Institutes of Health. He oversees the federal government’s biomedical and public health research efforts, including the effort to find and develop a vaccine to prevent COVID-19. Earlier, he directed the Human Genome Project to completion, thus illuminating the genetic blueprint of the human species. Collins, an unapologetic atheist earlier, gradually developed strong religious beliefs. In his book, *The Language of God*, he argues – Belief in God can be an entirely rational choice. The principles of faith are, in fact, complementary with the principles of science. He argues that an evolution is compatible with religion.

His other books include: *The Language of Life: DNA; Revolution in Personalized Medicine* and *Belief: Readings on the Reasons for Faith*; *The Language of Science and Faith: Straight Answers to Genuine Questions*.

His initiatives include BRAIN: Brain Research through Advancing Innovative Neurotechnologies to develop tools to examine the brain’s cells and circuits; Sound Health: Music and the Mind examining how music can have health and wellness applications; and HEAL: Helping to End Addiction Long Term.

Heavy Rains in Hyderabad. AP, Telangana, Maharashtra, and Karnataka. Once in a 100 years incident.

Floods in Hyderabad. This is the heaviest rains event after 1908 floods in Hyderabad. Great Musi Floods. Some 20 cm rain at that time. Six lakh persons displaced. It was concluded that the floods were due to unchecked urbanization leading to increase in impervious areas. This increased the run-off rate. This in turn overwhelmed the capacity of the drainage system. As a result of these floods, reservoirs came.

Today it is already 30 cm rainfall. The inundation continues. Buildings are collapsing. Leaking. People are dying. Displacement continues. Power lines cut off here and there. A standstill situation. But the rain itself in these bursts is due to climate changes. The floods are because of encroachments, haphazard construction, ill-designed drainage capacity-system.

Can we quickly go N-centric living and farming way? Or slowly towards mass extinction? David Attenborough’s *Life on Our Planet* illustrates that the N knows the way. We only can go N’s way.

Let us be spiritually rational, rationally spiritual, within the bounds of simple, as a habit. Let us coexist. Let us be local. Let us be useful. Now. For 7L.

Join us in the world of yoga of living, leading, learning, and loving life’s raas of useful coexistence in the present – saarthakraasyoga for 7L. 13October2020

## 181. Nature and Universe

In Telangana, the Navaratri is referred as Batukamma. The mother of life. The goddess of life. The festival of flowers, fruits and vegetation. The zero day is no moon day. The day of nijaroopam. Let us open up and see true self clearly and work on the self, starting with Navaratri. No Anger; No judgments; No grudges; Forgive; Accept; Love; No jealousy-no guilt; no fear; gratitude for all one has; Share the abundance. Coming across Ajay Vir Jakhar, a farmer from Punjab. President of Bharat Krishak Samaj. To be watched, NF Champion in the making.

Foresight Experts Virtual Workshop on 15 October is working on the experts group becoming a team to work next 6-9 months forward. Scenario happens because we work as we go in the journey towards the scenario, say in 2050. Many actions on the way. Many of them could be deliberate. Many others can be responding to others' actions. Journey dynamics cannot be ignored. Projections cannot be linear. We need to consider 'limits' too. Local consumption, nutrition needs to be factored in. Growth too. The triggers for transition too. The quality of the produce can also give higher prices. Can we measure per unit land productivity, over a year, rather than a crop, season etc.? biomass, income etc. Can we also look at per unit of labour? Can we see saturated, landscape situations? Commons? What about animals? Can we look at larger land units (say habitation, watershed...)? How do we have right data? Can we compare with right parameters (say costs without subsidies)? Family economics do matter. Any historical experience learnings that need to be considered? From SERP, CMSA, MKSP etc.

The progression: Framework of Foresight, 2-3 Competing Scenarios – Vision of NF Steady State; Business as Usual; and may be a Hybrid; Building these scenarios (using Foresight, Agribiom tools); Sensitivity Analyses; Recommendations and insights for way forward, policy et al. This may take some 6-9 months. I keep getting back on this, as we progress.

Mental stunting. It struck me. 150 million under the age of five (10%+) suffer from stunting in the world. This is from not having right nutrition in the first 1000 days. This impairs their mental and physical development. They are less immune. They are less likely to achieve their cognitive potential. They are likely to be poor. NF can play a role, here. Remembered APJ Abdul Kalam, 89 (b 15 October), People's President. Bharat Ratna. Missile man. Developed Kalam-Raju stent; Kalm-Raju tablet for healthcare. He lived simple. He was a late nighter. His possessions included books, veena, CD player, laptop etc. He was spiritual to the core as described in 'Transcendence: My Spiritual Experiences with Pramukh Swami'. Kalam said – No manoeuvres are required any more, as I am placed in my final position in eternity. He concluded: developing spirituality in India is a way forward for India. Open-source technologies and free software are the ways ahead. He interacted with thousands of students and inspired them towards developed India. Kalam's Books inspire. These include Wings of Fire; Ignited Mind; The Luminous Sparks; Turning Points: A journey through challenges; A Manifesto for Change; Advantage India: From Challenge to Opportunity. These books would feed India Plan Forward.

Lead India Foundation has come into being with his inspiration.

UN has declared 15 October as World Students' Day, appreciating Kalam as a dedicated teacher, teacher first. Students need a vision for life, with fundamentals of values which they need to practice in life. Teacher(s) has a role, here. This year, the theme is "learning for people, planet, prosperity, and peace". Let us do that. Let us teach that to our young students.

World Food Day. FAO foundation day. 2020 Theme is "Grow, Nourish, Sustain. Together. Our actions are our future." Natural Framing examples are celebrated. World Food Program received Nobel Peace Prize 2020. Let us move from Food Security to Nutrition-Health-Immunity Security. Let us go Natural. Let us go Local.

Poverty Eradication Day. This year we realize that poverty has reached crisis proportions in the South. We see growing inequities. We see less relevance of GDPs. We need to go towards Happiness. We need to go for essentials, all of us. We need to rework on the 'markets. We need to increase the proportion of consumer rupee of all small



producers and service providers. We need more micro-nano-pico enterprises. We need direct producer-consumer linkages. We need to abandon non-essentials. We need to have limits to minimum wage vs maximum wage. We need universal basic incomes. We need care for 1000-days to 18 years including free education and primary healthcare, and the eldercare. We need them yesterday. And we may not tolerate absence and delays. Time is now. Let us have minimum needs and let them be 'there'. When we save our essentials, we come out of poverty, vulnerability, and marginalization. Air, Water, Food-Nutrition-Health-Immunity, Clothing, Shelter, Engagement-Entertainment. Let us spend less time, energy, money. Let us invest in relationships, not goods and materials.

The need to work with individuals, collectives, support organizations, networks, programs, missions, movements is acute now. 7L Coexistence is gearing up to pool up life workers, associates, professionals, interns-fellows, volunteers, and resource persons and partners, partner organizations and meet this acute need in India and outside. Soon enough.

Life N, non-life N coexist. They interact in their own ways. It is not easy to distinguish. Some are visible and some are not. Some are on the surfaces. Some are inside. Human influence is far larger than their share. In any case, nature heals all life. It heals itself in its own way.

Let Bihar choose poverty reducers. Let Bihar choose community developers. Let Bihar choose N's friends. Let us be with N. Let us live in N. Let us celebrate life with N and in N. Let us 'sense' N. Let N lead us and let us become N. Let us spend our 10,000 hours into becoming N, with the dedication, discipline, and practice of Sobha Naidu to Kuchipudi. Let us get N followers to carry this N legacy. Otherwise, N goes on without us. N reminds us to 'behave'. Today has been one such day. I guess we will not forget this as time passes. Realize there is a play between Life and Non-life. Life and life. N and N. N and U.

Sakthi-Siva. Radha-Krsna. Parvati-parameswarauh. Parvatipa-rameswarauh. Sitarama. Rukminikrsna. Krsna-Krsna. Bharathi-Brahma. Prayaag. Nadee-saagar. There is a woman in a man and a man in a woman. If we relate properly, there is magic there. Humankind would be blessed. Life would be blessed. N would be happy. U would be happy. Can we see N and U together? Can we go with N, be with N, sense N and see N and U?

Let us coexist locally with and in the nature. Being useful to N and U. For 7L.

Join us in the world of yoga of coexistence in N, of N and U – atmaikyayoga for 7L. 16October2020

## 182. Nature takes us up

Remembered: TS Rajan. My classmate, colleague who rested very early in life. His annual memorial lectures at IRMA remind the world about him.

Remembered: Shashi Rekha Rajagopalan. Ramareddy and Cooperative Development Foundation (CDF). Sriram reminded us about Shashi the other day. She was the face of CDF as long as she was in CDF. CDF was behind the enactment of Mutually Aided Cooperative Societies (MACS) Act, in AP and replicated or incorporated in some way in many states. CDF went on to help existing cooperatives to transit to new Acts or facilitate to new cooperatives under the new Acts. Central Cooperative Act, and the Producers' Company have the ethos of the new Acts with more freedom for members. More progressive and member-centric Societies' Act has also come up in Telugu states, due to CDF's efforts. We are involved in this journey in a small way, thanks to Shashi and Rama Reddy. In fact, Rama Reddy, along with Tom Carter, had taken us (select students of our IRMA class) through 'Logic of Cooperatives'. We discuss CDF, Rama Reddy and the Cooperative Initiative Panel consisting of Dr Kurien, Mohan Dharia and LC Jain someother time.

When Shashi became independent consultant, she served on the Boards and Committees of RBI and NABARD. She worked with small organizations. Most of us are struggling to emulate her unsuccessfully in writing personal annual reports. She worked for effect, for principles, for spirit. Her Lakshmi's Tea Shop is a classic case on micro-enterprise. Her diligence included crossing the 't's and dotting the 'i's. She has been/is a mentor without her knowledge to many. Her spirit continues in us.

18 October. Aswayuja Sukla Dwitiya. Swati Nakshatra followed by Visakha Nakshatra.

This day takes me to commit angel investments, micro, tiny but to the needy and competent, at least one investment a month, and small investment, once/twice a year; scholarships to be mobilized, at least 5 a year; counselling to meaningful leadership-management-entrepreneurship programmes/courses, at least 10 individuals a year; increased time with/for the alma maters – schools, graduation, PG et al, together 1000 hours a year. Let the work on this agenda begin soon.

Each one of us have a threshold capacity to hold people – physically, emotionally, and intellectually. There is a continuum in our capacities. Some can take more numbers. Some can take long hours. Some can take intimacy deeper. Some need private spaces. Some watch. Some lead. Some proactive. Some get exhausted soon in interactions. Some have sparks flying. Therefore, we need to be sensitive and appreciating the differences and variations. Then our relationships thrive. Friendships survive long.

What is normal now, might not have been earlier; and may not be normal in future. Normal keeps changing with times, contexts etc. Till such time, norms of today may consider somethings as abnormalities and disabilities. Satyam vada, na apriyam; priyam vada na asatyam. Tell the truth, but do not hurt; tell good and sweet, but noy untruth. How do we do this? Is it OK to keep quiet? Is it possible?

Do we really want our women and men to be more ambitious? There is no evidence to conclude that confidence makes up good workers. Ambition does not always pay. We need to hire our co-workers based on competency and capability. Not on ambition, confidence, and charisma.

Can the healthcare be nationalized, or regulated, or can we have transparent norms? For-profit private hospitals may not be more than 10% or so? Insurance and Government schemes may have to cover 'all' ailments-treatments. Can we have free medical education at all levels? Medical education has to include teamwork, soft skills and patient-centric processes. Across, can we have decent remunerations to all healthcare workers, professionals? Can we limit the surpluses to reasonable minimum? Can we have health education in the schools? Can we go natural – food-nutrition-health-immunity consumption? Can we have better hygiene? Safety? Can state invest into these? Can the state give the care and education free from 1000-days upward till the age of 18, till they enter graduation?

Heart 2 Heart Talk Session 10, last of the season, with Tushar Shah. One thought struck many of us: Can IRMA rethink, re-vision and become more relevant for today's needs? Go Tribal-Rural-Urban-Emerging, TRUE. Be with Poor, Vulnerable and Marginalized, PVM; Go for Livelihoods-Poverty Reduction-Development, LPRD. Go Leadership, transcending Management. Go Livelihoods-Leadership-Entrepreneurship-Mentoring. Go Nature. Go Meta. Go Scale. More, beyond. Soon. Next Year is Kurien100. Let us seed this by then. We need mentors, champions, leaders for these seeds. Of course, we have Aneja, Tushar, senior faculty and senior Alumni as friends, philosophers and guides. We need spiritual resources. Financial, we may manage, like we did earlier.

Seven sisters – Leesa, Jayapadma, Priya, Mythili, Shilpa, Saleela, Ruchi – have done a wonderful job with 500 personal hours pouring into making these 10 sessions. And they have to do some curating work before they send the videos et al out.

Now it is time to pace up the Conversations with Development Practitioners – Masters/Legends, Champions, and Successful New Entrants. We need to hurry up on the listing, volunteers, multiple ways of conversing and taking conversations, and logistics. These will help us to go up with N through Development Leadership, transcending Management. Transcending Economic Livelihoods into living and life. Transcending to third and fourth bottomlines and taking bottomlines to topline. Slowing down the extinction and stretching the window to action. Can we scale N? If N takes us up. N can take us up if we be with N and feel N from deep within and without. N is looking for our coexistence. Locally. Fully. Being useful. For 7L.

Join us in the world of yoga of scaling coexistence in N, of N and U – adhirohanayoga for 7L. 18October2020

## 183. Antarnaad

Remembered: Dr PS Krishnan, 86, a social justice warrior, warrior against Caste. His contributions include the concept of the Special Component Plan à Tribal Sub-plan. Prevention of Atrocities Act of 1989 and subsequent amendments of 2015. Major role in the implementation of Mandal commission recommendations. Creation of National Commission of Scheduled Castes and Scheduled Tribes, a Constitutional body, in 1992. He advocated land for the marginalized for enhancing their dignity, and security, and education for advancement.

**19 October – Human dignity day. Birthday of Pandurang Shastri Athawle. He turned 100 this time.**

Shastri, referred as Dadaji, received Templeton Prize for Swadhyay Movement initiated by him through Swadhyay Parivar. Swadhyay. A movement to study the self. Response to Shastri's uncomfortable questions about the dilemmas of modern man and the problems of material life, individual and social. His assessment – neither liberal welfarism nor socialism was capable of bridging the gulf between the haves and the have nots. Private charity or government doles only managed to erode human dignity and sense of self-worth. Materialism as well as fatalism may not work. Swadhyaya is a response from Shastri.

More than 10 million Swadhyay is a movement of self-study. In social and economic spheres. A process of self-transformation and self-empowerment. An experience that gives dignity, self-respect, and self-esteem. Awareness of the divine presence in every human being. An understanding of man's relationship with the divine and with others. Through action. Towards collective good. Usefulness. To all. Sum of all. Sacred, therefore it works. In business, in jobs, in families, in hearts. A commitment to continue in this path. Every day. No dichotomy. Integrity and responsibility hand-in-hand. Celebration of life. Appreciation that all have own skills and efficiencies of life. Security and equality. Status of the individual comes from commitment to a lived idea of divine presence.

Community, Brotherhood, Impersonal wealth, 'experiments' form part of the swadhyay. Wake-up, Food and Sleep prayers. Iterative stay-travels of intimacy with 'life'. Learning/study Camps-workshops. Open amritaalayams – socio-economic learning centres. Voluntary donations. Shram Bhakti. Yogeshwar Krishi, Sree Darshanam, Matsyagandha – collective farming/fishing for community. Vrksmandirs – upavans. Madhav Vrund – Bhugarbh Jal, Nirmal Neer – watersheds. Patanjali Chikistalays. Local Consumption First Stores. Pathshalas. Gurukulams. Tattvajnana Vidyapith. Non-formal education. Vidya Prem Vardhan – informal certificate programs. Bal Sanskar and Mahila Kendras. Yuva/Yuvati Kendras.

Thus, it is a project of inner transformation and redefining human relationships. It meets individual and community needs of love, identity, humility, self-acceptance, and self-esteem. It is an inwardly focused spirituality concerned with human life.

The film, Shyam Benegal's Antarnaad, is about Swadhyay.

Swadhyay is a free movement. No organization. No membership. It is about individual transformation. It appreciates – 'God exists within me and within everyone else'. It works as an extended family with a definite vision. It neither seeks nor accepts financial help from governments or philanthropic agencies for any of its experiments, projects or gatherings. It values right attitude, action, thoughts, feelings, surrender, group, culture, efforts, goodness, truth and righteousness.

Can our speech always be – truthful, pleasing, and beneficial? Can we follow the dharma? Can we pursue – reality, truth, restraint, perseverance, tranquillity, peace, and relationships? Can we learn and teach what we learn? Can we continue the study? Can we connect with U?

Can we connect with U? If not through N?

N is ready to take us in. For our local coexistence. We only have to get ready. Fully. Studying and getting ready for being useful. For 7L.

Join us in the world of yoga of learning to coexist in N, connected with U – swaadhyayayoga for 7L. 19102020

## 184.      **Becoming Conscious**

Lockdown ends. Now it is between us and the CoVID. Continue with Masks, Handwashing and Safe Distance. Rains and floods.

Pollution. Winter Pollution.

Swadhyay is about individual transformation. How to Practice Swadhyay? Of the self, through the self, to the self. For the union of mind, thoughts, heart, feelings, emotions, body, sensations, and spirit. This happens when we go inward. When we know the innermost. Through awareness, knowledge, reflection, examination. Drawing the best that is within. Realizing the innate potential within. Reading the inner book. Writing it. Revisiting it. Metacognition. Thinking about thinking. Thoughts. Thought processes. The practice activates brain circuits that create emotional resilience and well-being. When this happens, we experience an increase in creativity and inspiration and we're able to connect more intensely to our higher mind and higher self. Every moment offers us an opportunity to observe and reflect on our own minds. We need to focus. Focus our attention. Observe, listen, read, feel, touch, smell... Analyse the information. Integrate. Reflect. Apply. Focus first on the small s – mind, ego, body, relationships, thoughts, beliefs, attitude. Then focus on the large S – beyond the small s, the innermost. Keep reflecting on 'who am I'. As physicists discover – universe is impulses of energy and information, we may discover that we are one with all. Universe of consciousness. We may discover that we are the universe. And universe is us.

This includes all of us, with all hues. Cultures, traditions, practices, dimensions.

Then let us be truthful, pleasing, and beneficial. Let us follow dharma. Let us invest in relating to all life. Let us invest in relationships. Let us invest in life. Let us celebrate life. Let us study and teach others to study deep within. Let us be in N, studying and teaching.

This is coexistence. Local coexistence. Universal coexistence. Integrated life, living, leadership, love. Learning, teaching and being useful. For 7L.

Join us in the world of yoga of local coexistence, learning and teaching one another – adhyayanavahiniyoga for 7L.

20October2020

## 185. Saadhana

Unlockdown. Open for foreigners on business trips. For business, conferences, work, study, research, or medical reasons.

It is said that India has set aside about Rs. 500 billion. To vaccinate some 35-crore people. Probably from January/February.

In the midst of Navaratri. Shasthi. Day of Saraswati.

Seeker takes time to understand and experience. A master remains openly honest, terribly blunt, virtuously open. Focus is only development of the seeker. First is to meditate. To achieve awareness, the awareness of our own thoughts, without trying to suppress, manipulate or control our thoughts. It includes observing happening within, around, without. Observing dispassionately. A living experience in and around. Here and now. Without the baggage of the past. Silencing the chatter. Streams of thoughts. Reflection. Gradually mind grows silent. Body stills. Then quietness takes over. This is meditation. An important step forward in Swadhyay for individual transformation. With focus. Focused attention.

We need the courage to do this. We need the will. Do we have them?

With courage, this requires sadhana, practice. Relentless pursuit and 10,000 hours of practice. For the way we conduct our body, heart, mind, energy, and emotions. Towards our wellbeing. Towards liberation from the slavery and bondages. Doing things right with all nuances. Practice is more than doing repetitively. It includes grit. It includes effort. It includes pain during the process. It builds on current status and the innate potential. Therefore, practice has to be different for different people. Practice improves with feedback, and assessment. Therefore, we need co-practitioners, and master/guru with us to give feedback and give an initial nudge, initiation. It reduces number of trials and errors. Success may not be required at every step. Failures can also take us forward. Trying is critical. Motivation to sadhana is facilitated if we are in a community of practitioners. This is coexistence. Shared vision, action. This is possible through exposure, demonstration, role models and gurus. It is also important that the ability to 'seek' needs to be continually honed.

Gurukulams, Gurus, Sahaadhyayees have offered us the community of practice, sadhana for seeking, and prepared us for the same. They have demonstrated the possibilities. Now, it is our turn to realize and convert some of these possibilities into real.

We are in a flux of coexistence between order and chaos. The flux is not about where we were born or how we live. Coming out of the flux is still in coexistence with seeking curiosity. Reflection. Meditation. Swadhyay. Sadhana with observation. Acute observation. Perseverance and practice. Relentlessly, in step-by-step increments. We are in the midst of multiple crises. Bigger than COVID but not appreciated as such yet. At the core, we are life. With huge similarities, and some differentials. Some differences. Basics are simple. Simple needs and simple life. World may appear complex. Its complexities are on simple principles. Comprehending them, comprehending the shared humanity, only sadhana of coexistence can give us, all of us liberation.

Then let us get going, living in community of practitioners. Coexisting usefully. Truthfully. Lovingly. Learning. Seeking. Pursuing. Practicing. Together. Investing in one another. In relationships. In life. Celebrating. In N, with N.

This is sadhana for coexisting usefully locally. For 7L.

Join us in the world of yoga of practicing useful local coexistence – saadhanayoga for 7L. 21October2020

## 186. Anand

Many triggers. Analyses. A year-plus period of reflection. IRMA offered admission. Facilitated Bank of Baroda loan. 24-hour long train journey from Hyderabad. Probably the first such long journey. Landed at IRMA. New foundation has begun to be laid. 8 Terms (12-14 weeks each) over two years. 2 Class terms, Field term, Class term, Management Traineeship term, Class term, Management traineeship term 2, Class term. We were fortunate to be involved on a national scale rural opinion survey when were in field term.

2 Class terms. These terms begin with 1–2-week induction, giving an option to the student to stay or leave. These two terms provide the theoretical foundation and basics. These include Analysis and Communications; Economics; Accounting and Finance; Research and Statistics; Behaviour; Organizations; Human Resources; Society and Polity; Livelihoods; Operations; Marketing; Information. Field term puts us in the field for all 4-5 weeks at a stretch followed by 4-5 weeks of field tasks in/for an organization. It uses the tools learnt in the class terms and the grasp so obtained would help in discussions in subsequent Class terms.

Remaining three Class terms discuss advanced tools, concepts, concept-tool application and management of organizations, projects, and the resources. Costs, Law, Systems, Development (Organizations, Projects, Schemes, Practice), Collectivization (Action, Collectives and Enterprises), Agri-business, projects, strategy et al. Management traineeship terms are sandwiched between Class terms. These traineeship terms help in appreciating management realities in projects, organizations; and help in solving in some issues in a given time period, either individually and/or in a group. Reading 500+ books of significance, living in a small community, multiple cases, individual and group tasks, discussions with peers and teachers, field-organizational reality appreciation and tasks have prepared for the real life in development. Placement time gave several options – policy analyst at Development Alternatives to work directly with Ashok Khosla; executive at PRADAN to be deputed to work with handlooms in Uttar Merur (TN); and Dairy Board. Sought to be Executive Assistant with Chairman. The committee consisting of Dr Aneja and Miss Patel persuaded not to press for it and instead be on something more exciting. Yet the work with Dr Kurien would be guaranteed. Could not say ‘no’.

Post-course, much before the convocation, joined Dairy Board to work in the core team on Market Intervention Operation on edible oilseeds and oils, to maintain the prices within the price band agreed with Government of India. Core team was chaired by Dr V Kurien. Joined one-day before the day **MIO** has been started at the instance of Government of India. 6 April 1989. Dr Aneja the team, some six of us joined, welcomed with a saying “This is new for us. Let us learn together. You will have free access to come to me any time”. Thus, the work in Dairy board started. Development Deeksha was initiated, and there was/is no turning back. It is already more than three decades. In due course, I have become a development/ livelihoods leadership/management lifeworker.

Apart from MIO including support in buying and selling up to 3 million MT oil/year, Dairy Board work introduced the entire architecture from management and leadership lens, being in the close quarters of leadership. AMUL and Anand Pattern Cooperative structure in dairy and oilseeds; AMUL, Amulya, Dhara et al brands; Salt and Electricity Collectives; Value-chain from pre-production, production, post-production, processing, all the way to the consumer for Milk and Oilseed-Oil; Bhavnagar Vegetable Oil Products; Operation Flood and Operation Goldenflow; Mother Dairy; F&V Project; IRMA; HPCL and IDMC; Indian Immunologicals; NCDFI; NTGCF. We will discuss Dairy Board and IRMA that shaped me into a lifeworker sometime soon. Let us be ready and go all out. Stretch to the hilt. Then leave it to the other to stretch, reach out and connect. The other has to. Then only the coexistence within the community of practitioners happens. In N, with N.

This is the stretch for coexisting usefully locally. For 7L.

Join us in the world of yoga of stretching into lifework of useful local coexistence – utthanayoga for 7L. 23October202



## 187. Journey

Let us graduate to end, remove, defeat the ten internal enemies – Ahankara, Amanavta, Anyaaya, Kama (Lust), Krodha, Lobha, Mada, Matsara, Moha, Swartha. Let us win usefulness, freedom, knowledge-wisdom, meta, insights, foresight, integrity, justice, compassion, kindness, love, trust, servant leadership, life, gratitude.

Can we live with less number of things? Can we live of the less? Can we value the life experience, life journey more? With relationships in tact? Less with material(s)? Can we stop gathering things? Can we get rid of the things we do not need? Can we get rid of the memories that have no value, except memory space? Can we start living with less time for assets, materials, goods, and properties? Can we have more time living, leading, and serving life? Can we live in the present? Can we obviate the need for remembering so much of the past? Can we be living truthfully? Can we obviate the burden of painfully remembering 'untruths? Can we accept the losses and get going without worrying about it? Can we be grateful for their time with us? Can we celebrate their intimacy so long, so far? Can we be strong to internalize them into us and get going? Can we flow simply? Can we be clutter free in the house, in the mind, in the heart? Can we be on top of the chaos? Can we be free? Can we be Nara? Can we be Naaraayana? Can we be Sri? Yes.

When death comes calling, can we remain always ready? Can we embrace it happily, with satisfaction? Can we hurry up slowly to live life rather than to be restless at the moment? Can we devote most of our time now with the nature and universe? For living, relating, leading, learning, loving. We need to be celebrating life. More often. Most of the time. We need life air, water, food-nutrition-health, mat-bed-shelter, relationships-engagement-entertainment. We are here to have maximum life, living, leading, relating.

35 years of development journey. Initially in preparation, wandering around. Then, with co-learners and learning facilitators. In the value-chains of the farmers – dairy, oilseeds-oils et al. In the policy analysis. With the tribal communities. With commons and collectives. With participation, inclusion, sustainability across the contexts. On the payback. With collectivizing women for self-help. 15 million, across telugu states. More states. Nationally. 70 million women in multiple tiers. Layering interventions on collective foundations. Communitization. With farmers towards natural farming. In AP. In India and outside. Reflecting the life lived and the journey after joining the development flow(s). Over a year intensely. More years may be less intensely.

Big gamechanger for the poor, vulnerable and marginalized (PVM) – free care and education till the age of 18 years. Food, nutrition, health, education, exposure, exploration. We need to bring them to be – entrepreneurial, self-employed, managing enterprises, and intrapreneurial. We need to retain their leadership ability. They need to be proactive leaders.

Other thing that is keeping us in the PVM is the health. Free healthcare, eldercare, women care.

90% of the PVM are the challenged groups-communities: farmers, farm workers; weavers, crafts persons; tribal communities; commons-dependent communities – coast, tanks, rivers, forests etc.; socially discriminated; differently-abled; disappearing traditional occupational groups; child labour, returned migrants, not able to return migrants; elders; education funnel early dropouts; not-able-to-get-into emerging opportunities et al. We need to work with them and instil the four values with their institutions, animators, and facilitators – hope, faith, promise and love. We need to localize, collectivize and communitize. Value-chains need to be short. Only the surpluses need to go out. Centres of socio-cultural-economic action with access to all in every community help.

Together, we need to take charge of our engagement, livelihoods, living, lives, and destinies. With choice. With dignity. With joy. We become the community of practitioners of 'life'. We coexist usefully. In the lap of N. Caressed by N. Tending N. For 7L.

Join us in the world of yoga of thoughtfully engaged in useful local coexistence – jivayoga for 7L. 25October202

## 188. Mentoring Sutras

Paulo Freire, 98. Paulo Freire's Pedagogy of the Oppressed has been/is our guide to our development practice. The book itself is 50+. The key: Learning together and appreciating the 'oppression' would pave way for finding solutions. We would not be 'silent' after that appreciation.

Four Elections. Elections for the President of United States of America. Assembly Elections in Bihar. Bye-elections in Dubbaka Assembly Constituency, Telangana, near home. And elections for Graduate Council Seat in Telangana. Voting started, to end on 3 November to select the electors. Biden versus Trump. There are others in the fray nominally. Libertarian Jo and Green Howie. Opinion polls say Biden, with his running mate Kamala, may win. Bihar elections in three phases. First phase is on 28 October. Results will be on 10 November. BJP-JDU vs Mahaghatbandhan. Lok Jansakthi is the third. Nitish versus Tejaswi Yadav. Sushil Modi, Chirag Paswan – the key players. Opinion polls suggest Nitish gets next term as well. If the majority is not clear, there can be some drama. Closer home, Dubbaka bye-poll is witnessing a contest between TRS, BJP and Congress. TRS may retain the seat. BJP is not taking it easy.

MLC Graduates' Polls, very few of the graduates are enrolling as voters in the first place. It is a not-so-warm affair. The third transition is heading forward towards – sutras. Action to action support. Graduation – management to leadership. Leadership to Mentoring. Mentoring to providing inputs when sought. Direct action to supporting partners. Working with interns in partners. Working with a portfolio. Led by interdependent leaders, fully responsible. Back to the field, with the people. Walking around. Wandering. May be e-wandering. Being available. Smooth levers, but long levers. With leaders of collectives, federal collectives, local governments, grassroots organizations, networks, schools, institutes, et al. With leadership schools. With communities of practitioners. May be visioning. Strategy. Planning. Nurturing. Co-travelling. Dialoguing. Listening. Watching. Writing. Reflecting together. More with Poor-Vulnerable and Marginalized. With HFPL.

Building immunity within. And without.

Sutra work. An intelligent thread that puts something together. For certain timeframe. For certain purpose. Sun rises in the east, at some time in the morning. We get going with our work around this fact. We do not discuss this to change it. Can we get into this kind of work pattern, form, rhythm? If we are tied at actions, words, emotions, thoughts, inner feelings and inner energy levels. Tied to coexistence. Tied to usefulness. Tied to the tune. Tied to the beat. Tied to the wave. Tied to the light. Tied to the play of light, shade, colours, sounds, breezes, flows. Tied to the rubric. Rubric of life. Life of coexistence. As one. Sankalp, Deeksha. Flow.

Another mentor. Mentoring invisibly. Phrang Roy. Deepening the faith and respect in women and indigenous communities, early in my journey of development practice. Their innate wisdom, knowledge, and potential for the betterment of the world at large. Poverty reduction is actually working with the small enterprising producers and service providers. We are an enterprise country by our DNA, genes. We are self-employed. We do not like to be slaves. It is not in our blood. All our farmers, weavers, crafts persons et al are essentially self-employed entrepreneurs. Relentless pursuers taking risk. We can be small. We can produce for ourselves. Richly. Variety. Freshly. We can be trustees of an improved habitable and abundant planet and more. Together, we can be there in sutras. In the flow. In the sangam. In the sankalp. With choice. With dignity. With joy. Sutras can take charge of us. Our engagement, livelihoods, living, lives, and destinies. We coexist usefully in N, by N, for N. For 7L

Join us in the world of yoga of wilfully tied in useful local coexistence – sutrayoga for 7L. 27October2020

## 189. Towards N 10000

This midnight seeks to commit the third transition. Time-energy-resource investments. Partnerships. Mentoring Leaders. Significant numbers. Significant depths. Next 365-500 days need to –

Vulnerable and Vulnerabilities through practice leaders with these; Draft India Plan; Conversations; notes: collective action, leadership, learning, entrepreneurship/enterprises, development practice, volunteers, social responsibility, mentoring, education, health, organizations, gender, commons, **EFM** zones, Mobilization, Collectivization, Communitization, **FNHW**, Collective Enterprises, NF Scaling, **LN**, LEAPs, VCAs, Subsectors, Digital Platforms, et al. We see, watch, observe. Hear, listen. Smell, touch, taste, feel. Whisper, say, talk, shout, sing. Dance, play, walk, sweat. Breathe, drink, eat. In the air, trees, water, tank, stream, sea, sky. Under the sky. Inside, outside. With light, dim light, without light. In silence. In subtle music. Read, reflect, write. Numbers, puzzles. Fight, clap, tap, whistle. Sleep, dream. Think, vision, plan, do. 10,000 hours. Hand-in-hand. Eye-in-eye. Tongue-in-cheek. Joke. Cry, tears, laugh, smile. Flow. Go, go through. Nakhasikha paryantam. Feel each cell, sikha downwards, till the nakha. Caress. Take in, on top, give out. Transform.

Raas in Brindavan. Gita in Kurukshetra. Group rule in Dwaraka. Music, Dance in Antarikh. Yoga in Ksheerasagar. We seek greater satisfaction and happiness. Accountability. With focus, attention, prioritization, and engagement. Through trust, safety feelings. Being open. With better health and wellbeing. For meaningful usefulness and significance. Stretches and challenges. We do not seek, and we do not have to seek attention and approval, for its own sake. No gossips. No please all. No impossible promises. Not saying no. No exaggerations. No playing favourites. No play with information.

Life on planet – window can stretch, disappear if we want. Our women and men farmers can be happy and have decent incomes, livelihoods, lives, and wellbeing, if we want. Our young and old. Our farming and livelihoods systems can be life-supporting for long if we want. We can coexist if we want. For kaivalya.

Let farmworkers, marginal and small farmers – this is 80% – prosper, achieve decent wellbeing with dignity. In this decade. Tribal, rural, urban, emerging. Let us hurry up. Slowly – farms, backyards – no chemicals, local inputs, seeds; multiple crops, poly crops; mulch – dry, wet, live; local inputs-seeds sufficiency; whole land – 365 days cover; local consumption, value-addition, short value-chains; layered crops, trees to creepers to roots; minimal-biological-no tillage; integrated farming, integrate animals into farming system; landscapes; ecosystems; portfolios of livelihoods. Towards N-living.

Quickly, let us have customized models to our farming situations. Let us have model farmers-articulators-guides. Champions. Animators. Let us have fellows. Interns. Animating facilitators. Field schools, guru classes, live models, demonstrations, exposure, group learning, school fields, e-schools, call centres, trouble shooters. Daily messages, reminders. Farm plans. Let us improve practices. Let us localize. Let us collectivize. Let us leverage the existing collectives. Let them champion. Let us have collectives emerging. Let them follow pancha-sapta-dasa sutra. Let them do collective action. For inputs, tracking, aggregating, value-chain actions. For consumption-nutrition. No wastage. Let us work with smarter entrepreneurs amongst them. For working on value-chain enterprises. Let us leverage grassroots organizations. Governments. Government on ground. Let us converge. Let us work with consumers to demand. Let us producers-consumers reach out as directly as possible. Let us have shops, stalls, hotels et al. Let us leverage local influencers. Let us use media. Digital media. Let us tap culture. Cultural forms. Literature. Sayings, stories, anecdotes, cartoons, novels, songs, folk lore, plays, videos, documents, documentaries, pictures, films, political discourse, spiritual discourse. Let us work with schools, academies, universities, institutes. We are involved. Because we are committed. We kiss the ground. N kisses us. Trigger free. Sacred. Sutras intact. With hope, faith, promise and love intact. We give at least 10,000 hours, wholeheartedly less reactive, with will, drive, internal strength, freedom, non-boring happiness, openness, kindness. Towards 'purity'. Daily, weekly, fortnightly.

We flow, lose ourselves in the flow, with choice, with dignity, with joy. This is the sankalp for life and destiny of useful coexistence. For 7L. Join us in the world of yoga of useful local coexistence in N – sauchayoga for 7L.  
29October2020

## 190. L5 Aarambam

The day confirms that the third transition starts. N and U, the masters, confirm. The sankalp for the third transition has been confirmed. The Sristi begins with Anugraga, followed by Sthithi. The next steps, if any, would follow. One Nation One Market is not OK for marginal and small farmers cultivating multiple crops throughout the year. Local short value-chains and direct links with local consumers/consumer groups is the key. Farmer groups, organizations are still to evolve, except a few cases outside of AMUL. Capital, capabilities require time, energy, and resource investment. New FPOs, while existing FPOs are not functional enough. FPO definition itself is very limiting wrongly. It is not clear why a farmers' collective, of any hue, for the benefit of the farmer members is not an FPO. It is also not clear why they cannot be provided priority lending support, low interest loans. On the whole, we need to have more deeper thinking, brainstorming and more customized solution portfolios. Soon. The key to Bharat cannot be serviced poorly. The key to Life on Planet cannot be serviced poorly. It needs a response as of yesterday. The window of life on the planet can stretch, disappear. Our women and men farmers can have decent incomes and wellbeing. We need to get ready and remain ready for the death.

The most certain thing of life. Therefore, we need to hurry up and complete all that the third transition is seeking. Quickly. Let us hasten. Let us invest time, energy, effort, emotions, thoughts. At full throttle.

Stretch to the hilt. Innermost leading the stretch. In relationships that take us to mentoring leaders, institutions, partners of significance, relevance, legacy. Let us play the 'notes. Let us complete them. Let us initiate the platforms that matter. Let us travel, be with people. Listen to them. Respond to them. Lose ourselves. N 10000 hours begin. Flowing. Through and through. Feeling with all senses, thinking, saying, doing. In tandem. In, on, though, out. Let us get ready for our transformation, disruption. 7L transformation, disruption. N and U are ready. Disruption in the ways we look at, vision life, living, livelihoods, linkages, leading, learning, and loving. Integration leads. Knowledge leads. Generalists lead. Local leads. Customization leads. No ownership leads. Experiencing leads. Open-Commons lead. Present leads.

Collectivization, complementary and supplementary collectivization, interlinked collectivization leads. One stop multiple goods-services centres, enterprises at local level. Electronics, Artificial Intelligence, Robotics lead. Auto-automobiles lead. Solar-electricity leads. N-living leads. N-farming leads. Rural in urban, urban in rural lead. Auto-healthcare leads. If we want. If we offer L5 leadership. We can. If we have fierce resolve. If we have humility. If we seek usefulness for all of us. If we are open, transparent, and unlearning. If we seek improving ourselves. If we do not mind taking risks. If we become competent and capable; we work effectively with others; we organize others into teams; we mobilize around shared vision; we are passionate with meaningful useful significant purpose; we have shared purpose and vision; we take responsibility, give credit, seek help, practice discipline, find right people to find their potential. Be sure whether the environment is L5 environment. There is a graduation-continuum: competence, team play, management, leadership, beyond. We have to be at the L5 of this continuum.

All of us can be there if we want. We need N 10000 pitch with us always. Elevator pitch. Crafted. 30 seconds to 180 seconds. 50 to 200 words. With warmth and competence embedded. With scope for 'play'. Exciting to us 'first' and to excite 'others. Enthusiasm, smile, heartbeat. Includes Unique Selling Proposition, USP. To be practiced, with awareness. With hope, faith, promise, love, dignity, choice, joy, integrity.

Towards integration with and for N and U. We lose ourselves in the flow. This is the aaramba for third life of useful coexistence. For 7L.

Join us in the world of yoga of useful local coexistence in N – tritriyayoga for 7L. 30October2020

## 191. Communities Mentoring Us

Breathe, see, hear, touch, feel, get drenched, immersed, be in the tight hugs, listen to echoes, lie down, jump around, in the early morning, late into the night, be there with N. In Himalayas, Vindhya Hills, Eastern Ghats, Western Ghats. Bay of Bengal, Arabian Sea. Ganga, Brahmaputra, Narmada, Godavari, Krishna, Kaveri. Lakes, streams, falls. Dandakaaranya, Venkateshwara. Islands in the sea. Islands in the rivers. Forests, green tunnels, caves. Wildlife Sanctuaries. National Parks. Sacred groves. Deserts, Ranns, Plateaus, Plains, Deltas. Hillocks, Gardens, Temples. Cultural fests, jatras. Festivals, haats, lives, livelihoods, occupations, ways of living, caring, celebrations.

And there are continuums across. This is where we need to go. We need to be with. This is N. This is where N wants us.

Western Ghats – Sahyadri, Nilgiris, Annamalai, Cardamom. Home to Krishna, Godavari, Kaveri. These rivers flow through Eastern Ghats – Shevaroy, Javadi, Palakonda, Nallamala, Seshachalam Hills – into Bay of Bengal. More deltas in Eastern Ghats. More estuaries in West. More dense forests.

The work has taken me to tribal communities and tribal areas in and around, and in between these ghats. Tribal areas made me more human and confirmed me as lifeworker.

Born in deccan plateau. Lived close to major dams on Krishna – Srisailem, and Nagarjunasagar. Very early in life, interacted with Banjaras. These communities have been recognised as Scheduled Tribes in combined AP around 1975. They are treated as Backward Communities in Maharashtra, Scheduled Castes in Karnataka. These are linked to nomadic groups of North India. My village and neighbouring villages had/have populations of Banjaras/Lambadas. Very hardworking groups. These were the labour in the dams and other tanks. Now, settled down in thandas (villages) all around reservoir back waters and on the roads to Hyderabad. Recently, Telangana Government has made Thandas into Panchayats.

Subsequent interaction has been with tribal communities of Eastern Ghats, north-coastal Andhra Pradesh, when I went on Fieldwork from IRMA. Met Particularly Vulnerable Tribal Groups too. Spent some days and nights in their habitations, gudems. Then met tribal communities in Nilgiris, Kodai and Yercaud, during the management traineeship.

Met the hunter-gatherer PVTG Chenchus first time while at Dairy Board. Visited Kurnool Collector, Appa Rao, to appreciate SETKUR (Self-employment Training Society at Kurnool). Simultaneously visited and spent time Chenchu Areas around Srisailem, along with my friend of life, Vadrevu China Veerabhadru. Much later, when we were in Appapur, a Chenchu habitation (penta) from GCC and Kovel, we have to spend some 3 days, with them. Earlier, on a Sivaratri day, we had to go up to Sikharam, to finalize the trust deed of Kovel Foundation. I have also been to BR Hills in Karnataka to study the work of medicinal herb formulation enterprise of Vivekananda Resource Centre.

Post Rajan's accident and death, me and Manohar were hinting Miss Patel that we would leave Dairy Board to go to the ground. Miss Patel was saying that she would put us in a cooperative or in a spearhead team. We concluded that we need to go all the way to communities and be with them. The best was to leave Dairy Board. She let us go in two instalments – first Manohar, then me, after some 6-9 months, via IRMA. Dairy Board and IRMA let me leave only in March 1992.

Joined Girijan Corporation at Visakhapatnam as Commodity (later renamed as Community) Coordinator and went through another wonderful 6-month induction taking me to various areas and people. It included a 30+ day stay-walk in Bejjur area in Adilabad region; working for substantial time with ITDAs – Project Officers, Collectors of tribal dominant districts, and grassroots organizations working with tribal areas; working on key value-chains – cotton, NTFP. Visited all the tribal areas of combined AP. Bejjur became the girijan karmabhoomi. Gradually, moved to Visakhapatnam to conceptualize, interpret, and manage Community Coordination Teams(CCT), to get more CCs, to support two large participatory tribal development projects covering the entire tribal area of combined AP, to

facilitate and lead commercializing research and development on natural produce – products, and take to market, retail and consumer market. Facilitated computerization up to field.

Co-founded and led Kovel Foundation of and for the ntfp-collecting indigenous tribal communities. SR Sankaran agreed to chair Sahayog Community Coordination Network to take the CCT concept to the entire tribal area. His conditions were simply: cannot take foreign funds; cannot use his name to leverage.

Later, been to tribals all over the country, NTGCF, NRLM and otherwise. These included tribal communities in various North-eastern states, Atappady, Vedaranyam, Odisha gramya jungles, Himalayan communities, Gujarat-Rajasthan Bhils, Rajasthan, Kashmir, Ladakh nomadic communities, Bengal Gorkhas, Lepchas et al, Tibetan Communities, Jharkhand, Chhattisgarh, MP, Maharashtra tribals, aboriginal tribal communities in A&N islands, and so on.

Together, they made me more human. They made me to be in the present. They made me equity oriented. They made me to be joyous. They reinforced me to remain lifeworker. They are hastening me into third transition towards local useful coexistence. With N, in N. With hope, faith, promise, love. For dignity, choice, joy, integrity for all of us. We lose ourselves. This is the third life of useful coexistence. For 7L.

Join us in the world of yoga of useful local coexistence in N – prakritiicharayoga for 7L. 02November2020

## 192. Kindness

My friend James Mascarenhas (Jimmy) succumbed to simple Pneumonia when he was not even 50. Jimmy took me into the depths of participatory methods, tools, and processes as relevant to Poor, Vulnerable and Marginalized in a variety of TRUE – tribal, rural, urban and emerging – contexts of the living and livelihoods.

Pneumonia is the single biggest infectious killer, taking 2.5 million lives a year, of late. Despite it being preventable and treatable. Can be caused by bacteria (mostly), virus and fungus. Vaccination is available. Exclusive breast feeding for the first six months, healthy diet, hygiene, less pollution helps in its control, prevention.

Can we be kind? A little kind. A little more kind. Kindness does not seek reciprocation. Kindness, Intelligence, Attractiveness, Status and Age is what partners look in each other. Inherently we are kind. Therefore, can we be a little more kind? To all. Passionately kind to all. By paying back and paying forward. Kindness comes back.

Tibet is in reflection. In Indian mythological stories, Tibet is the heaven, when you cross over Himalayas. If it is a country, it will be the tenth largest, a buffer between India and China. It is not if. It is an autonomous region of China. Historically it has been an Independent and sovereign state. It is a hub of biodiversity and water source for South Asia. It is home to Manasarovar and Kailash. To Sindhu, Brahmaputra. Dalai Lama, the Tibetan Buddhist Spiritual Leader, sits at Dharmashala – McLeod Ganj. Tibetan Government-in-exile runs from here. Tibetans stay in the colonies across India. They are treated as Indians for all practical purposes.

Free Tibet, we need to be spending time there. When will that be?

Todd Henry's Die Empty is urging us to get exhausted before we call it a day in this world. Millions of us die with their ideas with them. With their goodness. With their knowledge. With their goals. Not coming to light. Not benefiting others. Not benefiting the idea holder. Therefore, let us be good. Love. Share. Distribute. Let us die empty. Gratitude. I am surprised receiving a mail from a young friend. A young professional. Recounting Immersion, Induction, Fellowship, Life after fellowship. Articulating the internalized Communitization, leading to be led. Conveying gratitude for all the values built in and being a mentor for life.

Humbled. This gives us hope. We are not body, the senses, the heart, the mind. We may be the perceiving consciousness. That is us, the soul. When we move to 'us' fully, liberation starts happening. When we start observing the thoughts, feelings, words and deeds of our body, senses, heart, and mind. If we keep pressing, we start experiencing ourselves, our consciousness. Then, we get unbounded space. Peace. Freedom.

Relationships, intense and intimate relationships take us there. Of trust, support, care. Of hope, faith, promise, love. Relationships that are focused on the present, potential and possibilities; that allow flow and concomitant changes; that co-invest in coexistence; that recharge rather than drain; that work with give and take, without compromising the soul of us; that grow co-evolve with co-spaces, complementarities, and interdependence; that let us be ourselves without being uncomfortable; and that augment time, energy, effort together. Can we be kind? Can we invest in relationships? Life relationships.

It is not enough to stop greenhouse gases. We need to take carbon in the air and put in the soil. We need to have more trees everywhere. We need layered cropping in most of the farmlands. Can we be kind and work with life, plants, animals, visible-invisible biota, microbiota? Can we be kind and work with preventing suffering, rather than coping with the suffering? Can we cleanse ourselves, deep inside, and our neighbourhoods, our world? Can we be kind and go for items of simple living for family, fraternity, and the world? Can we be kind not to pollute our body, community, environs? Can we have more light everywhere? Inside, outside.

Be kind. Lovingly kind. Get going. Keep giving. Keep pouring. Keep flowing. Into Dhan. Into Dhanya. Out of hell, into heaven. With Deepaavali. We cannot be otherwise. Because we are In N. With N. For 7L.



Join us in the world of yoga of kindness, relationships, life, and world of local learning useful living together –  
Maitriyoga for 7L. 11Novemebr2020

## 193. Truth and Tolerance

FCRA Rules of 10 November 2020 are troubling the FCRA-dependent civil society in a big way. Killer clauses include no subgrants, administrative overheads and HR costs limited to 20%. Administrative costs: all expenses towards hiring of personnel for management of the activities and salaries, wages or any kind of remuneration paid, including cost of travel, to such personnel. Salaries or remuneration of personnel engaged in training or for collection or analysis of field data of an association primarily engaged in research or training shall not be counted towards administrative expenses. The expenses incurred directly in furtherance of the stated objectives of the welfare-oriented organisations shall be excluded from the administrative expenses such as salaries to doctors of hospital, salaries to teachers of school etc. Do they include consultants, resource persons, volunteers, cadres? May not be.

Instalment releases subject to 75% utilization proof of the previous instalment(s) and field inquiry is almost saying nothing with a plan can be taken up. If application of renewal is not made by expiry date, the funds cannot be used by the organization till the renewal or re-registration. The delay may mean starving without funds for the period without renewal. The rules also seek information of change of one or more key members and the effectiveness is only after Ministry's approval. The Act also seeks the Aadhar number and identification documents for all the office bearers, directors, or other key functionaries.

One-by-one, we are losing the truth authorities. Revelations have lost. Holy Books. Prize winners. People in high positions. In power, in knowledge, in wealth, in spirituality etc. Mass Media. Books.

What is the way? Can we go only by the rumours, gossip, stories, messages? Can we only trust our own intuitive feelings? How do we know Truth? How do we know facts? How do we know integrity? How do we know rational logic? How do we remain rational and logical? Who will teach us? Can we learn on our own? May be 10,000 hours will help us, if we invest into this.

Tolerance. It includes accepting facts as facts and people can have differing opinions. The problem is how we figure out the fact from the opinion. It does not include moral imperative behaviour – not to kill, steal, deceive, lie etc. Tolerance includes patience toward a practice or opinion we disagree with; reality is beyond opinion and violation of universal non-negotiables is not tolerated; debate; freedom, free exchange of ideas and self-determination; respect to all, with differing opinions, practices, etc.; engagement to know the truth; consistency; culture of dialogue; grace to respect the context.

Let us seek harmony in difference. Cultural diversity. Human diversity. Faith diversity. Let us give this right to others and seek this from others for us. Let us uphold the rule of law and social justice to the poor, vulnerable and marginalized.

Let us be open and receptive. Let us suspend judgment if that helps. Let us be curious, instead. Let us be rational with facts and evidence, not otherwise.

Here again, being kind helps. Being lovingly kind. Being kind is a way to seek grace, 'kripa'. By surrendering to the will of N and U, with kindness to all 'life', 'alife' 'non-life', with clear hope, firm faith, resolute promise, and forever love. Let us not forget to be kind to ourselves.

Therefore, let us seek the instruments of truth, integrity, and logic. Let us seek curiosity. Let us know the ways of Nature, Universe. Let us know the ways of life, living, leading, learning, and loving. Let us know we are here with a limited time and a set of purposes. Let us know the death is inevitable. Only the triggers vary.

Let us seek tolerance. Let us be kind. Lovingly kind. Let us be giving. Let us be flowing. Because we are In N. With N. For 7L.

Join us in the world of yoga of truth and tolerance, tolerating diversity in relationships, life and ways of living, leading, learning and loving for co-usefulness together in situ – nijakripayoga for 7L. 16November2020

## 194. Entrepreneurial DNA

We know for many of us life is an enterprise. Family is an enterprise. Team is an enterprise. Local Government is an enterprise. India Inc itself is an enterprise. Most Institutions striving to be self-reliant are enterprises. All are not new. Not all are equally adept. Margins are not similar. Volumes are not similar. Today's demand may not be there tomorrow. Possibilities may vary from area to area, tribal to rural to urban. However, all of us have the same values: Hope (useful), Faith (capacity), Promise (reliable, long-term), LOVE (Care – practice, discipline, concentration). Most of us withstand unsteady income flows. Most of us work with a portfolio of works, working hybrid. Most of us use FFF – fish, fishing, meta-fishing – all 3 meta-approach.

Enterprises are wedded to purpose, not activities. They need company. They come together. They partner. Some of us more entrepreneurial than others. Entrepreneurship is learnt with interning with senior/best practitioner entrepreneurs. The mentoring, inspiration, troubleshooting, role models help. When the crunch comes? Air, Water, Food-Nutrition-Health, Clothing, Shelter, Engagement, Entertainment matter. The Crunch has come. Through Bigger Crises – Air, Water, Soil, Energy.... Climate window is small, 10-15 years minimum, may be 30 years maximum. Blurring TRUE – Tribal-Rural-Urban-Emerging. Pacing up VUCA – Volatile-Uncertain-Complex-Ambiguous. Confirmed paradox – Ours not in demand; whatever we want, no/less supply, high rate.

Some of us be with an enterprise, a portfolio. Some of us keep closing, changing, adding 'enterprises. Some keep expanding the portfolio. Some of us are conservative, traditional, ethnic. Some of us are able to take the new technology to support. Some of us work with totally new enterprises in new ways. Some of us make them hybrid, with risk spread across. We use our resources. We borrow. We seek equity. Sweat equity. Angel investment. Venture Capital. Crowdfunding. We partner. We collaborate. We sell into future. We aggregate. We come together as a collective of enterprises or start a collective enterprise. We initiate, work with supplementary and complementary ventures.

Further, we have enterprises that provide services to us in education, health, care etc., based on the emerging ways of life. Women, as mothers, partners, have established them as better entrepreneurs.

Many teachers have. Many doctors have. Women have proved better entrepreneurial owners, co-founders, proprietors, partners. But the numbers of other enterprises with women in the lead are still small. Women in the entrepreneurial teams make a huge difference and yet, we do not have many women members. Particularly in socially responsible enterprises. Can we have more and more PVM – poor, vulnerable, and marginalized – taking the lead? They can do better than the others, if they get break, and get going. We need ecosystems in favour of PVM entrepreneurs. In favour of socially responsible enterprises. And the enterprise collectives.

Do we have an ecosystem that helps in taking the Producer Organizations forward, beyond the rhetoric? Dairy Cooperatives, Producer Companies on scale may be the notable exception. 10000 FPOs can they be really vibrant? Will they be in the hands of their member farmers? How long do they need to be nurtured? Do we have an idea of the portfolio of works in the FPO? Will they do all the activities of the value-chain up to the consumer? Will they just be aggregators? Will they extract entire nutrition out of the farms to the world outside? Why do we not call cooperatives in farm sector as FPOs? Is not 5000-10000 number wrong, because many producer organizations, informal and formal, are not counted in this? What is the status of these 5000-10000 NABARD-SFAC FPOs? Why can't they work with multiple commodities? Are we thinking 150 million Farmers in FPOs? At least a lakh of them? Can we think of their federal structures at sub-district, district, state, and national levels? We need local value-chain centricity, local consumption, nutrition centricity. Why can't we look at women SHG Federations as FPOs?

Can we establish the business models, a number of them, that can be worked with various communities and farmers' organizations can be taken forward? Let us be enterprising. Let us continue. Let us be, continue, stretch, extend as life-friendly entrepreneurs in N, with N. For 7L.

Join us in the world of yoga of active living in, flowing with, leading coexisting useful enterprises – outsaahikayoga for 7L. 20November2020

## 195. Being a Lifeworker

If we are not evolving from incidents, interactions, reactions, we are not in experience. Mere watching and observations may not give us experience. Thoughts, words, and actions give us the experience, to keep making decisions, most often 'right'. Hours of struggle take us to make a meaningful 'successes. 10,000 hours! Action, reflection, plan – as a daily habit. This accrues as experience that takes us through inner awareness, awakening, lasting happiness.

Ahimsa. Can we be non-violent? Can we seek peace for all of us, all life? We need to stitch together partial truths towards whole truth, the elephant. Once we accept this, we need to sit and discuss openly. As we appreciate larger truth, we become less violent. This includes justice, less hate, more love to all, more care, life dignity to all, non-injury (physical, mental, emotional), being with nature. May not include self-defence. In any case, force is the last resort. Protests, Persuasion, non-cooperation, multitude of deliberate non-violent actions have to be exhausted before the last resort.

Therefore, can we not work to reduce gender-violence, violence against women? 1 in 3 too huge a proportion, to be ignored. Across the stages of life-cycle – pre-birth, infancy, childhood, adolescence, adulthood, elderly. Women have to fight. Various ways and forms of violence. In the marriage or outside. Includes trafficking. Includes force by state, genocides, wars. Men have to join the women in the fight.

These are the areas we fail mostly. You feel stupid. Inadequate. Your learning and formal training is inadequate. They make us go to fundamentals – Who am I? Why am I here? What is life? What is Universe? How can we be so selfish, so helpless, so inadequate? So less useful? Yet, we need to emerge out of these fundamental questions and get into actions. I am sure, our actions are, will be relevant.

I felt humbled to introduce my evolution as a Development Practitioner, Lifeworker in Development Practice. In Visionary Gurukul Alumni(VGA) link. A group of alumni of various Gurukulams (schools and junior colleges) in Telugu states. Kanneganti Rama Rao in the lead. It reminded the efforts earlier – Sagurwa, a group of alumni, earlier and existing associates/teachers of Gurukulams with Shri Marri Srinivasareddy as Chair. Humble effort remained at the budding level. With Sir's death, Sagurwa remained inactive. May be Sagurwa efforts flow into VGA itself. Also, SAGA initiated Pragna Gurukulam at Siddipet. Sarvail Alumni team taken charge and is going on. Alumni Associations of individual Gurukulams are also going strong in their own ways for establishing alumni's identity-solidarity, support to students and gurukulam, and paying back. These include Sarvail, Tadikonda, Kodigenahalli associations, APRJC Sagar Pariwar.

23 November, Sarvail enters 50th year of its founding. By PV Narasimha Rao. Sarvail is the first Gurukulam of Teulgu States. Tadikonda, Kodigenahalli followed. Sagar subsequently in 3 years or so. I happened to be alumnus from Sarvail and Sagar. Call letter to write entrance came in and went to dustbin, and my headmaster discovered and passed it to my family, I could write the entrance, did well, and joined Sarvail. Sarvail ensured National Talent Search Scholarship and Mathematical Olympiad. Some stroke of luck, partly to do with NTS, Mathematical Olympiad. I got invited to APRJC to join late. From APRJC, to NIT (REC) Warangal. As a student doing well academically, and extraversion, got into dilemmas of life, influenced by Gurukulams and the ecosystem at NITW. I had to buy more than a year to explore and figure out. See around. Talk to various practitioners. Chose Development among Development, Journalism and Services. Chose IRMA vs Tata Institute. Given my analytical orientation. IRMA and immediately following work with Dr Kurien, Dairy Board, Collectives, Market Intervention Operation in Oils-Oilseeds, Brains-Trust, Bharat Darshan eating peanuts and digital mapping have firmly put me in Development.

The work with tribal communities, 1000 nights in the field, SR Sankaran, Kovel Foundation of the tribal NTFP collectors, Commons, Participation with Robert Chambers, and Payback at Naandi confirmed as a Development lifeworker. Akshara emerged. 'livelihoods' emerged. Yoga'kshemam' started flowing out. Integrated TRUE

Livelihoods Framework has been articulated. LEAPs, Value-chains, Interventions for poor-vulnerable-marginalized have been demonstrated and templated. Being referred as Livelihoods People. Piloted/Supported Gurukulam, Sakthi, Kshetra, Professionals' Collective, and other 10+ Livelihoods Support Organizations. Became Social Impacts's Portfolio Social Entrepreneur. Leader. Scaling up applying leadership-management concepts, tools, skills, technology to Development-Livelihoods has been an important aspect of work.

It appears, in hindsight, I had been preparing for a task of consequence, to work with women, self-help, livelihoods in Society for Elimination of Rural Poverty (Velugu, Indira Kranti Patham in combined AP). As a co-lead in 2000. 15 million women, with 25+ layers of work. Took to more states, West Bengal, TN, Bihar, so on to 10+ states. Kerala's Kudumbashree is happening in parallel. By 2009/10, India is ready to go national. National Rural Livelihoods Mission came in 2011. Contributed its Framework for Implementation, a live dynamic document, to service 100 million rural poor, with Rs.3000 billion over 20 years. After the framework, UN put me in NRLM as its co-lead of core NRLM and lead its capacity building. NRLM as of now organized 70 million. Meanwhile, National Urban Livelihoods Mission came in in the same lines as NRLM. Together they organized 100 million women into groups and their federal entities. The communitized architecture includes about 30,000 professionals, 100,000+ community resource persons, 5+ million animators – community cadres, leaders – with competence, passion, accountability.

National Mission for Elders is in consideration at Government and Civil Society circles. Association with Civil Society and Collectives of/for PVM runs deeper over many years now.

Mentoring work includes Visioning, Planning, Leadership Support, Systems support, Communitization support to 10+ large programmes, 100+ organizations, enterprises, 10000+ Professionals, 100,000+ Resource Persons at various levels, in various themes. Experimented with 3-month to 2-year Programmes in Livelihoods Management. Practitioner-academic work includes mentoring 7+ institutes/University-centres and facilitating learning to 1000+ students long-term.

For the last four years, the focus is on Natural Farming – Global Movements at Local levels, starting in AP. Inching towards 150M Farm and Farmworker Families nationally. And outside. In parallel, mentoring LPRD-PVM HR and Organizations continues. Moving in the direction of N-living, leading, time freedom.

Development Sector has huge scope, being the largest employer. Variety of forms, methods, practices, in Government and outside, Missions, Programs, Projects, Community Collectives, Support Organizations, Networks, CSRs, Donors, Movements, Social Enterprises etc., are part of it. May include Business, Politics too. Education, Health, Livelihoods, Poverty-Vulnerability, Climate etc. Participation, Inclusion, Integration, Collectivization, Communitization form part of the core concepts. Maslow is modified here. Key principles include Elephant; 7 Fish; FFF; Purpose; Social Animals; First – Existing, KST, Least Cost, Local. Rights are part of it. Care Rights.

Sector is transcending Livelihoods to Living-Life; Management to Leadership; Employment to Self-emp-enterprises, Identity◇ Freedom, ◇ N Living-Farming, Landscapes, GNH, Investments (rather than extraction), Work Hybrid, Portfolio. Meta Local Usefulness Together, in sync with Nature. Trusteeship for NextGen. Public Life, Accountability. Bird-worm views. Hare-Tortoise teams.

Development work is in our DNA of all of us. Hope, Faith, Promise, Love are our fundamental values. Our mothers have. Our teachers have. Our friends have.

Development work could be a destination. Longer innings. Can we give at least 10,000 hours? Can we give at least one-part of three-part 1000 moons? Retiring early and coming into this work can be more fulfilling, can give more happiness. In a variety of ways. Modes. Tenures. Our expertise, experience can help. We become more open, transparent, and 'pure'. Do not forget to be fit and have stamina. Go for immersion, internship. Be ready for life of anti-status quo, like a mother; like a teacher. Licenses (from reputed) help – institute, internship with a senior, fellowship in an organization.

Please join the movement for local useful coexistence, with portfolio of works and freedom. Live simple LIFE. Spend time with various hues of Nature, Life, People. Be the leader, giving 10,000+ hours.

Basic human need is happiness, and it is possible through knowledge, consciousness and awakening and actions resulting from these. All existence is coexistence. Local useful coexistence. This has to be lived. Non-life, alife, life – there is evolution (at atom level). There is development, 'growth' (at cell level) within life. There is a progression in awakening. Then one reaches this state of awakening – human consciousness and live with it – through experience, thoughts, behaviour and work. This is sukh, shanti, santosh, aanand, in four levels of living at individual, family, society, nature levels. No extraction. No exploitation. The existing order is in harmony. If that is disturbed, it would get that set right in due course, with a new equilibrium, following definite natural life laws and directions. We experience them.

Since we do not understand ourselves, we do not understand others. We invest in ourselves to become and be human. Coexisting human. There is order in other life. We are not in the order. We ourselves are not in the order. There is no order within each one of us. These order(s) need to be restored. Coexistence is the way. This comes about by understanding, and resultant thoughts, words and actions. We internalize within – thoughts, words, behaviour, emotion, work, realization, resulting in comfort. We invest in relationships, resulting in peace. We trust in the society, resulting in happiness. We coexist in sync with nature, to get aanand. We become human and live our innate values: steadfastness, courage, generosity, kindness, grace, compassion, love, truth, justice, order in living. There are several shades of work by the soul, mind, intellect, heart, senses, et al – Atma itself, surrounded by buddhi, by chitta, by vritti, by mind.

If we understand ourselves, we start adhering to life laws that include knowledge, love, kindness, simplicity, righteousness. Usefulness and coexistence locally.

Let us pause, meditate, reflect as a habit. Let us be local, be useful, coexist, in N, with N. For 7L.

Join us in the world of yoga of lifework living, flowing, leading local useful coexistence – saha-abhyaasayoga for 7L.  
23November2020



## 196. Kurien's Magic

While we say practice 7R, including read, write, arithmetic, can we somehow stop valuing people around this? Is it not a crime not to do this? Is it possible? Then what will be the alternative portfolio of indices of 'valuing'?

Dr Verghese Kurien's centenary year starts. Is he getting Bharat Ratna? In any case, a Viswa Ratna.

Dr VK was a master. Relentless pursuit is the primary astra. Portfolio Entrepreneur. 4-tier dairy institutions. Vidya Dairy. Cattle feed factories. Dairy Board. IRMA. 3-tier oilseeds cooperatives. Indian Immunologicals. Bidaj Farm. IDMC. HPCL. Sabarmati Salt. Tribhuvandas Foundation. NTGCF-FES. Aanandaalaya.

His mantra: faith in farmers, cadres and professionals; lifelong associations – highest weightage to loyalty, integrity, willing to work; if not ok, no delay in firing; low/no initial overheads, fixed costs; establishing a workable routine, with a management committee; shared vision and values; lasting partnerships.

I remember: One-page notes for approval. Fewer meetings, shorter meetings, with less number of participants. Out-of-the box interactions with young professionals. Lateral thinking sessions. Knack with numbers. Insistence on agreed quality. Choosing the leaders.

His birthday is considered milk day. Operation Floods came and we became milk self-sufficient. Significant contribution to poverty reduction. Philosophical Extension to more products, services, and geographies. Producers and Farmers' Organizations can be in various hues. How can we say only the organizations registered with MoA&FW are Farmer Producers' Organizations? What about existing dairy and other commodity cooperatives? PACS? Producer Companies? MACS? Their federal entities? Informal groups?

And these so-called deregulations can benefit marginal and small farmers only when collectivisation, aggregation and local value-addition in their various hues, including the existing, is facilitated. 150 million farmer-farm worker families would need some 100,000s of collectives-collective enterprises. A robust architecture(s) are needed for this. We need animators. We need professionals. We need leadership, management and technical institutes. 2020-30 should be a decade of people's collectives. Interest subvention has to be universalized for them. India can budget a mere Rs.10,000 per family for this purpose. Rs.1.5 lakh Crore or Rs.1500 Billion over 10 years. Rs.15,000 Crore a year, about 1% of National Budget. We may need more 'instruments' that support the poor-vulnerable-marginalized and their institutions. Zero interest subvention? Angel investment, venture capital? Zero tax, or tax holiday? Professionals? National Mission? Political Will?

Kurien's Magic will unfold again. May be two decades of magic. May be 'Kuriens', the Arjuns and Ekalavyas of Kurien take charge and do the magic.

Please join the Kurien's movements of animation and facilitation of collectivization, enterprises, communitization for and in local value-chains. Local useful coexistence, portfolio of works and freedom. For Simple Happy Life, with splendid hues, spontaneous emotions, moments of Nature, People, Life.

Give the life. Life gives us, splendid 10,000+ hours, in N, with N. For 7L. 26November2020

## 197. Natural Amrit

Soil. Earth. Living Soil. 3-state system. Soil Profile, Texture, Matrix; Chemistry and Biology. Soil Organic Matter. Humus. Life sustainer. Soil Health ensures Life's Health, Planet's Health.

65/9.6//1.5/0.15M. CovID, fear of wave 2 aggression. Vaccines have been trickling in. Russia, UK – yes. Others – in some weeks. May be less efficient. May be side effects. Outreach may take several months. All may not required. Affordable, or free vaccines is what we are looking for. Economy in Q3 may still see negative growth. Wave 2 will decide Q4. Let us also get ready for hybrid ways of working. Let us be in and with Nature, even while working, more often. We have a duty – to our succeeding generations – to develop and conserve N. If protected, it maintains delicate ecological balance and enables people to enjoy a quality of life, guaranteed under Article 21.

Our experience and knowledge gathered over time, make us limiting and rigid not to learn. Children are opposite of this. Imagination can be infinite and therefore, more powerful. Can we remain childlike? Can we keep imagining possibilities, rather than forecasting based on past, past trends? Of course, with Hope, Faith, Promise, Love. Passion, sincerity, stamina, strength, energy, time follow. Follow in plenty. For our results in future. For our future selves.

Imagining and action has to be now. This cannot be postponed. We have more time, energy, resources, motivation now than in future. Now is the time to do. We cannot burden our future selves with more work, more changes, more unfulfilled items on the plate. Today's plate can be big. Why not? Let us meditate, reflect, imagine, plan and do now. Now onwards. Like Rajnikanth. Jumping in. Into honest, transparent, corruption-free spiritual politics. To play his part.

Gitanjali, TIME's Kid of the Year, first-ever, starts playing her part even before she reaches 15. Impacting in multiple ways through – observe, brainstorm, research, build and communicate – just focusing on one, however small it is, that excites. If I can do, we can do. You can do.

We knew, studied – roads before preparing and mobilizing tribal communities, can only push them inside. Only outsiders benefit from them. By the same token, unless we have prepared, mobilized and organized farming community into their tiered collectives-federations, the acts, reforms, will not help them but the outsiders, traders, corporates.

Can't we formalize MSP by saying none can buy farmers' produce below the MSP?

Entrepreneurs par excellence, farmers on strike for a week now. Not good for anyone. Please be sensitive and resolve in their favour. 'Nothing about us without us' has to be followed ab initio.

If Amul can happen in milk, it can happen in natural farming too. Amul started its journey in 1946 (14 December). Today, it is a brand of 3.6 million milk farmers. Its turnover is Rs.400 Billion and is gearing for 1000 Billion in the next 4-5 years. It is a symbol of milk producers of India. It is a result of non-interfering political will, extraordinary leadership team, 3-4 tier institutional architecture, supporting academic institution, and facilitating institutional network.

If we can guarantee some of these, an NF Amul(s) will be real. Federal Farm Family, Farmworker Family Organizations. Cooperatives, MACs, Companies. SHG Federations. Partnership Firms. Or a new Act(s) Organizations. Give a decade. Actually 1.5 decades. Remember Amul took 4-5 decades. Test them but after that, trust some 12 professionals to get going, with clear mandate. No interference, but all the support. Political, bureaucratic, policy. Communities are ready. Consumers are ready. Digital world is waiting. Women's self-help movement is ready to spearhead. Need is there. World is watching. Unlike then.

Floods will come. Flows will happen. Price bands will happen. Futures will happen. Vested interests will yield. Infrastructures will happen. Portfolio of support institutions will happen. It is a Rs. 25000-50000 Billion Turnover NF economy. A mere 1% is Rs.250-500 Billion. A 5% is 1000+ Billion. Equal to Amul.

Of course, 10,000 new FPOs plan will not suffice. Existing FPOs need support too. We need to consider all 'farmers' organizations as FPOs. That will be a shift in policy in government. Some advocacy here. In Government(s), Banks, MSMEs, Start-up hubs etc.

Further. We need to go global. Local globally. Natural locally everywhere. New paradigm. New Leadership. Consumption, Nutrition, Health, Immunity, farming ways, value-addition, living ways, livelihoods, enterprises, values, aspirations, destinations. Destinies.

Please join the movements towards Amrit, NF-Amul. Animating, facilitating collectives, collective enterprises, farmer-enterprises. Local for local. Local value-addition. Local value-chains. Direct producer-consumer links. Producer groups to consumer groups. Consumers pre-booking from producers.

Physically. Digitally. 1000 Movements for Million Million. Communitized Movements.

Amrit is local useful coexistence. With portfolio of freedoms. Simple and Happy. Life. Hues. Emotions. Moments. In Nature. With People. For 'Life'. 10,000+ hours for Amrit, in N, with N. For 7L.

Join us in the world of yoga of sri-amrit giving local useful coexistence lifework – sudhayoga for 7L. 03December2020

## 198. Our New Roadmaps

Sanjoy Ghose is in our thoughts and in our works. An inspiration now and generations to come. IRMAN by choice. Co-founder, URMUL Trust at Lunkaransar in Thar. URMUL Organizations – Setu, Seemant, Jyoti, Khejdi, Marusthali Bunkar Vikas Samiti etc. Some 10 years later, Sanjoy left the work in the safe hands, and moved on. To found CHARKHA. Then to Majuli. To bicycle his way into the hearts of people who worked with him, people who knew him. His work, vision drives many of us now, in future. An inspiration for NextGens.

My doctor friend, MBV Prasad talks about ‘mixopathy’. Ayurveda is an excellent system of holistic healthcare. Read “Ayurveda Lifestyle Wisdom” by Acharya Shunya. Ayurveda is an excellent way to maintain the body and prevent disease, with discipline (routine, practices, diet) and restraint. But, we moved on to ignore the enormous repair and regenerative capacity our body is endowed with naturally. Most alternative therapies are built on ‘natural healing’. Majority of the ailments are due to our lifestyle choices and can be corrected by simple lifestyle changes. Once the disease manifests fully in the form of a major structural abnormality, it requires surgery.

A surgeon is good or incompetent does not depend on the degree he/she holds, but the training he/she has received, hand eye coordination and knowledge of tissue handling. Holistic Medicine and alternative therapies need to part of the mainstream medical education. These include: Yoga, Meditation, Music therapy, Hypnotherapy etc.

It is important that we prevent disease by holistic healthcare, health practices, health ecosystem, healthy nutrition-immunity diet. Only as a last resort, one should be going for ‘treatment’, but as early as possible.

Let us drink water as soon as we wake up. Let the sun come in. Let us go in the sun. Everyday. Sooner the better. If we are keen on tea or coffee, let us go ahead. Can we skip sugar, milk? Can we go green? Let us have a good nutritious breakfast every day. Without fail. But not sugars. If ‘proper’ breakfast is not there, go for some quick fruits, salads, nuts, curd etc. Let us catch up on some physical stretches every day. 30 minutes. In the morning to the extent feasible. Yoga, Limb movements. Suryanamaskar. Cycle, Jog, Walk. Down the stairs and up the stairs. Take time to warm up. Leisurely. Do not start on ‘heavy’ or ‘stress’ work very early in the morning. Read a book. Listen to Music. Talk to children. Catch up on ‘things’ in the world. Let us eat multiple times but in fixed times. And let us be sure to sleep well. Not oversleep.

Can we be away from corrupt? Can we say no to corruption? Everywhere. In all its avatars. Forms and Scales.

Timnit Gebru leaves Google. Uses Twitter to announce that. Says Google has forced her out. For asking to be cautious and ethical in the work. Language Models tend to be embedding biases – less sensitive, more homogenization, more elitist. The large datasets are likely to be less audited. Less documented. Making it riskier. Maybe they go towards manipulating ‘language’. To fool people. Machine translations can be misdirected leading to dangers.

Can we work for human rights, freedom? To all. Can we appreciate that we are all created equal? Can we appreciate that we are endowed with unalienable rights – life, liberty, equity, justice, security, dignity, pursuit of happiness, decent work? Our natural rights?

Farmers seek repeal. Government is willing to amend. Farmers want MSP law. Government is willing to assure. ‘Reform’ without ‘Collectivization, Organization and Strengthening’ is useful to others in the value-chain. So sequence is an issue.

Divakar brings some data from Punjab – C grade grain becomes B grade grain; Some weigh bridges more empty weight and less full weight; 30,000+ registered adtiyas with 300,000 subagents, for 1500 farming villages – 200+ middlemen per village. A Rs.8 lakh Crore business in total.

If MSP is not there, if there are no purchases when prices below MSP, then the markets will not be fair to farmers. Prices may turn out to be less remunerative. MSP Operations and APMCs have this role to play. This is not withstanding their less effectiveness and efficiency. Farmers are no doubt entrepreneurs, but they take calculated risks, try to minimise it as much as possible. If water is there, they go for crops that give assured returns. Why not? Incidentally, most suicides are by cash crop farmers, not by irrigated crop farmers. By the same token, farmers prefer money now rather than later; money for sure, rather than higher value realization in due course. It is an effort in building this trust, the way AMUL has done, for example. Even, Amul is paying daily, and annual bonus, a certainty.

Total subsidies in the country for farmers may be some Rs.3000 Billion/year. Rs.15,000/farmer. Is it high? Can't we move to giving it directly to farmers? Rather than indirect subsidies.

It is still not clear why these laws do not permit aggrieved farmers approach the courts. Can a farmer read the 'fine print' and sign contracts? Will the banks, PACS, etc., meet the farmers' farm and other credit needs fully? If not, where do they go? Governments cannot abdicate their responsibility to support farmers, build infrastructure for them etc.

What is happening? Are dreams being sold? Are we being sold? Let new road maps emerge in consultations with farmers widely.

In any case, please join the Sri movements locally. Physically. Digitally. Towards animating, facilitating collectives, collective enterprises, farmer-enterprises. Localized, customized, collectivized, communitized movements. For local useful coexistence. In Nature. For Sri. For Amrit, in N, with N. For 7L.

Join us in the world of yoga of elixir of local useful coexistence lifework – sriyoga for 7L. 07December2020

## 199. Silence

Let us make empowering comparisons. If at all we are so tempted to compare. Can we be away from being inactive? Can we be away from disempowering norms? Can we remember and appreciate that we are born free, equal? Can we try and keep ourselves that way? In possibilities, opportunities, justice, responsibilities. In living, relationships, learning, love. In realizing our potential and purpose. In handing over this world as a better place to NextGen, as we disappear.

Farmers stand firm. Government does not budge. Who will blink first?

Mountains, Mountain Ranges are calling. Arunachalam. Nilgiris. Vindhyas. Himalayas. Everest increased its height by 86cm, now at 8848.86m. A quarter of the Earth's land mass is mountainous. Traditional mountain societies rely on riskier agriculture. Tourism is picking up. 80% of the people here are poor. Most of the rivers have their sources in mountains. Half the water needs of humanity comes from mountains. Mountains and rivers are 'sacred' across religions. Mount Kailash sacred in multiple religions. Mount Everest is tallest measured above sea level. Nanga Parbat is probably the tallest mountain on land above the surrounding terrain. Mauna Kea is the tallest mountain from the base (10203m).

Arunachalam's call points us to our innermost self. Complete surrender. Silence. Master is within us, silently guiding. Silence is the initiation. Silence is the Grace. All other forms – look, touch, dialogue, teaching – are secondary. Self-enquiry is the path. Guru, in various forms, hues, ways, appears when we are ready. Most often, from within. Through reflection, reflective analysis, meditation. We need to listen in. See in. We need to see out into vastness. Into the rivers. Into Seas. Into Mountains. Into Panchabhutas. Into visible and invisible life, alive, non-life. Into the thoughts. External pushes into internal. Internal pulls. Both work on us. Slowly, or suddenly, 'we' cease to exist. This can be only through complete total surrender. Or going after the source, and therefore merging in the innermost. Either way, we are there. And guidance flows. Always with us. We need to start finding it.

Can we seek silence? Can we be in silence? Can we dig deep within? Can we go deep inside the elephant? Can we listen to knowers of the elephant? Can we explore the universe? Can we humble ourselves? In the high mountains, thick forests, mighty rivers, high water falls, roaring seas and oceans, singing streams, chirping birds, singing nightingales, talking parrots, flying eagles, hardworking ants, silent rocks, wildlife, dancing peacocks, invisible insects, microbes, plants, diversity, dependencies, interdependencies, books, stories, songs, films, pictures, sketches, art forms, livelihoods, living on the edge, pathless paths, sleepless nights, penniless days, flowing thoughts.

We have ten thousand hours each, hundred lifeworkers, hundred thousand coworkers, online, offline, in groups, on road, in situ, ex-situ, directly, indirectly.

More moments of silence. Movements of silence. Silent movements. Flowing movements. Physical. Digital. Animating. Facilitating. Enterprising. Localized, customized, collectivized, communitized. For local useful coexistence. In Nature. For Life, in N, with N. For 7L.

Join us in the world of yoga of silent liberation through local useful coexistence lifework – nissabdakripayoga for 7L. 11December2020

## 200. Mamaekam

Swathi Gadepally is our inspiring Human, with special potential, despite her special needs. A core part of the 'livelihoods' team. She counts her blessings, and these include a support systems around her. She keeps going forward towards realizing her full potential, inspiring many of us.

**MBV** brings home the point that our psyche has become such that we tend to find fault with others, for everything. This is true in healthcare too. Therefore, we need a system of reporting all untoward incidents, investigating and taking appropriate action, including compensating where warranted.

Farmers still stand firm. Farmers have started to lose lives to cold. A saint commits suicide. Government is yet to blink.

Ananthanarayana Sharma takes me to Dr Kamla Choudhary. Founding 'mother' of IIM Ahmedabad(IIMA). A social psychologist by qualification. A friend, colleague of Vikram Sarabhai. Probably they were in love. A researcher at Harvard Business School(**HBS**). Coordinator of Programs at IIMA, de-facto Director, during 1962-65, recruiting first faculty, convening faculty meetings, liaising with HBS, and Ford Foundation, marketing the Institute. She could not become Director. Ravi Mathai without a doctoral degree became the Director. Kamla has co-designed 5-10 week 3-tiered Programme in Management Development (3TP), the first program from IIMA before the PGP. Incidentally, Dr Verghese Kurien was a participant of the first 3TP of IIMA.

She moved from Academics to work in Ford Foundation. She co-worked towards establish IRMA and taught 'Organizations' at IRMA. Later she moved to lead National Wastelands Development Board. She served on United Nations Panel of Eminent Persons for the World Summit for Sustainable Development. IIMA names a Dormitory after her. SEWA named a restaurant as Kamla Café.

In Development: Spirituality and Sustainability, Kamla takes us to Chief of Seattle: "How can you buy or sell the sky, the warmth of the land? The idea is strange to us. How do you own the freshness of the air and the sparkle of the water, how can you buy them?.... Every part of this Earth is sacred to my people. Every shining pine needle, every sandy shore, every mist in the dark woods, every clearing and humming insect is holy in the memory and experience of my people. The sap that courses through the trees carries the memory of the red man..... Whatever befalls the Earth befalls the sons of the earth. man did not weave the web of life; he is merely a strand in it. Whatever he does to the web, he does it to himself."

She takes us to Gandhi: "...people's deep reservoir of spirituality under their chronic illiteracy and poverty... communicate with the inner beings of the people...Any knowledge system that does not build on collective wisdom of the past is bound to fail. ...We can never build on the ashes of people's accumulated experience and wisdom nor trample on their self-respect....A unity of the concern for physical livelihood but also spiritual and cultural continuity."

Development processes encompass spiritual and material aspects. Transcending growth. Towards working on vulnerability. Towards de-marginalization. Transcending economics. Transcending jobs to entrepreneurship. Individual to individual and collective hybrid. Transcending livelihoods, to living and life. Transcending management to leadership, servant leadership. Personal transformation goes hand in hand with social changes. Interdependent and interconnected spiritual, cultural, social and economic aspects, changes. We need to be holistic and consistent with the spiritual traditions of people at large. Sustainability has to be woven into the depths of this. Linked to NextGens. Strands in the web of life. Flowing in the rivers of life.

We do not know the elephant fully. Inside the elephant. The whole of the elephant. We do not even know what we do not know. We do not even sense (see, hear, feel, taste, smell....) fully clearly. We do not even know how to appreciate, interpret, and act. We do not even know using the instruments, tools and guides. We do not even know many of these instruments. Only deep inside inquiry, extensive outbound exploration can take us forward. Only servant leadership. Only intense relationships. Only unlearning and learning processes. Only the mentor. Only the love. Only the living. Only the life. At least one of them, anyone of them can take us forward.

We can only lead, manage, control, plan, track...only our effort. Direction of effort. Nothing else. Focusing on our effort is empowering. Motivating. Wisdom is in this. We need to flow, navigate with flexibility. Letting thoughts flow. Letting expectations happen. Civilizations did not last. Empires did not. Structures do not. Institutions do not. Our lives do not. What last are our shared stories. Our experience of living, leading, learning, loving. Thinking, analysing, synthesizing, articulating. In a variety of ways. Media. That is the purpose. That is the destination.

Stories and experiences of effort of ten thousand hours. Let us share. Silently, without much ado. Flowing silent movements. Localized, customized, collectivized, communitized efforts. For local useful coexistence in N, becoming one with N. For 7L.

Join us in the world of yoga of liberation through sharing of local useful coexistence lifework – mamaekam yoga for 7L. 16December2020



## 201. Second IRMA

Govt of AP and IRMA go for IRMA Campus 2 within the premises of AP Centre for Advanced Research on Livestock (APCARL) at Pulivendula, Kadapa, AP. To offer certificate courses from 2021 itself. Diploma courses from 2022. The foundation day is planned on 24 December. GoAP has budgeted Rs.84 Crore for this IRMA Campus infrastructure. IRMA mentors the IRMA-AP Campus. IRMA ecosystem would be taken there, I guess.

However, there is a need for investing in a core team for 2-3 years to get the ethos, philosophy, spirit, culture etc., apart from the initial but long-term faculty and associates for other aspects. Like IIMA initial team – Vikram Sarabhai, Kamla Chaudhary, Ravi Mathai et al; like IRMA initial team – Verghese Kurien himself, Kamla Chaudhary, Ravi Mathai, KSR Murthy, Sreekant Sambrani et al. There are more institutes in the space – XSRM, DMI, IIFM, IIRM, NIRD, KSRM.... We need to take lessons from them and integrate into this. One of the key ethos has been 'Horizontal Control'. This will make a huge difference in IRMA-AP achieving 'the excellence' and usefulness a la IRMA.

The initial core team, the horizontal control management, the core faculty and the course structure, philosophy, culture, pedagogy – these make or mar the second campus. Eligibility and the admission processes have to be robust for taking the most suitable. It is important that the course has focus on local usefulness, enterprises, collectives, communitization. It has to discuss private, community, civil society and public institutions. It has to transcend management to leadership. It is possible to have livelihoods-poverty reduction-social development centrality. The course itself has to be intense and rigorous, with practice-centric. 40-50% of the time has to be in the field – Fieldwork, Internship, Projects. An initial orientation, pre-course would help. Compulsory non-credit courses could be there. A mega-project – from design to grounding – could be included. Preparing for real life and job readiness should be driven home. Core Faculty need to be full-time resident. Most of them need to be Practitioner-Academics rather than just Academics. Faculty has to be learning facilitators rather than teachers. Case method may be the dominant way. Simulation Games and exercises. Hybrid-classwork with online-offline. 20% of 600 sessions/year have to be interactions with practitioners on ground, and eminent lifeworkers. 1:10 student-faculty ratio will be critical. Library, e-library are a must. Let us start small and placements will happen, if we have the quality from day zero.

It is possible to co-locate Global Centre for Agroecology Research and Learning with IRMA-AP.

Let us mentor more of them. North-east needs one. North-west needs one. Let us have rural management centres in IIMs, IITs, Central Universities.

We can only flow. As the flow dictates. Flowing itself is empowering. Flowing thoughts, learning, analyses, syntheses, articulations. Flowing actions, expectations. Flowing stories, experiences. Intense and not routine. Flowing 7L. Flowing local useful coexistence in N, becoming one with N. For 7L. The purpose, destination.

Join us in the world of yoga of liberation through flowing local useful coexistence lifework – pravaahayoga for 7L.  
20December2020

## 202. A Million for India 100

Let us celebrate our freedom and choices we can exercise. Because we are better-off. Our wellbeing is above the survival levels. We can access our rights and entitlements. Fairly routinely. We have the capacity. We have the meta-capacity to know the capacity needed, get access to capacity augmentation, and get capacitated. We have invisible solidarity. Brotherhood. Collegiality. Networks. Relationships. And of course, some identity.

Let us celebrate. We have air. Oxygen included. Water, tasty, soft with some salts. Food, adequately with nutrients and micro-nutrients. Several times a day, variety. Coffee, Tea, 'green' drinks, juices. With spirit and without spirit. Clothes, suited to weather. Shelter, protective enough. Mobility. Exercise.

Entertainment. Engagement. Relationships. Varying intensities, maturities. Virtuous cycles. More certain tomorrows. More things to satisfy our 'fine' and esoteric tastes. Travel. Literature. Architecture. Walks, runs. Parties. Events. Adventure. Experiences. Costly avocations. Let me try-outs.

Life. Living. Flows of well-lived life. Lives filled with experiences that can be examined and shared as fully as possible. These touch our innermost depths. Stir our souls. Push our bodies. Challenge our intellect. Help us to realize our full potential(s). Genuinely. Appreciating and transcending our flaws. Getting liberated through figuring our original deeper beauty in the flow. In the fights, battles, jerks, bruises, hurts, starts-stops-starts. In the shouts, cries, laughs, smiles. In charms, attractions, inspirations.

Some of us, a few of us, have all this. Let us go next. Let us work to guarantee some basic minimum, whatever we think it is, may be Constitution has broadly hinted, Supreme Court might have said in the passing, Human Rights Declarations might have a mention, Human Development Report (HDRs) and Human Development Index(HDIs) may have an inkling, to most of us, on this earth. Can we do? Can we work towards it? Can we try and plan, and work to realize? Let us try. India Plan. For India 100. We have committed to ourselves that we develop an India Plan, may be for the next 25 years. A comprehensive plan. To be developed in 2021, investing in some 10,000 person-hours. One Million may have to work for realizing it. At various levels. In the field. In various hues. Professions. In technical support.

It appears that we are going towards simultaneous state and union elections, in 2022. We need to be ready, at least 9-months before such eventuality, by all means.

Meanwhile, let us also try World Plan. Simultaneously. Starting with Global South.

Starting with the Animators, Facilitators, Volunteers, Entrepreneurs, Enterprises, Collectives, Institutions in the work of Livelihoods, Poverty-Vulnerability-Marginalization Reduction and Social Development. In their emotional, cultural, spiritual flows of health, wellbeing. In their healing. In their life, living. In their relationships, leadership. In their learning, love. In useful coexistence.

We can't control how other people receive our energy. Anything we do or say gets filtered through the lens(es) of whatever they are going through at the moment. Let us just keep doing our things, with as much integrity and love as possible.

Therefore, we can only flow. Flowing is the end. There is no other beyond the flow. Flowing local useful coexistence, in and one with N. For 7L.

Join us in the world of yoga of flow, in local useful coexistence – krsnaveniyoga for 7L. 27December202

## 203. Into 2021

Transit to 21, with Hope, Faith, Promise and Love, along with more resilience and agility. Towards living in nature. Towards improved life, human health, soil health and planet health. Let smiles be more 'pronounced'. But, no plastic smiles, please. Let us be cautious with no fear. Let us connect more intensely than ever, so that we drive away fears, and take control of our hearts, minds and lives. Let us see through facts and imaginations. Silence, meditation, listening in, observation and reflections help us in this. May be some intensely focused 'exploratory' travels along Himalayas and other hills, coasts, rivers. Let us make some of these into habits, daily habits, like food, sleep, no zero on any day. Let us explore the power of habit.

May be exploring survival vs lavishness, excesses, wastage; whether we are complicit in the crimes of inequity in some sense; embracing simplicity, sharing, giving; giving naturally, without seeking credit; slowing down; rejecting wealth display.

May be exploring golden ratio, divine golden ratio, divyank, 1.6180314; perfect objects of nature; human life; depths of when does the 'life' start and how does it end.

Let us be clutter free – in thoughts, in words, in actions, in material. Let us have less, let us be more.

Our identity stems from the conscious possession of our experiences. The continuity of self is established by memory. The integrity of our identity itself needs to be endorsed by our 'collective' but cultivated in our solitude. If we are clear that it is the intentions and capacities for choice define a person, what are our intentions and capacities, against this identity, self, person, mind and soul of ours?

Let us live with immunity-nutrition conscious diet. More fruits and vegetables in the year of fruits and vegetables. More eggs too.

Let us do, write and teach more; read, interact, learn, interpret for the first. Let me catch up with the missed out. Let 7R be a habit.

Let us work with Community Organizations, Collectives, Local Governments (GS, GP), Grassroots Civil Society. Let us have a team for building their vision, perspective, strat/action plans and tracking the progress on these plans.

We need more leaders with professional management-mentoring abilities, working for the poor-vulnerable-marginalized. We need more institutes for the same. We need more institutes these courses. IRMA, IRM-AP, DMI, XSRM, KSRM, NIRD are in this list. We give our two cents, if they want. Of course, IRMA will have the first right. Already, indication for IRMA Consulting has been made clearly. With more Alumni, and Fraternity. IRMA has to get back on this. Telangana and Hyderabad too have to respond. There is also a need to transcend Management to Leadership. Curriculums need to be tried, mentored. Leadership needs to be incorporated extensively. Leadership schools have to emerge. We need to work with more of them. Beginning with Disom School of Leadership.

Let us do servant-horizontal control management and leadership course. Let us get more leaders wedded to this. Wedded to useful coexistence. In and with N.

Let us plan for next 25 years. India 100. Plan to get a million for this India 100. Globe 2030/35/50.

For 80% of the people of India. For their food-nutrition-health security, immunity. For their literacy, education funnel. For their decent and dignified livelihoods and living. For their employment. For their collectives, enterprises,

federal entities, forums, platforms, specialist institutions. For poor friendly infrastructure, policies, schemes, budget allocations/changes. Funds. Credit access. Interest subventions. Savings instruments. Equity. For rights, entitlements. Life, livelihood, employment, education, freedom, information, justice, access, opportunities. For shares between local, state and union levels in caring for them. For enablers. For fighting the bottlenecks, constraints. In primary, secondary and tertiary sectors. For incentives, penalties. For appreciating emerging technologies, possibilities, opportunities. Transparency, accountability, democracy and Justice forums, platforms.

Let us work Hybrid, shake off CoVID inertia and start going to office and work. More flexible, ergonomic work space. More robust communication infrastructure. A dedicated associate team. Robust travel infra. Field associations across. 100 field-days, 30% time in the field. 1000 connect hours, including connect/reconnect with the core 24/25. Generic, geographic and thematic; engaging individuals, institutions, enterprises, organizations, forums/platforms; 1000 hours high-end consulting, apart from 2000 hours for NF. Progress on Frameworks, Notes, Classes and Conversations.

Let us account and keep track of our time, energy and other resources. Daily, Weekly, Monthly, Yearly. The way we do with money.

Let us have a time-energy-resource accounting systems. Can we rework the scheduling of the day, week? Can we see sunrise more often, close the day by mid-night as far as possible, maintain fixed food timings, but not later than 2000 hrs?

Can we account 15 hours a day or 100 hours a week or 5500 hours a year of waking, non-maintenance?

We are in hybrid for long time to come. Let us invest wisely. For sitting up straight and tall, relaxing the shoulders, with elbows in the side, not rounding the back, skipping wooden stools for sitting, short midwork stretches, being in co-workspaces a quarter of time.

Let us have work-stay space, 5000-10000 sft., as much as open as possible, 2-3 hours away from City/Airport. Office, conferencing, training, library, communication hub, team stay, stay for visitors, trainees, field experiments etc. 4-5 field stations across. In varied locales. Amongst tribal, forests, coastal, islands, river banks, river islands, lakes, Himalayas and other mountains, desert, dryland, north-east, north-west, madhya bharath etc.

There are some travels committed. Some invitations. Some planned. Himalayan track, Nadee end-to-end journey-parikrama, mountains, landscapes, crafts, LPRD-PVM harsh realities, indigenous communities, extra-ordinary and exciting community, local government, civil society field sites, experiments. One-by-one, can they be completed and ticked?

Can we initiate payback quickly? Dedicated volunteers, counselling sessions, tests, books, tuitions, scholarships, adoptions. Can we commit and deliver appropriate 4-12 Sessions a year in each alma mater? Online, offline on and off, visits, courses et al. For the interested from anywhere, can we offer several LPRD-PVM Management-Leadership Classes? E-classes. Faculty slots, on and off, dedicated, unique. Introductory, Orientation, Foundation, Immersion, Induction, Internship, Apprenticeship, Fellowship. 2-4 hrs/2-4 days/2-4 weeks/2-4 months/2-4 quarters/2-4 years. Mentoring mentors, lifeworkers.

Can we find a cohort of co-leaders, lifeworkers? Generic, geographic, thematic. Beginning with 25 to become 100+.

Can we build pools of professionals, resource persons, facilitators; community professionals, leaders, animators, resource persons? Beginning with 100/100, to become million plus. Linked them to Coexistence and its partners. Linked them to their 'aikya' forums.

Can we build a fund for small entrepreneurs, fellowships, equity investments? Can we leverage? Can we support LPRD-PVM shops? Can we be with PVM, 80% of India? Mostly self-employed, under employed, informally employed, casual labour. Farmers, weavers, craftspersons, tribal communities, nomadics, coastal communities, dalits, disabled, migrants, people with declining livelihoods, people with 'less certain tomorrow'. With their collectives, groups, teams, enterprises, platforms. Can we identify 100+ field stations in LPRD-PVM domain and work with them? Variety of them. Various elements of living, livelihoods value-chains.

Idiosyncratically, collectively. Across the arrows, capitals, contexts, interventions, dimensions and continuums?

Can 'livelihoods' become 'full' portal from now? With daily-weekly-regular updates, posts, stories, case studies, writes, classic books, articles, videos, pictures, literature, documents, notes, classes, conversations with senior practitioners, mentors, leaders, young and new et al. Daily writes, 100 Classes, 100 Videos, 100 Conversations. Linked to 6-digit connections, across 2-digit media, including you tube channels. Can we get ready to be a 'channel' too?

Let us access Gita, Gitanjali, Soundaryalahari, Bhartrihari, Thirukkural, Kabir, Vemana et al, translate, interpret and make them accessible byte-by-byte, note-by-note. This year, let us also give notes for use a la NF Naranpur Express, Writeshop, Immersion, Induction etc. Let us try commissioning livelihoods-living-leading-learning handbooks, fieldbooks too.

We already have: Livelihoods Lens, Livelihoods on Ground, Livelihoods Stories. Other Notes being pursued include: Frameworks – 7L Livelihoods, Leadership, Mentoring, Learning, Living in Nature, Gender; Krishi; Enterprises, Organizations, Collectives, Collective Enterprises; Collective Action; Development Practice; Volunteers-Social Responsibility; Vulnerable-Vulnerabilities; Education; Health; Commons, EFM Zones; Mobilization-Participation-Inclusion-Communitization.

Let us see whether we can begin to share our 'Notes-Flows-Inspirations-Conversations'. Let us make a small number of visioning facilitators' teams. Let us try and make visioning-realizing vision more a commonplace knowledge-tools-skills. Let us try and help in visioning LPRD-PVM entities, strategic planning and tracking the progress on the vision.

Let us work with education funnel seriously, may be in a small way. With teachers, schools, gurukulams, curriculum, pedagogy, teaching aids, books, videos, libraries, tuitions, counselling, tests, support talent search – mental ability, languages, mathematics, daily science, environment, civic life etc. Let us begin a National Talent Centre.

Mathematics Learning Unit. Let us also initiate work on Preventive, Community and Primary Health. We go forward on Living in Nature slowly. This year, our work in Natural Farming has to transcend AP, India, to be global. More states, more countries. Bhartiya Prakritik Krishi Padhati (BPKP) gets more funds, hopefully. AP has to reach all GPs. While consolidating its work with 500,000+ farmers, it has to reach million farms, with 200,000 lead farmers, 10,000 Community Resource Persons, 1000 Professionals. AP goes into natural integrated farming. Into landscapes in a small way. The NF Value-chains economy would exceed Rs.5000 Crore/year. The collectives start taking rooted. Platform(s) start becoming functional. Civil Society establishes its niche in this effort.

2021 should give 1-2 dedicated leadership hands. More funds from GoAP Budget. More neutral/positive inclination of status quoists. Leadership-management units to become 4 groups: CORE transformation, Models-resource GPs-Partnerships, HR-Learning, Data-Communications, Admin-Fin, Scaling-up; Global Centre for Agroecology Research, Knowledge and Learning, NF Digital Platforms; Value-chains (input-output) architecture, input-output NF digital platform; and Civil Society Support.

National Coalition for Natural Farming, NCFN, begins its journey as a national movement in a small way. Core secretariat comes in. Short-term and Long-term Governance gets 'established'. More sutras unveiled, with mobilizing more 'facilitators' of farmers into NF as the fundamental sutra. More partners take more responsibilities.

More examples, more models, more initiatives, more nuances. Towards 2 million peer facilitators, champions. Towards transformed ecosystem(s) in NF's favour.

Of course, we progress further on Spiritual processes. We add plans for initiating processes to discover meaningful, useful portfolio of full potential, and work towards the same. We give our time, energy, resources. We pool up. We think, say, do. We just keep doing our things, with as much integrity and love as possible. We flow. We keep flowing. Flowing local useful coexistence, in and one with N. For 7L.

Join us in the world of yoga of 2021 and beyond, in local useful coexistence – triveniyoga for 7L. 01January2021

## 204. Krishi Continuums

Let us appreciate we are enterprising entrepreneurs. Our farmers are entrepreneurs. The scale may be small, tiny. Yet they are entrepreneurs. They take risks. They pursue with limited resources. Relentlessly. In their own way, against odds.

Indian farming is in continuums. From barren, commercial, subsistence, integrated, natural regenerative, landscape..... Own land farming. Lease-out, lease-in. Share cropping. Conditional. Day labour, piece-meal, task-based labour. For cash, for kind, for drink. Irrigated – flood, controlled; dry. Monocrops, multiple crops, year round crops, multi-layer crops. Cash and non-cash. Horticulture is growing. Niche markets emerging. Agri-allied is picking up momentum. Dairying and livestock are not less profitable. Consumption patterns are changing. Consumers' demands are changing.

Some pre-sell, some sell on the land, work as bonded labour in their own lands, some sell at farm gate, some take to mandi, some give in the house of final buyer, some give it to a trader, some throw on the road and return, some give at factory gate, some store and sell later, some pool up others produce too, some add value-locally, and some brand and sell. Some e-sell. Some are insured. Some are not. For some crops. Government insures from some. Some grants from Government per person/family, per acre. For poor, for all. For land owners, for tenants too. Interest subvention. No interest. Huge interest, compounded. Minimum support prices for some crop. Purchases can be at lower prices. No ground logistics, infra. May be no plans, no readiness. Some linked to PDS. Some in theory.

Collectives emerging. Not effective. May not handle multiple crops. Some are called FPOs and some are not. Investments of a decade or so are not happening. Mandates, Investments a la Dairy Board are missing. Dairy is an exception. E-markets, platforms are offering promise. Promises have to be realized. Value-chain ownership has to be established for producers, or for service providers, or consumers, distributed all over.

Without solidarity, capacity, entitlements and ownership fixed, will the farmers and their collectives access the 'highways' announced in the farm bills? Should not we have to work on this, before we flag off the highways? Informal systems, methods – will they wither away?

Do not we need to rationalize income tax exemption to farm income? Large incomes cannot go tax free.

Meditation benefits. All of us. In our health, wellbeing, growth and performance. Let us meditate. Let us do it as a habit, like the food, sleep. Then it becomes foundation for all other concomitant results. Let us add reflection to it as a habit. Let us add reading, writing. Let us add being in the sun for a few minutes. Let us add watching 'nature', 'life', 'art'. Listening 'music'. Let us add doing some number work. Some crosswords. Some intense interactions. Blog, Vlog. Class, Conversation, Note. Using a planner-organizer. Taking notes. Keep experimenting. Keep re-visualizing and articulating as we receive more understanding, more facts, even if it means 180 degrees turn. Getting detached from our assumptions, conditioning, fears, failures and successes now. Letting them go. Coping with inconsistencies that arise as a result. Being with N as much as possible, as a habit. Let us start small. Let us keep committing. Let us not accept zero. With no expectations, with joy of practice, pursuit, doing. Let us bear with this how-much-ever frustrating it may be. Catching hold of fellow-flow-travellers helps.

Let us do yoga of namaskar. Let us bow to all life. Because it is life. No judgments based on the past. We transform into the state of giving. All life around conspires to 'cooperate'. Let us shake hands. Let us bond, band, coexist. Let us sync in harmony. Let us energize. Let us pool up. Let us complement. Let us keep flowing. Local useful coexistence, in N, with N. For 7L.

Join us in the world of yoga of local useful coexistence for Krishi – namaskarayoga for 7L. 07January2021

## 205. Life Chooses Us

Ramarao, my genius friend, took me to self-employed communities, without monthly pay cheques. Money comes in its own rhythm. Seasonally. Mostly in kind, cash. The village community centred around farming, weaving, craft etc., as other service communities servicing the central community and paid annually in kind. Like barbers, washers, potters, carpenters/smiths, teachers, guards, couriers, history keepers, magicians, nomadic artists, funeral service providers, entertainers et al. All this linked to the rhythm of life. Most of the products for local consumption and small percentage to the world outside. This equation has got disturbed and we are in deep trouble. We need to get back. May be in a modified manner. We need to be with nature, celebrating its rhythms, in coexistence with it. We need to be together interdependent. With more crops. Layered crops. With more crop intensity. Without losing productivity, meeting nutrition diversity.

Can we think of budgets without deficits? Can we think of no debt financing the expenditure? Can we live within our modest means? Can we not limit our borrowings to a threshold level? Can there be controls not allowing us to borrow?

More in the line of many central services, is not it time to have a development service? Or more specialized services? As we have services for raising funds, we need services for meaningful spending. For livelihoods, poverty reduction, social development. For social impact. For collectives and enterprises. For education and health. For employment, self-employment and entrepreneurship. We also need to decentralize and transfer 'development and welfare' into the hands of local governments and people's self-help collectives. Is not it time we introduce a system where maximum to minimum is not more than 100? If minimum wage is Rs.250 per day, or Rs.5000 per month of 20-days, can the maximum pay be limited to Rs.500,000 a month, all inclusive, including all perks. In public and in private sectors. Can we not ensure that everyone in the country gets at least Rs.2500 per month as a universal basic grant for survival? With free 1000-day nutrition, education up to 18, health for all, care above 60?

Can we have a service or two committed to these?

Can we truly have minimal government and maximum governance? Can we minimize government? Can we minimize secretariats? Can we decentralize workforce across? Can we go hybrid work patterns?

Can we consider reforms in farming sector with due diligence based on the true nature of socio-economic cultural fabric, human-life-spoil-planet health, and enhancing the consumer rupee significantly in the hands of the producer? Can we shorten the value chains? Localize? Collectivize? Communitize? Can we offer 'survival' stipend? Can we keep the soil covered, 365-days, with multiple layered crops? Can we ensure doubling, tripling incomes to farmers? Can we offer decent life to them? Governance, Government is required for all this. Collectivized Communities in the fore-front, with Civil Society helping.

Gita, my sister, shares her birthday with Narendra Nath (Vivekaananda). 111 years apart. Vivekaananda is an example of doing so much in such a short 39 years of 'life'. Ramakrishna Order began with 16 young men. Later, Ramakrishna Mission, a machinery to spread education and uplift the poor-vulnerable-marginalized. Without any resources in hand. Deep mediation on 'Vivekaananda' rock island at Kanyakumari gave the inner strength and the call. No-condition funds from friends started helping the 'call'. Series of stir-creating lectures set the order (and the Ramakrishna Math at Belur, 1898) going forward and the mission (founded on 1 May 1897) growing up. Celebrated devoted friends joined hands.

Vivekaannda argued that the religion and science are not contradictory to each other but are complementary. Religion seeks pursuit of supreme freedom, knowledge and happiness. He articulated 'spiritual humanism' taking all souls as part of divinity. He recommended intrinsic purity and oneness within, and without. He could combine Indian



spirituality with Western humanism that includes freedom, equity and respect. He instilled the need for us to serve and take the poor out of poverty. In some sense, he is an integrator of ideologies of various 'groups' in India, Bharat. He discussed the sameness and omnipresence of the soul of the universe, a sum total of all souls and loving the soul within and without.

Vivekaannada discussed and taught yoga, that included action (karma), devotion-purification (bhakti), knowledge (jnaana) and concentrated meditation, reflection for antaraatma (raja).

Meditation, reflection takes us forward. Keeping us at ease, and on course, steadfast. With stronger willpower. Daily practice, habit helps. No day without it. The questions to meditate and reflect, part from who am I, and why am I here, include – one key thing I need to focus, for significant impact; why our 'friends, believers' are not taking us/coming along; where do we increase our intensity; why are we not starting off, despite a firm decision; what can go wrong with what we are pursuing; why are we not getting results, strategies or methods; what do we change, if we have to start again.

Add giving to it. Giving may slow us down. Slowing down helps us to see clearly. To feel the beauty in everything around us. Making us to live more usefully and meaningfully in coexistence. Living pace higher than our natural rhythm is not OK and may not help us in leading, learning, loving and in our intense relationships.

It occurs many a time – the life we lived and are living, is not chosen by us. The life has chosen us. And we keep living it, thinking that we are choosing it in some sense. We drift into survival. Existence. Can we regain and retain this freedom, choice? Can we smile more? Can we appreciate lives around us more? Can we join the symphony of the universe with our instruments, in sync?

Let us sync in harmony. Let us join up. Let us be in symphony. Let us be in brindagaanam, flowing. Let us keep flowing. Local useful coexistence, in N, with N. For 7L.

Join us in the world of yoga of local useful coexistence – viswajaneenageetayoga for 7L. 12January2021

## 206. Being in Sync

Farmers continue protests, while engaging with Gol in several rounds of talks. For repeal of three farm laws, now suspended till further orders. For Minimum Support Prices to all crops. For more appropriate reforms, for all poor-vulnerable-marginalized farmers, for multiple crops cropping patterns, for ecological sustainability, nutritional diversity, food sufficiency. For benchmark market regulation and support. For state to protect its farmers. Their existence.

The struggle is intensifying across. Supreme Court steps in, forms a panel, with 'pro'-reform members. Farmers say no to talking to the panel. Government says it is ready to suspend laws for 18 months.

Who rules, man or woman? Does it matter?

Let us sync in harmony with nature's dimensions. Let us be in nature's symphony. Let us be in sing in tandem. Let us hum. Keep humming. Let us keep flowing. In local useful coexistence, with N. For 7L.

Join us in the world of yoga of coexistence for local usefulness – jeevanakulayoga for 7L. 20January2021

## 207. We Pull Ourselves

Visu is no more. Visweswara Rao Korla, 47 (20 May 1973 – 25 Jan 2021), a fit young gentleman, shocks us with his departure. Viral fever, Typhoid, Lung Infection, and may be CoVID. Survived by his wife, son and daughter. Accounts-ICT-Finance Professional. Girijan Corporation, Kovel, Naandi Foundation, Akshara, APMAS, CARE, Softforce, FANSA, India AAA, Saathi, Rythu Sadhikara Samstha.

25 January. We have been rudely shocked, limping back slowly. May take days and weeks. Visu was a teenager when he joined our lives, and became an integral part for over 28 years. It appears as if a part of us has been taken off. Not fair. I thought one day, he would mourn me and see, I am mourning him now. I am sure, as we take time to get back, RySS may have a huge void that would take a very long time to be filled.

Visu, we persist. We reflect. We pull ourselves together. Soon. We will let you feel proud of us.

In Auroville with Sri Aurobindo (Aurobindo Ghosh) in thoughts. Integral Yoga Founder-Practitioner. Founded Sri Aurobindo Ashram (1926), along with his spiritual collaborator, Mirra Alfassa (The Mother). His books include: The Life Divine, Synthesis of Yoga, Savitri (a legend and a symbol, an epic poem). He argues evolution/manifestation of matter into life, life into mind, mind into super mind. Thus evolution has a purpose, to link with the Sachchidaananda.

Auroville. City of Aurobindo, or the City of Dawn, founded (28 February 1968) by the Mother, along with delegates from 124 nations. An experimental universal township, to realize human unity. 20 square kilometres of barren wasteland, some 5000 acres, mostly in Tamilnadu, and a portion in Puduchcherri. About 10 km from Puduchcherri. Matrimandir (Peace Area) is the heart of Auroville. Inner chamber within Matrimandir is the place to find one's 'consciousness'. Four zones radiate from Matrimandir – Residential, Industrial, Cultural, and International, surrounded by Green Belt of farms, forests, gardens, communities. It includes a beach, Repos.

Auroville has been taken over by Government of India in 1980/88 through Auroville Foundation. Currently, Karan Singh chairs the same. About 3000 individuals are residents from about 55 countries. 50%+ of them from India. Another 3000-4000 are volunteers. Auroville works with surrounding villages through Auroville Village Action Trust. Auroville does not use paper and coin currency amongst the residents. Instead, it uses Aurocard. Even visitors are provided with a temporary account/card (Aurocard). Auroville residents contribute to the community monthly, by work, in kind or in money. Needy residents do get 'maintenanve' to meet simple basic needs of life. The system/economy is still evolving. Auroville's commercial units contribute 33% of their profits to the Central Fund. There are donations too. Some 5,000 people are also employed from the neighbourhood villages and outside.

A country within. A promising community. 50 years now. And still evolving. Another 50 years or more.

Can we stay for some 1000 days here in some time from now?

Remembered: Dr Michael Halse, the founding board member of National Dairy Development Board. Operation Flood I & II, Operation Goldenflow, IRMA, Tribhuvandas Foundation et al have the stamp of Michael Halse. He also supported coming of a restaurant – Three Musketeers – at Anand. Worked earlier with IIMA founding team. A master with numbers and words. K and H were a team in sync. I happen to bump into him in 1995-96 and interacted with him when he spent time again as a visiting fellow in IRMA.

Bill Gates and Melinda Gates released their 2021 Annual letter. They reminded us that CoVID has costed lives, sickened millions, thrust economy into a bad recession. Children lost school time. Workers are finding odd jobs. Stress and isolation are impacting mental health. People are missing out, skipping important moments of life. But hope is in the horizon – tests, treatments, vaccines – despite the new strains. The concern remained: people with

less are faring worse than those with more. Pre-existing inequalities are growing deeper and more intense. Poor – poorer, vulnerable – more vulnerable, marginalized – more marginalized. Further, new poor-vulnerable-marginalized are emerging. Numbers are increasing, manifold. Cost of CoVID is USD 28 Trillion. We cannot afford one more. Let us invest Billions to save Trillions.

Let us remain more ready. Ever ready to fight.

Gratitude is important. Practicing gratitude leads to happiness and increased wellbeing. We should not trust the ungrateful. We need to be grateful for the saving in future suffering. No gratitude takes us away from the joy of living, slows us down and may take us into 'illness'. Many a time, the problem is that we are stuck, unable to let go, unable to accept, unable to see clearly, unable to forgive. If we can do this, we would have peace, happiness. We would have more energy to focus on things that matter to us.

Can we remain grateful? Can we feel 'dhanyosmi'? Can we experience 'aham aanadah'? Can we experience 'aham kritajnah' gratitude? Can we be our whole in the present, 'aham sampratih'? Can we expand into universe 'aham naaraayanah'? Can we experience others as us, 'namah stey'? Can we live kindness, 'aham karunah'? We become graceworthy, by loving.

Let us sing, dance, float in the ocean of gratitude in sync with nature's ways, tunes, colours. Let us keep floating and flowing. In gratitude. For local useful coexistence, with N. For 7L.

Join us in the world of yoga of let go in coexistence for local usefulness – namaskarayoga for 7L. 27January2021

## 208.      **Leading is Letting go**

Farmers sit tight. Government appears to yield in bits and pieces, but want farmers to move back. After 60+ days, 150+ deaths, Several policemen injured, 10+ rounds of talks with Government, when farmers across India express solidarity with sitting-in farmers, a good number of Indians are with farmers, and care for them, when the 'world' expresses concern in their own ways, when government switches of internet services in the protest area for more than 72 days, when people started visiting them, it may be difficult for farmers to go back without 'the harvest'. More farmers are joining them. More farmers are joining in situ across the country. Some are walking. Some are fasting. Some are giving slogans. Some are messaging on social media.

True, 'a few' crossed the lakshman rekha. Is it an aberration, or engineering, or counter engineering? This can not be the reason for Government not going with farmers' requests, going for black outs, for barricades, for FIRs, for arrests at large.

We need reforms, yes. Can be more comprehensive with wider consultations, to increase incomes of the farmers to decent levels, with reduced risk, and basic incomes, to increase the larger portion of the consumer rupee, to increase the farm prices/incomes commensurate with increases in other secondary, tertiary sectors and organized employment, to protect/improve farmers and consumers' health, soil health and planet's health, to guarantee a minimum wage linked incomes, to review and transcend Minimum Support Prices to Crops to Minimum Support Incomes to farms, owned/leased/shared, to increased nutrition, nutrition diversity and biodiversity, to move to a regime of farmers collectivizing and fixing their own prices, et al.

If we can stall/repeal these laws and go for more comprehensive reforms, consulting the people for whose these reforms are a matter of life, deathlike life, suicides and deaths, then we are right. Till then, how much ever we justify these reforms, and whatever the sound rationale, we are wrong.

Listen in as directly as possible, not through emissaries. Go to fields and see. Do our leaders, servant leaders, cannot make them wait so long.

On the Martyrs' Day, Gandhi is in thoughts. He appeared lonely virtually too. Notwithstanding the statues, roads, temples.

A celebration. 11 Crore women are now in 1.02 Crore SHGs. We are vindicated. The momentum is still going up and ahead. SHG spirit is finding its way into local governments – SHG women (30000+) have become Sarpanches. SHGs federated. SHGs transcended Panchasutra into Livelihoods, Collective action, Social action. Savings and credit into augmenting livelihoods, living, lives. Rights, entitlements. CBOs have emerged as new civil society players. Pen and paper SHGs are going digital. SHGs transcended Management to Leadership, servant leadership. Our corporate, academic, civil society, bureaucratic and political leadership has to unlearn and learn. Quickly. Juggernaut is moving. As we cross infected: 100 million globally, 10 million in India. vaccinations began. With warriors first.

Economic Survey 2020-21 was tabled in Parliament. It opened a debate on V-shaped and K-shaped recoveries. Are we K? Will we catch up with the lost loss in GDP? From -7.7% to 11%. Inflation is up. Agriculture is affected less vis-à-vis other sectors. Yet food subsidy bill went up significantly. Industry has slowed down. Services remained resilient. Software services persisted. National Infrastructure pipeline of Rs.111 lakh crore was launched. Except for CoVID, health indicators improved. Out of pocket health expenses are high. Public health spending increase to 2.5% of GDP will reduce this dramatically.

2021-22 Budget based on six pillars – wellbeing, capital and infrastructure, inclusion, human capital, innovation, and 'Minimum Government Maximum Governance' – introduced needs more analysis.

Letting go. Can we persist with this thought, word, action? It is possible. It is more than talking. More than meditation. More than willpower. More than ignoring. More than distraction. It is letting be. It is accepting, forgiving, and moving on. But we need to practice. To let go of regret and guilt; traumatic experience limiting us; investing in something that is not important to us; searching endlessly for being right. To let go of wasting energy, in mechanical, frustrating living. Can we come out to let go? Letting go? Can we let go of punctured fragility, abused sensitivity, and be full of 'life' always, as far as possible, feasible, desirable?

Yes, incrementally. Item by item. Bit by bit. Thought, Emotion, Words, Acts, Persons, Spaces so on. The timeline has to be natural timeline. Rhythms have to be natural. 9 months are required. Work on ourselves takes time. Design itself takes time.

Relationships take time to mature. Maturity takes time. Mastering takes time. Pacing kills it. Direction has to be right. Intuition is right. Intuitive gut is right. Let us hasten slowly. Patiently. Lovingly. Being creative inwardly, meditating, reflecting, analysing, synthesizing, integrating, leading ourselves towards our potential lives.

Let us let go. Let us be creative inwardly. In sync with nature's ways, tunes, colours. Let us keep flowing, jumping, crossing, by-passing, breaking, tunnelling everything and anything that comes in the way creatively, lively, dynamically. For the flow of local useful coexistence, with N. For 7L.

Join us in the world of yoga of being creative inwardly for local useful coexistence – srijanayoga for 7L.  
02February2021

## 209. Leading Live

Tough times, harsh times. More things that trouble us, more things we have to cope with. The numbers are growing.

Then, how do we lead ourselves? Our people? How do we remain focused? How do we help our co-workers navigate these complex times with emotions – grief, stress, anxiety, loneliness, depression, frustration. Away from human touch. Losing touch at personal level. Many are not able to make the ends meet. Mental health is deteriorating for many. Not able to respond easily – fine – to a question, how are you doing. Not able to get to next level, without dealing with the answer – not fine, actually.”

Already, We are losing co-travellers in the flows of life. Now, amidst this, a young fit tee-totaller medically aware family member suddenly finds some blocks in the heart, goes for stent; a stent becomes three; stents fail; shifts to Extra Corporeal Membrane Oxygenation(ECMO); waiting for heart transplant; kidneys are giving up. What can we do, except trusting the people in whose hands we have ‘left’ him, with faith in his fighting spirit-ability?

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We hear authentic conversations and humility help. How do we articulate our vulnerabilities authentically and build from there? How do we become comfortable in doing so truthfully with ease? Management has to give way to leadership in a big way. No choice. For spaces to engage. In longer conversations. In organic evolution. We need to slow down. We need to listen. We need to show we are together in this. But, we can move on together. We can flow together. We may not be efficient. We can be effective. We can slowly take the artificial divide – personal life and professional life – out. It is life. It is as simple as that. The divide has to blur. It is possible only if we are willing to be transparent. Only if we are willing to go public most of the waking hours. Let us acknowledge that personal activities are part of the work activities and vice-versa. Relaxation is rejuvenating for the next work task.

Jeff Bezos is instructive: Take small number of decisions. But high quality. Listen to the Clients. Keep innovating. Be ready for 1 out of 100 efforts working. Meet with articulated agenda, but as briefly succinctly as possible.

Kurien always wanted a pager for any decision. Anything more is not OK.

Dairy Board came in 1965. Just three Chairmen. Fourth one is being found now. Its subsidiary, Mother Dairy is under serious fraud investigation. Some of this is linked its loans to IL&FS. More smoke, in more subsidiaries, reports press. Pained.

After difficult (Foreign Contribution Regulation)FCRA rules, GoI has made it mandatory for CSR implementing agencies to be registered by filing the form CSR-1 electronically with the Registrar, with effect from the 01 April 21. Someone has been suggesting least cumbersome entity to work with is the political party. Is it?

While the rich become richer, more visibly of late, it is important that rich go philanthropy as a mandate. True to this, philanthropic funds have quadrupled over a decade now. Ultra High Net Worth Individuals are showing the way of giving with responsibility, with openness to realize the logic of business to generate wealth and the logic of giving

are not the same. Is AMAR – Actor-Methods-Activities-Recipients framework support in this differential logic? Will the foundations with professional teams help? Is the more aware philanthropist with empathy better? Is pooling up useful? Is it important to implement directly? Fund Community Organizations? Civil Society Organizations? Individuals? Are the philanthropists accountable to society at large? Should they supplement 'state' or compliment or challenge or demonstrate, showcase, model? Should they support transformation, or acute needs, or rights and entitlements? Hardware, Software or wetware? Fish, Fishing or Metafishing? Universal, our people or vulnerable? Or particularly vulnerable? Now, or in sustainable way? Equitable way? Leveraging, or whole hog? Champions, Models to show way? Social or Hybrid enterprises?

Will we reduce and plan to cope with unintended consequences with more rigorous due diligence?

Vikas Anvesh Foundation suggests: bring critical but underfunded areas in focus, with continuous work; create an ecosystem that enables continuous learning and deeper understanding of issues; enable a vibrant civil society of community collectives and support organizations; leverage influence, networks, voice, expertise to support underfunded causes.

Can we have more humility around? Even in philanthropists?

Can we live better? Lead better? Learn better? Love better? Yes. If we manage our stress better. If we slow down a bit. If we recognize our limitations. If we are mindful of our breath. If we revisit our perspective of the situations. If we see from others' points of views. If we articulate. If we forgive others and ourselves. If we are kind. If we give hugs, get hugs. If we get touch, observe touch. If we rest enough – sleep, change activity, multiple activities. If we eat consistently. If we stick 2-3 values come what may.

Let us. Let us live better. Let us co-exist better. Usefully. Creatively. Locally. In sync with nature. Let us flow, come what. With N. For 7L.

Join us in the world of yoga of less stressful local useful coexistence – saarthakayoga for 7L. 15February2021



## 210. Vision to Flow

It appears I am in serial disasters. Now, it is the turn of the father, being not well.

We know life is rarely predictable. We are also vulnerable to predictable future.

Because we do not want to act on these predicted surprises. As we are quintessential statusquoists. We underplay possibility of these surprises and live in a make believe world. Therefore, it is important that we know where we are as clearly as possible. It is fine even if we donot know precisely where we are headed.

This world needs leadership with morals, ethics but it is short supply. Formal authority is not enough. We also need earned moral authority. Moral leaders connect stronger with people. They build trust. They inspire. They create meaning for work, life, coexistence. They help us imagine better future. This translates as shares linked shared values, mission to margins, principles to profits, success to significance and vice-versa. Then, can we foster moral culture? Can we have moral, ethical capital? Capitalism? Equitable capitalism?

Will we transcend this moral crises, all across, across all aspects of our lives? We want our leaders to be moral, ethical. Will we become one? Can we be well-behaved? Can we do things only those that are good for the world at large? Can we build deep relations? Can we listen, and be open to unlearn, learn, relearn?

Can we realize the blurring boundaries between public and private lives, spheres? Can we know that we are interconnected and interdependent in our private and public lives? Can we display and articulate hope? Can we take our decisions in tune and sync with our purpose always, and can we articulate our purpose clearly? Can we revisit our assumptions again and again? Can we design, nurture, follow systems, processes, practices that uphold the culture of ethics? Truth. Standards. Value Accountability.

Let us be clear to use all the three methods to learn – reflect, imitate-model after, experience. Walk, talk, think, and act like the role model. It works. It helps.

Let us sleep well. Let us learn to sleep well. Let us get exhausted to get to sleep, and fall asleep immediately; let us sleep tight, not waking up in the middle of sleep, again and again; let us sleep enough so that we donot get up still feeling tired. Let us be aware if we are deprived and let us make it up soon. Duration is not the criticality. Quality is. Sleep improves the day, the thinking, the decision-making, relations, wellbeing. It brings in happiness, health and fulfilment. Sleep deep. It is possible for all of us. Take diet right. Have sleep hygiene. Relax. Turn off the mind. Meditate.

ON: Consult and Vision. Strategies, Road Maps, Architecture, Resources, Capacities, Activities. Timelines. Determined Committed Flowing together. For Natural living, livelihoods, farming, food, coexistence, flow.

Let us. Let us live better. Co-exist better. Sleep better. Meditate. Reflect. Flow. In nature. With N. For 7L.

Join us in the world of yoga of deep sleep for useful coexistence – yoganidrayoga for 7L. 26February2021

## 211. Explore Our Worlds

Can we be butterflies? Can't we live our lives with dignity regardless of age, gender, ethnicity, caste, class, colour, height, weight et al? Can't we be true trustees of Next Gen on this planet, in this Universe? Can't we nurture and celebrate biodiversity, wild, marine, et al? Can't we have dignity in labour and equitable payments for our work, can't we have some minimum and maximum wage fixed, can't we fix maximum returns? Can't we be more sensitive to our peers and help people to harness their strengths and cope with their challenges/weaknesses?

Let us be safe and deal with risks – accidents, physical ill-health, mental ill-health, emotional ill-health, disasters, crises, hurts, day-to-day problems. Can we ban, can we quit smoking, drinking and substance abuse in this world? Why not?

Women make all the difference in the world. Let us celebrate their achievements in various, all spheres. Let us accelerate parity. Let there be dignity and justice, hope and faith, equity, equality, equal future and purity. Free from stigma, stereotypes, violence. Sustainability, peace with equal rights and opportunities to all. No decision space about us, without us. Leadership of Life, Care and Enterprises.

Let us have better sleep ◊ life ◊ planet. Let us be number friendly. Language friendly. Let us be natural, be friendly to air, water, food and consume naturally friendly air, water, food. Let us be simple. Let us have our rights to be this. Let us acknowledge interdependence and be thankful, grateful to the universe for our existence. Let us give.

Kodigena Halli, near Hindupur, is the third in the Gurukulams came in Telugu States, courtesy PV. It took more than 35 years to enter Kodigenahalli, after entering Sarvail in 1976, Tadikonda in 1986. Traditional mould modern temples. A blessed visit when the students are in evening prayer. Students are back after CoVID break. Classes are ON. Tadikonda and Kodigenahalli will celebrate their Golden Jubilees next year.

Vaccinations roll-out to general public. 60+ (45+ with comorbidities) to begin with. Farmers continue in the Delhi borders. Elections in 4 states and 1 UT is like mini General Election, with everyone putting their best foot forward and trying harder. Let us get ready and wait for May 2 results to have a leisurely analysis of the voter think.

Pandemic, as it moved from a sprint to a marathon, has many jobless. Many with less incomes. Savings of many reached zero or negative. Many want to leave jobs. More women are leaving jobs. More poorer women are leaving jobs. More seniors are leaving. As we may start with 30-40% women in the entry level, only less than 20% graduating through management, leadership. This proportion is coming down further, with increased extra hours every day. In the work world, the HR work norms have to be re-written. To get Diversity and Inclusion back. To get health of the HR back in full shape. To invest in the existing talent. In a big way. To mentor and sponsor forward. To fight microaggressions. To fight the 'only one' feel and reality. To have 'contract' that includes work life and life outside of work that feed each other.

Stunning observation I came across. Only 2% conversations end when the both parties want to end. 30% conversations end when one of the party wanted to end. In 10% conversations end, although they want to continue. In 31% conversations, one of the parties want to continue. However, in more than 50% conversations, both parties dragged for double the time of their intent. Are we generally stuck in prolonging conversations although we do not want? It appears we cannot figure out when to stop. Continued conversations, on the other hand, may offer new insights, novel perspectives or interesting facts of life.

What we think bad in the first instance may turn out to be a good thing in the hindsight later and vice-versa. We know very little about the incident and what it means to us in a short or a long while from now. Yet we project, imagine, guess and interpret and go through pain, emotions. May be, we are uncomfortable with uncertainty. We

dismiss many possibilities and stick to 1-2 possibilities. If only we can be at ease with I do not know. Can we get into sleep, meditation, calming down through breathing, taking a pill? Can we brush aside all thoughts and rest fully? To get up freshly refreshed for another 24 hours or more?

Greg Anderson proposes that we always lived, live in a pluriverse, not universe, of many different real worlds. The world is ever changing depending on our psychology and understanding of the world(s). If only we are humble. If only we go to basics. Basics prior to unprecedented levels of damage upon minds, bodies, ecologies, environments, of ours, of our planet's life forms. Where life rights coexist with human rights. This brings in full security – food-nutrition, health, clothing, shelter, education et al.

Is rights only way? Do we really want a homogenized world? Do not we let various ways of being human thrive? Including the indigenous ways. Do not we restrain the 'modern' ways of being human predating the other ways? By being expansive and emancipatory on one hand. On the other hand, by acknowledging and appreciating interdependence and facilitating ways of coexistence. Here, we need to explore the indigenous worlds. For Natural living, livelihoods, farming, food, coexistence, flow.

Let us. Co-exist better. In our various ways. Of Interdependence. Acknowledging and appreciating. Keep flowing. In nature. With N. For 7L.

Join us in the world of yoga of exploring ways of useful coexistence – anweshayoga for 7L. 05March2021

## 212. Seek Mentor(s)

Verizon's Sanyogita reinforces: front-end learning, follow interests, go to the need/need. But have the foundation of STEM – Science, Technology, Engineering, and Mathematics, along with Language Skills. Whatever discipline we take later, this foundation helps.

A Swedish 'Varieties of Democracy (V-Dem)' Research Institute raises a question, Is India heading in the direction of 'electoral democratic autocracy'? Do the citizenry, media, civil society feel less free? Are we getting more disciplined? Are we becoming less laissez-faire? Are we being watched more? Are we being scrutinized more? Are our lives becoming less private now? Are we on the path: restrict, control media, academia, civil society ◊ disrespect opponents ◊ spread selective information, disinformation, analytics ◊ dilute formal institutions ◊ electoral processes? Are we being lead up the garden path? Let us watch, let us prepare and be ready, and let us not get rude shocks and surprises.

Elections are hotting up in the 'mini' general elections. May not see great surprises. Telangana MLC Election Results are eagerly awaited. Local Body elections in AP may not throw up any challenges to the ruling dispensation yet.

Crowd mentality pushes us to think in certain ways, do certain things, and certain goals. It is easy. It is the path of least resistance. To move away from this involves asking tough questions, questioning beliefs and views; to walk our own paths swimming upstream. This may be the true living. But, it requires guts, courage. As we follow our own path, with time, we become grateful for this decision of living our way. Playing our tune. Singing our song. Dancing our steps.

If we are not already there, it is time we go there. It is time we do. It is time we live. It is time we dare.

It is not always true that we know what we want, what we need. Visionaries are needed to tell us. If Ford asked people what they wanted, they would have responded – faster horses.

Can we get Krsna? A good mentor, who knows us well; knows our potential; knows what is best for us, even if it is difficult choice now; steers us firmly to progress, if we surrender. If only we surrender. She has time, energy and patient in – questioning us, criticising us and pushing us.

Aparna confirms and informs us – community schools us, in values, in perspective, in culture, in attitudes. Community is the Krsna. Krsna, Krsna, Krsna. Jagadguru. Community is the Siva. Siva, Siva. Adiguru.

I have done Upavaas, Jaagaran for this Mahasivaratri. Can we do fasting more often? Can we do Jaagaran, more often? Can we keep our spines straight up every day? Week? Fortnight? Month? Can we experience the vast unbounded emptiness, nothingness? Can we move towards oneness with this universe, pluriverses? Can we dissolve ourselves into them? All-pervading, omnipresent vastness of existence. Can we seek the experience of this unboundedness, even for a small while now? And keep expanding this into eternity, slowly? Can we tap this opportunity and possibility? Can we move from wakefulness to awakening deep within?

Yes, we can. If we are with Community. If we co-exist. In our various ways. In our various interdependent ways. Keep flowing, with the mentor along. In nature. With N. For 7L.

Join us in the world of yoga of useful community of coexistence – hariharayoga for 7L. 11March2021

## 213. Seek Happiness within

Deepa Krishnan brings this out – Balancing has come to the fore – usefulness versus individual surpluses, greed vs giving, flexibility (time, location, space et al) vs efficiency-effectiveness, nurturing-caring vs fighting.

The hardest thing that hit during this period – Gendered world makes the gendered brain. Old leadership frameworks are getting extinct. Co-leaders take us on top. We need to be agile as a team. We need to converse more. Democratically, inclusively. We need to cultivate the biology and chemistry of collaboration and commitment.

Rangarajan and Mahendra Dev think Farmers' Collectives – Producer Organizations can help small and marginal farmers(SMF). We cannot agree more. But, they take time to come, evolve and stay put, a la AMUL. The numbers of SMFs have increased to now beyond 85%. Their needs are small. They need to be 'aggregated' and serviced locally. We need them in large numbers. 150 million farmers would need 150,000 FPOs at the least. They need to get both women and men into them, working closely with their self-help architecture. They need handholding. They need leadership. They need executive leadership. They need professionals. They need custom capacity building and visioned road mapping and business planning and resources to service these plans. They need credit and interest subvention. They need to be local, yet on digital platforms. They need to link with consumers, consumer groups as directly as possible. Can we have producer-consumer coalitions?

Are we game with mentoring start-ups? Why not? There are many who have some 'resources' and willingness to have start-ups. They are looking for ideas. There are others who have the need(s) to do, but are not having the resources. Can we link these two? Can we help start the start-ups so that they get going, removing all the kinks, and demonstrate their efficacy so that some big sharks would like to take them over? It does not matter even if we succeed a decimal.

The subtlest insights that occur to us are to do with our inner thoughts, emotions and spirituality. Dr Ambedkar developed vows for 'Deeksha' include: following Buddha's principles and eight-fold path; equality of human beings; loving kindness for all living beings.

There is an intimate connection between body, mind and spirit. Emotional, spiritual and physical health are connected closely. The deepest satisfaction comes from our ability to live authentically, deeply, and intimately with others. If we neglect our emotional development, we run the risk of isolation. Taking it lightly takes us slowly through natural joy and lightness of being. If we see the need, see it as a deliberate process and we start 'action'.

We cannot force ourselves to think faster. Period. We also cannot slow our thinking. We can learn new methods for decision-making. We can develop mental models. We can develop our ability to focus. We may hurry up a bit. We may make others hurry up a bit. Speeding up, if it is not the 'natural' speed, results in future problems. We need to acquire our natural speed increases to a new normal. Making good decisions requires constant learning and verifying what we think we know. We need to think better. This we can do.

It is not easy to practice loving efforts and achieve meaningful results. Eating healthy. Meditating. Exercising. Changing ourselves. Cultivating a fulfilling relationship. Transforming ourselves, achieving meaningful results. Once we see them as such, we will not be suffering during the effort(s). We need to look for sensations, thoughts, emotions, feelings related to these efforts that we learn to enjoy. And relate with them.

Past is history. Let us not cling to it but rather learn from it. Rules are crafted under certain circumstances to a given context. With differing situations, and change of time, we need to interpret and implement them wisely, with changes if required. Then we can be more useful, than otherwise. Then we can be happy.

Happiness comes from within. We need to be in the present and mindful of the present moment. Let us not compare ourselves with others. Our stories and journeys are ours. No one else is responsible for our state of mind. We need to forgive forget and let go. We need to be grateful. We need to show gratitude for our wellbeing. We need to be thankful for the life we have now. We need to have this as a daily habit. We need to sleep with gratitude and wake up. We need to declutter our thoughts, words, actions and surroundings. Can we seek happiness within? Can we practice within.

Yes, we can. If we coexist with happy community. In our various interdependent ways. Keep flowing, in nature, with N. For 7L.

Join us in the world of yoga of intrinsic happy useful coexistence – raasyoga for 7L. 20March2021

## 214. Keep Choosing Moment by Moment

I teach. I should be allowed to teach. Whatever I am pleased, and in the manner I want. I should be allowed to experiment with ideas, methods and tools. There should be no interference. Then, I do my best. Is not it?

We are social beings. Network beings. Our day-to-day existence is in the networks. Relationships, referrals, inspirations, motivations, linkages. Can we connect? Can we remain connected? Can we have time for these then? Can we know choosing the relevant? Can we protect our individuality in the network flows, floods? Can we flow without getting drowned? Do we have the methods, instruments and tools required? Can the platforms, forums, rivers help? Timing? Costs, Returns?

Realization: Need and drive for achievement can be induced, augmented. But this has to start early. Childhood is the best. Young minds are better. Let us begin soon. Let us begin with young early.

Future of work includes flexi; mixed; office. Physical spaces, remote work. Core physical team slots, volunteer work flexi-bands. Can we hybridize in this manner? Without compromising safety and warmth? Without loss of Identity, Solidarity, Capacity, Teamwork, Culture, Wellbeing, Freedom? What tools, techniques, practices-processes, platforms, instruments help?

Can our work alone speak for itself? Can we afford to keep quiet? Will we be spontaneously noticed? Will our contributions be valued automatically? Do not we have to 'nudge' the world to discover us? How does this happen? Reflect, assess, take feedback, articulate what we are up to, may be with a set of plans; write – be in a 'channel' and flow – follow, share, post, blog, vlog; focus on quality, interested groups; value, value proposition – mutual give and take learning; technology, knowhow and timing; commit, be authentic, connect dots, emotions, images; share, ask, and respond.

We need trajectory triad – Progress bigger, larger, more significant, more complex, multiple functions-roles, higher; network, relationships, credibility, momentum for growth at this point of time; sustained results in ups and downs.

Happy people lived and live lives of variety. Different tasks, jobs, places, stories. These lead to fulfilling lives. As long as we can laugh, there is hope.

The best way to find ourselves (in happiness) is to lose ourselves in the service of others. Buddha tells us – the heart rejoices as we prepare to give; it gets purified, as we give; and it gets satisfied on giving. Serving larger cause(s) lets us stretch. Stretch our limitations and boundaries. Loosen the ego ties. It helps us to improve our wellbeing too. Giving and service is being generous with time, energy, money, and the ways of life, that help the 'life'. It is lifework, and life's work. With emotion. Emotion has the power to transform – take us into gutter or to the highest peak of consciousness.

In flows of tiny moments, drops, bits-bytes, choices. While 'big' choices, commitments, purposes, visions may matter, what matter more are these tiny moments, moment-after-moment. Are we choosing what we want in every now doing whatever? Cannot we?

Yes, we can. If we coexist happily with happy community in their ways of hues and colours. Keep flowing, in colours, in nature, with N. For 7L.

Join us in the world of yoga of useful dhul-happy coexistence – holiyoga for 7L. 29March202

## 215. Final 100,000 Wakeful Hours

The signals have been out: Slow down. Do not stretch. No multi-tasking effort. Limit meetings. Be on the feet, ambulating. Cut-off e-world as much as possible. Diversify. Be with people at large. Find young cohorts to work with. Younger teams can take charge. Have more conversations, for passing the stories, experience, lessons, slipped and missed, messages from 'legends' in vaanaprasth.

Yes, at best, I have some 250 months, 1000 weeks; 100000 wakeful hours, may be slower, but thoughtful, meaningful, useful, happy-joyous. May be bonus. May be spiritual. And a thousand of us, or a million of us, or its multiples of us. And N is with us, inside us, our minds, our thoughts, our dreams; our hearts, our affections. Deep inside, and all over us, all the time. If we let N care, N cares. And we live caressed by N, alternating inside, outside laptops.

Are we free? Are we free when we are hungry? Do not the poor need freedom, rights, entitlements delivered? Do we have right to express? interact? learn? teach? research? Within the bounds of right to privacy and local, national, universal integrity.

We need to bring 'knowledge output' accessible to all easily, free and open access/creative commons. We need more Alexandras and more Sci-Hubs. Let us share what we appreciated, made sense. Let us be available to review, edit. Let us have our 'associations'. As much as possible. We need to move out of the narrow bounds of controlled 'science, research, academic' writing. Still, we need to remain within unbiased independent quality check centric peer reviews, within the philosophical mooring – let thousand flowers bloom; and we do not have all methods, tools and details fully.

Came across a rare book: Somadeva's Kathasaritasaagara (The Ocean of Story, translated by NM Penzer). A smaller adaptation of legendary Gunaadya's Brihatkatha.

Lessons from Uruli Kanchan and Balkoba (Vinoba Bhave's brother) included: Practice, what you ask others to do; Cow milk is complete food – one can live on just cow milk and spinach for several days, weeks.

CoVID year(s) gave lessons of lifetime. Appropriate technology matters. It can be made appropriate, customized. Digital world is a reality to last a very long time to come. Digital literacy matters. Financial literacy matters. Liquidity, Cash, cashable liquidity in hand matters. Needs should be the priority. Wants can wait. We need to have portfolios, no solo dependencies – livelihoods, assets, activities, so on. Keep going matters. Some recurring activities in the portfolio help. Insurances help. Basics, Fundamentals, crunch items do not change.

We are experiencing isolation, restrictions, loneliness – probably the longest, most tiring kind, in our life time. We are foregoing social contact, and cognitive stimulation. We have continuous 'news' and 'uncertainties' leading to chronic stress, anxiety and depression, with serious effect on our brains. The way out may be, to be disconnected from social media and news. We need to be engaged otherwise fully. It is not easy. Otherwise, mental stress causes physiological responses altering blood sugar, pressure, chemistry, hormones, nutrient utilization etc. Brain itself suffers sharpness and ill-health, unless we work on this.

These include keep the brain active; explore; read different things; work on mental imageries; get out, even if it is for a brief while; walk, jog, run, cycle, seeing around; play learning games; try puzzles; number work; music; dance; write; craft; converse; teach and learn....

Also, eat whole foods, proteins, healthy fats. All natural. Sleep well. Do reflect, meditate, and stretch. More importantly try and be kind, understanding, compassionate.



On the natural farming, we are progressing. Across zones – tribal areas, drylands, uplands, irrigated drylands, irrigated plains in coast. Across principles – no chemicals, 365-day green cover, multiple-layered crops, local seeds, seed-soil inoculants, aachchaadana, waaphasa, knowledge-based plant management, local value-chains. Input-value-addition-output architecture – processing, storage, transport. Nutrition. Towards Individual, Soil and Planet's Health. Towards increased nutrition-immunity, incomes with increased share of consumer rupee, improved livelihoods portfolio of dignity.

World is gearing up. AP's million farm families and farm worker families have begun moving. India's 2 million. World's 3 million. AP is moving with a mandate to universalize, all villages, all families, all farms, all practices in a decade. AP will reach all Gram Panchayats in a year. 10,000+ champions; 10,000+ educated young practitioners; 100,000+ lead farmers; 10,000+ NF Hubs; 10,000+ input centres; 1,000+ farmer-entrepreneurs, farmer producer organizations, SHG-VO enterprises; 10,000+ local custom models; 10,000+ producer-consumer links, anganwadi-school nutrition units; 100+ Bio-villages, 50+ Resource GPs, 25+ Fully reached out mandals, towards 'verified' source areas and Rs.10-100 Million local natural farming economies in 3-5 years. Communitized planning, capacity, extension, collective action, architecture, accountability, mobilization, tracking, verification, endorsement. Participatory community endorsed data, analytics.

Human beings, may be because of the relatively large brain size vis-a-vius their body size, transcended survival, to thriving to domination. Through data processing – quantity, speed, and complexity. This improves with use. With quality use. Quantity use. Otherwise, brain becomes dull and shrinks. Intoxicants let this happen too. Overuse wringly lets this happen. Age too leads to this end. The user of the brain is the mind. Mind has to be sharp, using the brain for enhancing intelligence, mental faculties, to observe, grasp, sense, interpret, connect dots, see patterns, reflect, intuit, project. This happens through seeing, listening, sensing, feeling, experiencing, reading, doing, planning various aspects, variety of aspects, in several circumstances. Space, time, nuance, depth, scale dimensions. In this, reading, conversing, reflecting, thinking, experiencing, responding widely are of critical significance. The cycle that is in operation here is – gather data-information widely-from-multiple-sources (screened sources), assimilate, absorb, reflect-think critically, contextualize, conceptualize, try and practice, write-speak-articulate, and so on. Variety. Starting early. Lifelong.

Are we aware of shortcomings? Our strengths can be our shortcomings and vice-versa. Patience-Passivity. Active-restless. Compassion-dominated. Calm-slow. Discipline-rigid. Spontaneity-inadequacy, for example. How do we have two opposing qualities coexisting within us, in a balanced manner? Can we list our top 2-3 great qualities – and see what opposite virtues we need to have? Can we plan to develop them to exist with our great qualities?

When we think of the suffering, pain and needs of the world, and help, the universe conspires with nature to care for us, strengthens us so that we do the world's work. Can we think and help others, other life, the world?

Yes, we can. If we coexist in the womb of N, on the laps of N, caressed by N in N's myriad ways. Keep flowing. For 7L.

Join us in the world of yoga of useful joyous coexistence – pariyoga for 7L. 06April2021

## 216. Practice Beginner's Mind

An article on Stephen Hawking has urged us to see him as a preeminent scientist of our lifetimes, a brilliant man. Nothing else. We tend to think of him as omniscient, prophet. He is not these. Uncertainty is the centrality of the scientist's work. Much of knowledge that has been built-up over the years is still tentative, incomplete or even wrong. In essence, our purpose as 'scientists' is to reduce this uncertainty a little bit. We tend to be little less wrong, but tentative and conditional.

When the resource crunch hits us, we develop solutions that require less resources with equal or better results. Expenses rise to meet the budget available. Money always brings expensive solution possible. It may not be the best. Like the Russian's pencil, against the zero-gravity pen.

Most of us working from home, or away from offices, fields, relations, need to do some stretches. Try Surya namaskar. Try Janu Seersasana. Need to be silent at least one wakeful deliberate hour a day. Need to be in 'emptiness' at least some 10 minutes a day. Some physical energy consumption tasks.

My friend Srinivas introduced me to 'Zen: The Art of Simple Living' by Shunmyo Masuno. First thing is to energizing ourselves, starting with observing ourselves and making time for emptiness. Everyday. There is infinite potential within nothingness. Can we be with ourselves, without haste and impatience? May be 10 minutes. Can we wake up just 15 minutes early, everyday? Can we relish the morning air, morning sun? All our days are different. They are not identical. Can we discard what we do not need? Can we discard our attachments? Can we let go our assumptions? Can we reduce our possessions? Burdens? Can we be free? Can we laugh? Can we cry? Can we mourn fully? Can we organize our screens, tables, rooms, and our minds? Can we just have tea, coffee, with no other engagement? Food, Lying down, Sleep? Read, Write? Talk, Converse? Go to woods, and shout? Can we try barefoot?

Let us be grateful. Savour the sense of gratitude. Cherish being alive. Cherish life. Think sitting. Focus on breath. Exhale, Inhale. Slowly. Put two hands together. Listen inside. Declutter. Arrange less and simply. Let us move into the luxury of not having things. Be with nature. At least be in touch. See, stare sunrise, sunset, moon, sky, sea, river, forest, tree, flower, animal, bird, creature, ant. Let us hone our senses and experience. Let us also see the beauty of grey. Let us also know that there are many ways. It is not always either-or.

Know that there are many necessary non-essentials. Let us not get bothered with all of these. Be concerned with what are tangible. Do intangibles matter? Do not postpone doable activities. Let us try our best. Now is ours. Let us not fear change. Let us look for them. Small changes.

Let us serve. Let us practice to serve. Let us learn to practice. Let us care. Let us nurture. Let us demonstrate. Let us express our mind without words. Charisma does not require words. With Hope, Faith, Promise and Love.

Let us have a beginners' mind. With no, light expectations. Humble, flexible, coachable. Not frustrated easily. Ready to try new things. Curious. Because we do not know. Because we are scientists. Experimenters. When we appreciate, feel, think of the suffering, pain and needs of the world, and we want to serve, help, we need to be simply living. Living simple. With beginners's mind. Universe takes us to do its work of life, living, leading, learning and love. Can we unlearn, learn and practice to have beginner's mind, always?

Yes, we can. If we be with N, deep inside, all over, all nuanced elements, ways, and coexist with life. Keep flowing simply. For 7L.

Join us in the world of yoga of simple useful savoured joyous coexistence – santoshajeevanayoga for 7L. 14April2021

## 217. Free to Stretch

Corona is making us to reflect on our livelihoods, lives and destinies. Our purposes. Kind of works we do. It is therefore important for organizations to do the same. Larger work needs to be realigned to larger purpose of this world, this Universe. Individuals then plug in, in their own ways. Let the individuals reflect, connect. Let them articulate with no risk. Oases of individual purposes may not work. Alignment with the larger purpose works. We need to stretch, flex. Individually and collectively, at various places.

Individually, we need to do stretching. Static stretching. 30-60 second stretches. Bending over, touching toes, lifting hands, lifting a leg, hip flex, back stretch with hands on hip, shoulder stretch, folding one leg, lifting the torso up, et al. Without pushing ourselves hard. We can also do dynamic stretching. We need to walk, jog, run, cycle too. At least one of them.

We need to mental stretching too. Quality sleep, with consistent wake-up time. Set routine. Calmed mind through yoga, reflection, meditation, prayer, satsang, breathing exercises, tight fist exercises. Subtler simple language. Compassion practice. Body movements. Being in nature. Reduced and select tele/e-content, diet. Portfolio of activities with joy. Investment in Relationships. Being grateful. Showing humility from deep within.

Brain is ever active and the boss of our mind and body. It needs of plenty of blood. Exercise gives this. Its active use needs micro-breaks, may be smaller than five minutes. Several times a day. It needs proteins, vitamins B and D. Sleep helps it. Novelty helps it to learn. Social connections make it healthier. It prefers interaction with diverse team members. It prefers focus. It needs optimism, positivity, seeing big picture and possibilities. It needs time in nature – water, trees, hills and valleys. At least 120 minutes a week. Then, we do not wear it out before its time.

We need to explore ourselves. Lessons from our own individual evolution, growth. Our impulses. The times and events that moulded us. Pool up candid feedback. Clarify our values. Our capabilities and frailties. Our opportunities, supports, friends, mentors. These slowly take us to our purpose and servant 'leadership' cornerstone. Our leadership style(s), gaps and opportunities. Therefore, leadership plans. Co-team(s). Initiate action to realize the Leadership plan. Towards True North. As an authentic leader.

Transiting to second but passionately preferred career early or retiring early is an option we can exercise. If we did not get into a lifeworkership already. We can do this as early as 40, and as late as 65 years. Early may mean, the next 'life' lasts as long as the early life. So big a window to pursue what we want. This is guaranteed if our 'spend budget' is basic minimum and small during this period, if we have a portfolio of investments (mutual funds, shares, investing company, real estate, gold, start-ups et al), if we have some 'passive' income, and if we have insurance covers. If we maintain good health. If we eat healthy. If we detox our bodies. If we meditate. Then, go the transition way, with full vigour, and joy. Some 1,00,000 hours and more. With no pressure. No slavery. Bonus results for life, keep trickling, streaming, flowing, flooding. Towards 'liberation'.

Let us not be disturbed by getting misunderstood and/or rejected. Most new ideas have to go through these. Let us evolve naturally, the way nature evolves. Genes from 'parents' and from 'environment'. We see this in bacteria. In grasses. May be in all life. Jiva and ajiva. This means genetic engineering is going on naturally. Are we figuring out? We learn on our own, even if the parent/teacher does not tell us.

If we have curiosity and interest in the world; we love learning; we are open minded with critical thinking abilities; we show 'common' practical sense; we show a modicum of analytical, emotional and social intelligence;

If we remain accessible to others; we show courage; we persevere and are diligent; we have integrity; we are kind and generous; we invest in relationships; we love teamwork; we are fair, just; we are servant leaders; we exercise self-control, prudence, discretion; we are humble;

If we appreciate beauty and excellence; we are grateful; we have hope, faith; we have a sense of purpose; we forgive; we cry, smile and laugh; we are passionate.

Let us appreciate having a few great friends. Need not be more. Definitely not the toxic ones. Let us cherish the freedom and make choices about the life's purposes. Let us get enlightened to grow and be better. Relationships happen around this in due course. Let us not hurry. Let us give. Give without expectation, whatsoever. Let us be grateful to the givers. Let us appreciate them, going out of our way. Even going back in time. Let us practice and talk only what we practice. Let us be proactive, thinking, reflecting, planning and working to realize the plans, again and again, even if it meant dealing with more rejections.

Can we transit to freer window? Can we evolve and learn in the ways of the nature? Can we invest in lasting relationships, around our life's purposes? Can we be proactive, even if we get rejected? Can we stretch more?

Yes, we can. If we start stretching in N, physically, emotionally, mentally. If we seek freedom and choose N, deep inside, all over. If coexist with jiva and ajiva, embedded in N. Stretch to keep flowing. For 7L.

Join us in the world of yoga of free proactive equitable useful joyous coexistence – jivaajivayoga for 7L. 24April2021

## 218. Into us, Our Systems, Our Paradigms

We need sleep. Sound sleep. High quality sleep. Body need to rest. Darkness helps. Fixed timings help. Soothing sounds before sleep help. Supportive surface and 'sheets' help. Optimal temperature helps. Aroma helps. Empty stomach may not help. Physical work, exhausting work help. Meditation helps. We need plenty of sleep during COVID times. HDR 2020 seeks global change movement with local and indigenous communities, culture, knowledge, actions, living landscapes, and ecosystems. 25% land in the world is still 'indigenous land'. 'Indigenous' reimagine how we need to live together better. Their identities, survival, and prosperity are central to nature-centric living, farming and livelihoods stewardship. Capability for Collective continuance – to thrive well into the future – rooted in intra-inter relationships with life, non-life. Intergenerational journey and wellbeing.

Amidst this understanding, we see 'global agribusiness co-opting agroecology' as against the farmers and consumers. This may resist, postpone or prevent the changes in the structures, architectures, mechanisms and systems, our new paradigm seeks in essence. This includes subsidies going out for conventional farming. This includes coming in of local for local in a big way. Increased percent of consumer rupee/dollar. Food-Nutrition-Health Immunity security and sovereignty. For local – farmers, integrated farmers, farm workers, food workers and consumers. It is moving towards fundamental transformation, with more and more small changes in farming, living and consuming levels for better all life, soil and planet health. These are not some select 'smart' nuances at business level. It is not greening conventional farming. We need the intensified scaling deep, up, out and impact global movement at local levels. We have to rush.

Satellite data confirm that glaciers are melting faster, reflecting global increase in temperature. Some are disappearing entirely. Sea level is rising. It may accelerate further.

It is in this context, NF needs system changes for universalization, mainstreaming, and not slipping back. Change elements include fine-tuned theory of change, and narrative(s); unfallowing, crop intensity and diversity, integrated farming, landscape; direct benefit transfers for farmers to choose; women; consumers; customized models in local farming-living situations; digital space; input-output architecture; local input adequacy; local value addition; % of consumer rupee; community institutional architecture a la NF Amrit; Research-Knowledge-Learning centre-platforms; curriculums; colourful plates; NF policies at state, national levels; media, social media and dedicated channels; literature, cultural base, books, songs, films, folk lore.

Just heard: Rich Income Reliance man (Rs.75 Crore/year), Prakash Shah Jain and his wife, Nayana, have taken Sanyas. An appreciation: Monks wear clothes soiled with earth, to feel one with it. Simple living is embedded here. When are we realizing that we are poor as long as we are in the grip of money, position, glory et al?

Nitya Shanti brings this up. Do we need Gurus or Teachers? Or both? Or one combined into one? Can we be our teachers? Can we be our Gurus? Can we find teachers? Can we learn from them? Can we celebrate our teachers? Can we stretch more, even if we keep getting rejected? Can we find the Guru? Can we subject ourselves to questioning our ways, solutions, answers? Can we offer humility? Can we be open to be stripped and start the inner journey? Can we take the puncture of our ego? Can we take compassion and show compassion? Can we celebrate our life, our lives?

Yes, we can. If we exploring, unlearning and learning. If we start readying ourselves. Stretching physically, emotionally, mentally. If we relate intensely with N in, over and around, and all life. If we coexist, flowing in N. For 7L.

Join us in the world of yoga of celebrating useful coexistence – jivotsavayoga for 7L. 02May2021

## 219. Leading in the Flow

Slowly, most people have lost their ability to do deep work. The ability to focus on cognitively demanding tasks without distractions has come down drastically. This results in lower efficiency, higher timelines and inferior results. CoVID situation has reinforced this. 40%+ time goes on distractions. Can we do something about this?

As remote/hybrid work and co-work space is emerging as the norm, flexible work hours, part-timing, job-sharing, volunteering are possibilities; digital technology-adoption, adaptation to digital possibilities, and data-cyber security have to be focussed on; mental health focus and upskilling to new work culture/patterns is important.

In this new work pattern, we need to switch to getting up and walking for 10-15 minutes every 60-90 minutes. While walking – can we have water? Tea-coffee? Can we call? Can we use dictaphone or voice-texting? Can we listen to 'audio' books? Songs? News? Can we plan the schedules, presentations, notes?

If we want to be with all nature-centric livelihoods, can we not work with weavers, craftspersons? Apart from farming. Livestock. Value-addition.

175-year long experiment (still going) reveals that crop break gives higher yields, with minimised pests and diseases; nitrogen application is not very helpful. Carbon in soils doubles with not using chemical fertilizers. Do we have to wait for such long years to draw conclusions?

We review ourselves. Looking back for the last five years and beyond. We need to go forward and quickly. No choice here. Window is small. First we need to achieve critical scale. How much is it? 1 Million farmers, 1 Million acres? 10% farmland? 10% farmers, 10% GPs? How do we work on various strands of work – Mobilization-Collectivization-Communitization; Food-Nutrition-Health-Immunity front-ending; Models-Peers-Learning Facilitation-Transformation; Tracking; Producer-Consumer Linkages; Digital-Learning-Value-chain Platforms; Information-analytics-communication; Research-Knowledge-Learning; Consumer Fora? How do we integrate? How do we scale-deep, impact, up and out?

Do not we need to intensify existing pathways and/or open more pathways? Educated young practitioners – EYPs, farmer-entrepreneurs – FEs, Natural Farming Interns(NFI), Natural Farming Fellows(NFF), Natural Farming Associates(NFA) of various hues – NFI, NFF, NFAs; Sapta Sutra SHGs-Federations – discussions, food, kitchen gardens, farming, inputs, funds and records; Accountability to SHG federations, local governments, Gram Sabha; SHG Federations as collectives, aggregators, service providers, and/or Farmer Producer Organizations, FPOs; NGOs, NGOs as innovators, Funds for NGOs; Saturating beginning with Tribal areas; Community Data, community-endorsed data, digital CRPs; Farmer-Cadre Connect centre(s), Call centres, participatory tracking-certification, independent assessments; learning-training architecture – in situ, classroom, videos, demonstrations, internalization, handholding, troubleshooting, Lead farmers-CRPs-Master Trainers, online-offline, self – NF action plan-farmbook/diary, fieldschools, handbooks; Change in curriculums, courses, books, NF Institutes, Academies, Universities; Literature, cultural forms; Input-local value-addition-output architecture, NF Amrit; Digital Platform(s); policy advocacy; scaling-deep, landscapes; scaling-up, scaling-out; research-architecture, partnerships, farmers as researchers, Global Centre for Agroecology Research and Learning; Changing the systems for scaling, internalization, sustainability, legacy.

All this meant change in the theory of change, may be 8-9 years in a location; may be complete transformation of the farm family into seed-to-seed non-chemical agroecology farmer is the minimum, and this may have to include 365 day cover, pre-monsoon, and multi-layered multiple crops; local consumption-NF Immunity may trigger NF transformation in a big way; focus may have to be on landless tenants, marginal and small farmers, and universalization of kitchen gardens, NF food and NF saturation; seeds-inputs-mini-input shops, collective action et

al may help; slowing down is fine, numbers may need to be revised downwards for gradual uptake in a location while more locations can be reached faster; may be reflection-analysis-planning-tracking based on Farming Situations is useful and the way forward, resulting in FS-based protocols, PoPs, Videos etc.; may be community (SHG) centric mobilisation-planning-information-tracking is not negotiable; more effective 1+20+40+80 model of improved training-trouble shooting-tracking architecture that included handbook, manual, farmer diary, NFAAP in text, e-form and v-forms; may be dedicated digital crp data architecture, strong data team, robust digital apps, databases and platform(s) help in building confidence at all levels; may be consumers pull up the scale; may be the policies, budgets, direct benefit transfers. May be the movements, explosions, pandemics, disasters, Elurus. May be the consenting leaders. Influencers.

In any case, we need to work with more and more partners, in more nuances, in more locations-themes and we need to hurry-up.

We need to hasten the world. With A4 sheet material (as Dr K insisted). A slide. A minute, 180 words. A 1-minute video-clip. A picture. A tweet. Can we articulate in short sentences? Do we have the art?

Can we be genuine? Genuine leaders? Can we simplify? Can we bring in simplicity? Can we show compassion? Can we carry teams together? Can we collaborate? Can we persist? Can we lead although we are not labelled as one? Can we lead ourselves? Can we reflect and keep planning ahead?

Can we find co-travellers on our 'journey' and connect? If we know our journey. Do we have the willpower? Do we practice willpower? Incrementally?

Yes, we can. If we keep flowing to explore, unlearn and learn. If we relate with life, traveling, intending traveling. We find co-travellers in our coexistence, flowing in N. For 7L.

Join us in the world of yoga of being in the flow of useful coexistence – jivayaanayoga for 7L. 07May2021

## 220. Flow Liberates

Let us cut refined sugar out of our lives, as much as possible. It improves health and skin. Let us go for natural sugars including coconut, dates, honey etc.

Ramarao introduces 'writing documents', an authoritative document. Put the author's name and date/time. Start with an appropriate name and an outline – Abstract, Purpose and Scope. Introduction, Main, Conclusion. Headers, Expanded headers, a few lines under the sub-headers. Agree on a format, preferably open formats, amenable to cross platform tools. Say what we are going to say first, then say, them tell what we said. Be concise. Be brief. Use active verb. Be progressive in expanding the idea. Use bullets and lists liberally. Use bold and italics. Add examples and evidence.

Bill and Melinda Gates(BMG)give up staying together. They filed for divorce. They promise to work together on the BMG Foundation. We make money by fixing MRP far higher than the costs we incur. Otherwise, how can we become the richest? And a part of the surplus so generated is given as philanthropic charity. And we become the largest charity. And we get to control if we structure the foundation right. Of course, the entire charity funds are no where near what governments spend. The key is they fund with extraordinary discretion. In the Governments, it is more as an entitlement in some sense. It is possible, to converge charity funds and create impact(s) that can be comparable or more than governments, in select areas o work, activities, sub-components.

Natural Farming 2030/5. By 2025, we need to be moving on many of these – NF Foundation; 2 million champion farmers; 200,000 EYPs; 20,000 NFFs/NFAs; 2,000 YPs; NF Literature – stories, songs, case studies, conversations, Kits, Handbooks, PoPs, Videos, Pictures, Short Messages; NF Channel(s); NF Press/Media; NF Digital Platform(s); NF Amrit(s); NF Collectives, Enterprises, Entrepreneurs, Service Providers; NF Consumers; NF Research-Knowledge-Learning Centre(s); NF Advocacy; NF Institute(s); NF Curriculum – Schools, STEM, Leadership and Management Schools; NF Friends across; NF Volunteers; NF Budgets, Funds.

We discover that most things are related. Inner-related. Our moods affect our breathing and vice-versa. The chemicals in our brain and DNA shape our thoughts. Our thought patterns can physically change the brain and DNA. Our thinking and moods are affected by the music we hear, pictures we see, movies we watch, books we read, media we get exposed to, environment in which we live, food we eat and people we interact. Thus, our consciousness gets influenced by many things as above. Our minds are volatile. Our will power is fragile. Our worlds are distracting us. Then, how do we persevere? How do we have tenacity? How do we have self-control? How do we remain committed and continue to pursue? How do we positively stubborn? How do we honour our vision, our word? Can we pursue our important commitments, made to ourselves and the universe? Come what may. Can we invest enough time, energy, attention and resources for these?

Basava reminds: Kayakeva Kailasha – work in itself is liberation. Can we have self-discipline? Mindful. Aware. It helps in health, wellbeing, learning, relationships, aspirations etc. It can take us to our highest potential. Universe's highest potential.

Yes, we can. If we coexist in N, relating with 'life', non-life and flowing. For 7L.

Join us in the world of yoga of relentless flow of useful coexistence – kshamatagatiyoga for 7L. 19May2021



## 221. Contradictions, Connects, Flows

Vaishkha Purnima. Buddha Purnima. The day of Siddhartha Gautama Buddha. His noble truths – there is suffering; suffering is caused; the suffering ends; and there is a way to end the suffering – disease, pathogen, health and cure. Self is a complex flow of physical and mental phenomena, and therefore a label for their connectedness. Aatma, Anaatma. By becoming conscious of these, we release ourselves from our habits of mind, ignorance, appropriation, attachment, desire, aversion. Through developed ‘insight’ and/or practiced ‘meditation’. Following a middle path between indulgence and mortification. Between eternalism and annihilationism.

Buddha discusses six relationships – parents-children, teachers-students, spouses, friends, employer-workers, monks-followers – have to be intensely nurtured. Buddha offers eightfold path. Right view, resolve, speech, conduct/action, livelihood, effort, mindfulness and concentration/meditation/ekagrata/dhyaana/samaadhi, leading to right knowledge/insight and liberation/vimukti. Reach a Guru, Buddha, and surrender. Buddhān Saranam Gacchaami. Find the laws, Cosmos, Nature, and become one with them. Dharmān Saranam Gacchami. Gradually, practice and become eligible, and join the sangha. Sangham Saranam Gacchaami.

Buddha’s sangha started small but grew gradually to 60 to become champion monks. 4 months of retreat and 8 months of some sort of ‘campaign’. Slowly, it became an order. Then orders of men and women, following sapta sutra – regular meetings; discussions; training; respect to seniors; away from desires et al; aaraama life; mindfulness. Buddha left without naming any successor(s), but two abiding values – Dharma and Vinaya.

A French Virologist, Nobel Laureate Luc Montagnier says mass vaccination during the pandemic is creating the variants and leading to more deaths. May be a guess. May be a statement. May be it is antibody-dependent enhancement. Earlier he suspected SARS-CoV2 was man-made.

How do we go about discovering the potential – sampling with low risk experiments to discover what one loves doing; or early specialization in extremely narrow skill area without knowing why. The latter may hinder lateral thinking that connects disparate concepts-domains. This may also let us looking at every issue through the same lens, and amplify the bias(es). With artificial intelligence, automation, new technologies, it is possible that many of the narrow human skills go the way of algorithms. Therefore, can we prepare ourselves to be deep generalists?

The studies are repeatedly confirm the chemicals threaten life, life’s foundations. Diverse cover cropping and mulching reduce the need for chemicals. Therefore, NF is the way. NF conforms to all Agroecology Principles – diversity; knowledge co-creation; synergies; efficiency; recycling; resilience; human-social values; culture-food traditions; responsible governance; and circular-solidarity economy. It is also in sync with HLPE 13 principles – Recycling, Reduced and local inputs, soil health, animal health, biodiversity, synergy, economic diversification (portfolio), knowledge co-creation, social values-equity-diets, fairness-fair share, connectivity-short-local value-chains, land-resource governance, participation-inclusion.

NF Movement has to grow. The time is short. We need big shifts. Quick critical scale of farmer-farm worker families, farms, practices, customized models, champions; Substantial value-chain ownership and fair share; Ecosystem rewards to farmers; Viral knowledge; Farmer-Consumer movement; and Scaling-deep, up, out, impact, system(s), policy.

Came across: Gandhi’s two main activities with his hands – spinning, writing – writing letters, some 31000 in his lifetime. He inspired Ratnam from Rajahmundry to make total Swadeshi pen, ebonite, steel, silver and gold. Can we use one?

Quality sleep is a must for us. Bonus – freshness, de-stress, skin health, youthfulness. Get tired. Take a shower. Have some Switch-off lights and activity. Reflect-meditate. Reduce clothing on the body. Take a comfortable side, prone position. Can we understand our body, our emotions, our tones and tenors, our words, our thoughts? Can we understand the same for all around us? Can we bring more energy into our lives, more quality? Can we be fully aware and handle our fears, our sadness, our anger? Can we share grief and let it flow out without ‘violence’? Can we appreciate and support people around? Can we take in breakdown(s) to achieve breakthroughs? Can we spread happiness all around? Can we modulate, articulate truly deeply? Can we establish deep connect?

Can we discover we can flow bit-by-bit? Can we also realize sometimes we need to halt, pool up, and gush out? Deeper the attachments, connects, bonds, relations, habits et al, we need bytes, bigger bytes, GB/TB. Crashing is a way to clean up and renew afresh. Caterpillar has to go into pupa to come out as a butterfly. Carpet under the feet has to go off, to touch the soothing soil. Tears have to flow down to see clearly thereafter. Crises offer choices and freedom.

We are running several marathons in parallel. Different marathons. Different kind, differently wired. We may be together in many of these. May not be beginning-to-end, may not be from 1 to n. In some we will be solo – souls or slaves of lowest order; and in some soho – souls or slaves of highest order. Sometimes we know the rules of marathon. Sometimes we know the destinations. Sometimes we know timelines. Sometimes we know the co-participants. Many other times we do not know. We cannot know. In some, we come to know later. All these leave us confused, unhappy, frustrated, disappointed, angry. But we need to be flowing and there is no way out. Therefore, can we accept these realities and coexistence flows?

Let us cry. Let us talk. Let us celebrate. Let us appreciate. Let us forgive. Let us forget the faults and frailties. Let us meet. Let us fight. Friendly fights. Let us be intense. Let us smile, laugh. Let us be wise and be ready. Now. Let us be compassionate. Let us love. Let us lead. Let us be proactive. Let us integrate all our contradictions in our being to be, to live, to coexist, to flow. Can we?

Yes, we can. If we think, if we emote, if we listen and talk, if we reflect, meditate, if we think, talk and do, if we coexist with life, if we coexist in N, if we keep flowing. For 7L.

Join us in the world of yoga of integrating contradictions for flowing in useful coexistence – anekatayoga for 7L.  
26May2021

## 222. Kshama, Manthan, Amrit

Government is getting social media to comply to Indian laws. Latest one to fall in line, may be reluctantly, is twitter.

We need free, uncensored and democratic dissemination of health information to secure our health freedom.

India's poor are eating less. Eating less nutritious food. CoVID led them to a nutrition crisis. May be because of loss in employment and incomes, for a good majority. The GDP went down by 7.5% in 20-21. Savings wiped out. Loans were not available. All these led to nutrition loss, food insecurity. People started eating less. Nutrition quality, variety, quantity is less. Frequency is less. These trends continued post-CoVID wave 1, into wave 2. And may continue for many days to come. The situation is worse with poorer. PDS has been/is a silver lining. MGNREGS helps. Humanitarian help is useful. Not adequate. Cash transfers are required.

There is a connection between tasty, healthy, local foods and protecting and preserving agrobiodiversity that produces these foods. Traditional indigenous farmers. Women farmers. Let us nurture this.

120 Million smallholder farmers in India are getting ready to transit to regenerative farming, if we localize and customize practices and models. If we repurpose existing subsidies to chemical farming, towards regenerative farming. If we have 'activists, facilitators, champions' emerging and working with them. Then, we have more than adequate nutrition locally for all, with improved crop intensity, multiple layered crops, land productivity. Wellbeing of our farmers. Our health, animals' health, soil's health and planet's health. A cooler planet. Water savings. Energy savings.

Kurien's Centenary Year is in progress. Logo is released by IRMA. 'Cooperation' remembers Cooperator par excellence. Milk reminisces Milkman. Institutions Dairy Board et al. Brands Amul, Amulya, Dhara et al. Missions White Revolution, Operation Flood, Operation Goldenflow et al. Dairy Board.

Can we have Amrit, a la, Amul; NF a la Milk? Can we have Kuriens? Dairy Boards, IRMAs, Institutions, Support Organizations, Collectives, Value-chains, Brands, Missions, Resources, People, Entrepreneurs, Friends? In news: My friend, N Raghunathan, Catalyst Leader. An integrating impact accelerator. People's artist. Can we have more Raghunathan?

People are getting used to Work from Anywhere. Work Hybrid. Tribal, rural, semi-urban settings are not bad to work from. Nature-friendly, nature-centric locations are better still. Many a time, work efficiency is higher with smaller crowds working together. Virtual teams do work. How do we make HR Performance Management and Leadership Policy that could serve this? How do we 'encourage' this? How do we make 'decentralize' as the norm? Decentralized, networked hybrid organizations is the new way.

We see many start-ups starting. Many incubators are around. Let us remember we are a krishi, self-employed country. Enterprise is in our blood. Our DNA. We need to, and we can work on this. We need to guide them to pick up that matches their 'potential portfolio'. They need leadership-management orientation, and some tools of planning, tracking et al. Yet, ambitious aspirations have to be gradually built.

Let us read, write, solve puzzles, listen to music, do 'recitals', dance, cook, organize, clean-up, spend time in the 'nature', with 'life'.

Let us log what we do. Let us plan what we want to do. Daily, weekly, monthly, quarterly, annually, a block of years. Lists help. Calendaring, Digital Assistance help. Reminders help.

Came across: Epistemic confidence, social confidence. We may need both. But, more of the latter. Many a time, certainty and doubtlessness is a dampener too.

Forgive to get released. To be free. Accept what happened and let it go. Move from the event, incident. Talk it out. Can we?

Yes, we can. If we reflect, meditate, if we practice, if we think, talk, and do, if we articulate, if we listen, if we coexist with life, N, and flowing. For 7L.

Join us in the world of yoga of influence for forgiving and giving for useful coexistence – amritayoga for 7L.  
06Jue2021

## 223. Explore 'Us' and Our Levers

NF needs to appreciate the history and ways of how 'new conventional agriculture' established its roots and grew. Various lessons await us there for NF Movement(s) picking up momentum and speed. These included investments into knowledge-learning-research-innovations, technologies, education and curricula, regulation and standards, life and non-life, human-animal-plant and soil health, departments and organizations in government and outside, dedicated press-media-literature, civil society's intense involvement, co-opted NGO farm centres, felicitations and recognitions, processing and value-chain activities, state and national policies, farm-related off-farm enterprises, collectives and their federal collectives, stable producer-consumer local linkages, local markets – closed market systems, Minimum support prices, Public Distribution, ration, Mid-day Meals etc., adopting-adapting tools and technologies etc. Substantial state and national budgets should be there. In proportion to the possible NF economy.

NF farmers could be majority potentially and quickly. More than 50% India, for example. Most of the country would like to have chemical-free food and fibre. We would like to handover a better tomorrow and better planet to our 'owners, the next generation'. Therefore, it is a national-global interest. The economy could easily cross Rs. 30-40 lakh Crore (40,000B) per year conservatively. A mere 2-3% of this, Rs.1 lakh Crore (1,000B)/year could be the investment from 'state'. Less than Rs.10,000 a farm family/year.

Between investing to protect and repairing natural systems versus removing incentives for anti-nature work and subsidies for conventional farming, we may have to choose the latter. Two together can be the best. Can we also seek nature profiteers to pay full value of the benefits they took?

More examples help NF going scale. Vannuramma took her model to neighbour tribal community, and got praise from Prime Minister. Prajeet and Manga's 'do nothing' farming is one, with minimum cost and maximum nutrition premise. Their 3-acre farm gives Rs.40,000 a month. In 5 years, they trained 500 farmers, pro bono. 27-acre Organic Acre of Mrinal and Lakshay, with linking the processed and value-added product to the consumer make Rs.3.5 crore a year. Dilbir Foundation and Earth Store works with 20,000+ farmers in farming, adding value and linking to consumers. Sivaganesh's intercropped coconut farm makes Rs.13 lakh a year.

We need Million examples. Customized examples. Variety of them for various situations. At various levels. For various parts. In the next 5 years, 6 years. We need these thousands of flowers to bloom. We need to let them. Let us rush.

We need to do more in less time. With joy. We need to supplement and complement one another. We need to be a team, with each team member pursuing an agenda. Some need to spread, spread fast. Some scale up. Some scale deep. Some scale out. Some do off-line, some online. Some do models. Some do value-chains, value-chain elements. Some work on quality and some on quantity. Some integrate. Some replicate. Some connect, some inspire, some teach, and some train. Some write, some talk, some sing, some joke. Some communicate, some advocate. Some work to change thinking, systems, institutions. Some create them, build them. Whatever we do, let us not stretch beyond our 'limits'. Let us not lose ourselves.

We need the universe to conspire. It is ready if we are ready with the levers. Do we know the levers? Amrits, Collectives, Enterprises, Impacts, Systems, Knowledge-Learning Architecture, Champions, Professionals, Fellows, Entrepreneurs, Young Practitioners, Wise nature workers, Leadership Cohorts, Women and men, Community Groups, Sapta Sutra, Ready Inputs, Tracking, Traceability, Producer-consumer linkages, Value-addition, Value-chains, Platforms, Channels, Literature, Instruments, Curricula, Academics, Friends, Critics, Policies, Budgets, Leaders, Officers, Scientists, Microbes, Soils, Package of Practices, Saturation, Incomes, Costs, Food-Nutrition-Health-Immunity, Sustainability, Green House Gases, Cooling, Water savings, Energy savings, Direct Benefit Transfers, Minimum support prices, Movements, Missions, Civil Society et al, any of these, some of these, all of these, hybrids of these?

Let us explore, the levers. May be conceptual foresight arguments. May be trial and error. Let us explore. Let us explore and know 'who am I', what am I, where am I headed, how am I headed? Let us not fear. We have nothing to lose. We only climb up/down steps of going forward, flowing.

We talk of getting success and we never talk about coping with failure(s). Can we do this? When the fatigue hits, physical, emotional, relational, mental, and intellectual fatigue hits, how do we 'resurrect' ourselves? How do we build ourselves to realize and continue in happiness? How do we realize that happiness is an independent dimension, not linked to 'success' of material prosperity, power and professional specialized excellence, but to 'spirit', intensity, life, integrated generalism and usefulness at large? How do we live full life? Realizing deeper inner calls?

How do we move from achieving, reaching, acquiring, having to being, living, coexisting? Who will take us there? Is not the journeying, flowing our end? Experiencing, evolving, unlearning, learning, and realizing the deeper subtler inner calls? Is not it?

Yes, it is. If we reflect, meditate, practice, think, talk and do, listen and articulate, we flow, we coexist with life, N, and flow. For 7L.

Join us in the world of yoga of exploring who am I and influencing for useful coexistence – aatmagyanayoga for 7L.  
15June2021

## 224. Co-flow Forward

All of us are and have to be socially responsible. Individual personal social responsibility. Community social responsibility, is their *raison d'être*. State and State arms' social responsibility is a mandate bestowed by our constitution. Business/Corporate social responsibility is good for their business. Now section 135 of the companies' act mandates, a little. 2% of the surplus/profits. Should not it be, say 1-2% of the turnover? Then, how does CSR get delivered? Benefitting society at large – giving funds to a social/community entity, project, doing an activity by CSR department, running a CSR Foundation, supporting augmenting architecture for better 'development' work, getting studies commissioned towards informed advocacy, supporting schemes of the government, contributing to government-announced priority/support-charity funds et al. We hope the word 'responsibility' is active and not a reciprocal 'gesture'.

Is India getting tax on profits/incomes, commensurate with the incomes/profits shown by the corporates et al?

Third Wave may be around the corner. May not be intense, but may linger long.

We may have to continue to work from home, anywhere, hybrid. If coming back to office is insisted, we may see some of us leaving. % of people leaving is increasing. It appears people have settled on a lower 'aggressive aspiration levels' in sync with the focus on freelancing, portfolio of works, self-employment, working in a small team, expanding experience 'packets', better society-planet work et al. Survival, equity, usefulness are the drivers. On the other hand, some of us seem to take a chance to be aggressive, given the CoVID and post-CoVID contexts.

Interestingly rich are coping without loss of life quality. Poor are getting help in some sense. Not-so-poor are lost in between. Tiny pico-nano-micro group, team, family and individual enterprises have suffered dramatically. The surveys indicate more than half-of-them have to slow down, due to losses connected to low demand, decreased ability to deliver, team losses/sufferings, difficulty with working capital, keeping the team without remunerative work, and so on. GST has also troubled some of them. Getting the work from team members is tough. Burnout has hit many a team member, due to pandemic-induced workstyle, workload and stress. Savings haven been wiped out and looking for 'money' opportunities/options.

Outlook has changed and people are seeking alternative engagements. Detachment is striking many of us. People have discovered new talents and interests and they want to go with them. Some are looking for portfolio of works. One work may not be satisfying enough. Loyalty to a cause may be fine, but to an entity is coming down. In any case, Universe guides us, in its own ways.

Ved talks at IIMA incoming batch. His message: Can we encash our brands and build a social brand like AMUL? Can we dream BIG and take risks? Why not? Can we become outliers? Can we do something different? Can we impact lives of people, who need us, significantly? Can you volunteer and intern with social cause, very early? Can we be 'spiritual' as early as possible?

IRMA Alumni, we are a strong contingent of socially responsible beings, in their own ways. We are grateful. Can we pay back? Can we have more social entities/teams? Can we start a tribal-rural-urban-emerging, true leadership-management school, world class? Can we help in starting more? Can we have an online K100 academy? Can we be high-end consulting group in the domain? A la big 5. Can we establish a BrainsTrust or a Thinktank or two in this livelihoods, poverty reduction, collective action and social development space? Can we start a foundation, may be more of them, in this space? Can we build a Leadership Cohort(s) for the next 20-25 years or more?

Dementia, Alzheimers give us problems in dealing with time and space. We become more absent minded. We become clumsier. Then, we need a little, but often. Support. Kindness. Co-reflection. Memories.

How can we embrace and be comfortable with the 'uncomfortable' physical, emotional, mental? Can we see, think, feel everything as an opportunity to realize our true or real potential and 'grow'? Every fear, frustration, anxiety, stress should take us to what we learn from it. A lesson, opportunity, or blessing. Plan to tap them. Yes, we can. If we reflect, co-reflect, think forward, meditate, practice, plan and lead. If we co-flow with life, N. For 7L.

Join us in the world of yoga of life of gratitude and paying forward in useful coexistence – nijapravaahayoga for 7L.  
25June2021



## 225. Leap of Faith

An introductory webinar (6 July) to Walter Jehne's Master Class. 1000+ participated live. YouTube link is available. Idea is to build local, national, and global masterclass of 50-100 participants, may be for a year, with 2-3 webinars for larger audience, 10-12 sessions of 2-3 hours, sandwiched with homework and fieldwork in between. Conceptual underpinning with best practices and troubleshooting while adopting/adapting locally is embedded within. The principles of no chemicals, minimal-no tillage, pelletization and mulching, multi-layered multiple cropping 365 days including perennials, inoculant application, nutritional dietary diversity-biodiversity, customized to variety of farming situations, are discussed.

Pre-production to consumption value-chain processes, linkages, services, share and ownership are explored. The body of knowledge from the farm-plate practices forms the basic foundation for it to build and grow on. Photosynthesis and 'reverse photosynthesis' including respiration and germination is discussed. Microbes as the farmers is to be fully internalized. Women centrality is appreciated. Drudgery reduction technologies need is noted. Increased unfollowing, crop intensity and planet's health with carbon into soil, land productivity, water savings and harvesting, people's health, climate resilience, nutrition's security and farmers' well-being is scoped. Methods of statistical significance, research, knowledge-learning are also discussed. Transformation-Communitization-Collectivization are touched. Women self-help groups, federations and community organizations are taking charge. Offline, online learning Extension, Scaling-up globally-urgently, Local Value-chains, and Digital platformization are also discussed.

The masterclass will go into more depths of the above.

Need to have Janaandolan(s). Need to go into policy space. For NF to be everywhere, in all locations, all farms, all land, as soon as possible, and slipping back does not happen. The elements include: Budgets; existing subsidies as DBT; Gradual ban of chemicals, incentives for bio-villages, bio-areas, verified source areas; Government NF Policy Statements and positive repeated articulation; Changes in Extension Architecture, with peer extensionists; Agroecology courses; School to University Curriculum Changes; NF Focus in ICAR Institutions, dedicated institutions for NF; Dedicated Institute(s) for AE Learning, Management and Leadership; Diversity Nutrition discourse; Diverse Nutrition Packs in PDS; Natural Food Standards; Interest subvention for NF capital/funds; Amrit(s) a la Amul; Special dispensation for NF Collectives, Local Value-chain efforts; Investments into Champions, Entrepreneurs, Start-ups in this space; President-NITI Aayog-PM-CM Fellows, National Fellows; Recognition of 'champions'; Digital Platform(s); Technology, Drudgery Reduction Technology; Transition to NF costs in MGNREGS et al; Natural Resource Accounting System, Green Accounting, Carbon Accounting-crediting; Payments for Ecosystem Services; NF Social Marketing; CSR to NF; Philanthropies for NF; Recognition and articulation of the Urgency; NF as a spiritual, cultural, empowerment agenda.

Work and life are complementary integrated parts. The great amongst us are driven by a singular all-consuming agenda to love, to give and to be useful. All of us can be this, by our habits, and routine. Listening, reading, writing and reflecting-thinking daily; taking up challenging tasks; being physically, emotionally, mentally and spiritually healthy and fit – including walk-run-cycle, diet, sleep et al; being connected with admired leaders; planning the day/week/month ahead; keeping-writing the goals in front; taking bold and new actions even under unfamiliar areas; and having a powerful and inspiring purpose that drives.

ICICI's Orange Book takes me to the first of Hope, Faith, Promise and Love. Health and Happiness, Optimism, Planned Preparedness and Execution. Take Showers, Give Hugs, Eat Food, Play, Sleep, Be in Sunlight, Listen to Music, Be with Nature, Be thankful, Walk and Stretch, Smile and Laugh, Live the passion each day; Be optimistic, with reasonable caution – celebrate life and live, spend 50%-30%-20% – needs-wants-investments; Plan and be prepared – 90% plan and 10% performance; Stay fit, capable, skilled to execute, and execute with finesse.

Increased screen time, online learning, work hybrid is the way ahead for most of us. Post-CoVID we may persist with most of these. Young child has the attention span of 5 minutes. Adults are overgrown children living complicated lives, hiding behind veils and masks. Of the three ways – Scare, bribe, play – the third may be better. How do we make living, leading, learning a play? Can we work with less than 5-minute span packs? Even a session of 120 minutes can have 20+ bytes of ‘discussion and learning’.

Ambedkar: without an inner transformation of the individual, social revolutions remain incomplete and unsustainable. We are interconnected, knowing ‘oneness’ of all existence, beyond our separate selves.

Can we be spiritual? Can we trust the Universe? The inner self? They join hands and conspire to do greater good. This makes us committed to Hope, Faith, Promise and Love. It makes us take a leap of faith. And therefore, Happy. We should be ever ready at any moment to sacrifice what we are for what we could become (as said by Charles Dickens). It may mean losing ourselves. Our identity. And we may have to overcome resistance and doubts, if we do not become what we think. We can be butterflies only if we shed our being as caterpillars. Of course, our core remains intact.

We can rise beyond our physical abilities, if we wish and work for; if we realize our true potential; if we harness the tools to transform ourselves, if we look at more dimensions. Guru helps.

We need to take the leap, the flight, for greater usefulness. Can we?

Yes, we can. If we listen to Universe and inner voice. If we feel, think, reflect, co-reflect. If we meditate, prepare, practice, plan, and lead. If we learn, live, flow in N. For 7L.

Join us in the world of yoga of life of greater useful coexistence – utplavayoga for 7L. 07July2021

## 226. Let go, Listen, Coexist

Cabinet created Ministry of Cooperation. Will it be trustee of all forms of cooperation and collective action, and at various levels? As defined in Statement of Cooperative Identity – autonomous associations of persons united voluntarily to meet their economic, social, cultural and environmental needs and aspirations through a jointly owned and democratically-controlled enterprise, and their federal entities? Primary organizations under Cooperative Acts in the States, and Union? Their Unions, Federations, Fourth and Fifth tiers? Organizations under alternate Cooperative Act – Mutually Aided Cooperative Societies Act, Self-regulating Cooperatives Act et al? Producer Companies? Consumer Companies? Labour Unions? Informal self-help groups? Farmer Producer Organizations? Service Organizations? Consumer Organisations? Worker Organisations? Member-controlled Societies, Associations, Samities? Member-controlled Trusts, Foundations? Small number member private companies and partnerships?

Then, what about the models for commodities? Multi-commodities? Beyond dairy, savings-credit-banking? Multiple commodities with varying times of harvesting? Rotation? Mixing services and produce? Kind and cash? Member control with freedom from Government-Bureaucracy control, professionals and critical scale – are they not the hall marks of the functional collectives? Can it offer the treatment in various dimensions on par with or better than other economic actors?

Is it limited to multi-state organizations? Multi-state by membership or operations or market? Can it stir up the Cooperative movement(s), given that cooperation/collective action is a fundamental right? Will it revive the existing cooperatives? Will it make the cooperatives of integrated collective action entity working across the need spectrum of members? Will the cooperatives/collectives also be treated and supported as start-ups? Will social enterprises be as collectives? Why not? Is not it time have more and more women collectives, and on scale? And after creating conducive ecosystem, can the state leave the onus on the collective to follow principles and values for member control-benefit with equity, roping professionals, embracing technology, and space for leaders with interest and commitment?

Hope people have choices with voices for them therein.

Social Stock Exchange is on its way. The Technical Group has reviewed the 'proposal' and commented – eligibility for profit enterprises and not-for-profit organizations provided they have social impact as the primacy in their objectives. This is screened against the eligible activities, servicing the underserved or less privileged or low development regions at least 67%, in terms of revenue, expenditure or customer base. They can raise funds through Equity, Bonds, Social Impact Funds, Mutual Funds, Debts, Social Venture Funds with lower corpus and subscription amounts with grant provision, Multi-Organizational Funds etc. Capacity Building Fund for raising the ability of stakeholders should be there. Sustainability Reporting Standards, Social Impact Reporting and Social Auditors in a separate Sustainability Directorate.

United Nations (FAO, IFAD, UNICEF, WFP and WHO together) confirms that CoVID 19 has caused one of the biggest increases in World Hunger and Malnutrition in several decades. India is in the top 5 countries that got impacted severely. World over, 18% people are facing hunger. One in three is not having adequate food. Malnutrition went up. SDGs may be getting off-track already. This calls for push to Chemical free Natural Farming customized to local farming situations, Natural Local Diverse Foods and Short Local safer, fairer, more sustainable Value-chains. Social Protection Measures. Risk reduction Measures. Direct Benefit to the Poor and Vulnerable to face shocks and adversities. Working on Consumer behaviour.

Third wave may hit us anytime. Let us prevent it, reduce its intensity, its 'wavelength', its impact, collateral damage and suffering, and let us get ready to bounce back faster.

We observe data and experience from based on our natural, physical, social, mental, emotional 'position'. Then select data unorganized-organized and analyse, interpret and draw personal, social and cultural meanings, leading to our assumptions and conclusions, slowly they becoming our beliefs, and actions based on these beliefs, and our reflections loop in, cycle in accordingly. The moot question is how do we break these loops and cycles?

We, generally, do not listen effectively. We need to try, practice, and listen. Great leaders are distinguished by their ability to listen. We need to be in the present, attentive, engaged, open, and flexible. Can we find time to listen? How do we get better at listening? Can we be better in the present in whatever we are doing? Can we stop dwelling in the past unless we planned to learn and make a plan for the present and the future? Can we let go the past, suffering past? Can we let go the anxieties about the future?

Yes, we can. If we let go the past, let go the anxieties of the future. If we become monks, half-monks. If we remain attached only to the present. If we are open to the signals of the Universe and inner voice. If we dedicate time-energy to feel, think, reflect, co-reflect. If we flow in the flow of N. For 7L.

Join us in the world of yoga of being in useful coexistence – nityayoga for 7L. 15July2021

## 227. Be There, Get Ready

Sree Gurave namah. Gurus make all the difference in our transformation for being useful, realizing our true calling and potential and liberation. And we need to be ever grateful to them. Guru removes, reduces ignorance and darkness. Guru Purnima reminds us this. It is Krsna Dwaipayana Vyasa's janma thithi. It is also the day; it is believed that Adiyogi Siva gave 'yoga' to Saptarishis. It also points to the first sermon of Buddha, teaching Dharmachakrapravartana Sutra, leading to establishing Sangha. This also marks the 'residential' education, and solidarity of learners in their learning journey.

So many Gurus are there in our journey. For every significant turn, instance, a Guru has been there. They are all in our thoughts forever. Their thoughts intensified this, Guru Purnima. They have offered their deeply searched and realized wisdom to us selflessly. They have showed the meta-way that included seeing, hearing, sensing, pre-sensing, listening, feeling, thinking, reflecting, meditating, intuition, the sixth and seventh senses beyond the five senses; being in silence, being dispassionate, without attachment; and the humility, being humble, quitting arrogance, forgetting, and forgiving. They also showed us to become and ready for the Guru to appear and offer wisdom, capacity, intent, power to translate the intent and to act. They wait till we get ready watching us, subtly influencing us with love in we getting ready. Once we are ready, they have the ways, methods, tools, instruments, skills to offer what we have been getting ready for.

Gurus come in several forms, beings, instances. Our Saastaang Pranaams. Let us be grateful and be there.

Let us commit to work with the people in building their 3R (read, write, arithmetic)/7R (3R including IT plus unlearn-learn, reflect, practice, pursue) skills. Communication skills, Emotional skills, social skills and vocational skills. Life values, Life skills, Meta-skills. To be happy, to relish life and live, to be human, to love, and to coexist. To be with sunlight, rest/sleep, diet, exercise, confidence, and friends. This is the minimum. We can do. We have to do.

We can have high impact. We are leaders in improving ourselves, our teams, our organizations, our ecosystems. As high impact leaders, we attract and develop leaders. We are passionate about scale impact. About significance. Keep trying, proactively. Seek the potential and maximize the best from it. We invest in ourselves and our meta-growth-leadership. Invest in our co-leads to become leads. Build more leaders. Focus on leveraging strengths. Acknowledge, reward the leaders with more challenging leadership tasks. Spend and invest time with leads, 80/20 rule. Take leads out of their comfort zones, challenge them to stretch to reach their potential and give ever increasing responsibilities. Let the leads take the road to meaning, usefulness, and greatness.

Let us know that these leads need mentors, right mentors, to show and expand the vision, to see further and stretch the horizons, to uncover the blind spots and to discover the right/best paths. Let the leads find their mentors.

Purpose, Performance and Potential drive our why, how, and what. We need 'Hope, Faith, Promise and Love' embedded in us. These values are demonstrated through: Have Vision; Be a model; take Responsibility; Time actions with a sense of timing; respect and be respectful; empower; delegate; multiply, be together; make things happen, results; seek significance. Therefore, we invest time, effort, and patience; we persevere and keep trying, may be several years. And we have to. Since it is a long haul, we need to enjoy the run/walk. The path. Can we?

Yes, we can. If we let, go the anxieties of the future. If we become half-monks. If we remain detached. If we dedicate time-energy to purpose-usefulness-potential. If we flow with N. For 7L.

Join us in the world of yoga of impactful useful coexistence – mahatvayoga for 7L. 24July2021

## 228. Limited to Unlimited

Various studies confirm: Its impacts are far reaching. It has enabled greater access to knowledge, participation, services and resources. Empowerment is palpably visible, with a clear bias with the poor and marginalized. Self-employment of women in work force increased. Incomes increased. Households are engendered significantly. Demonstrated better resilience to pandemics like CoVID, despite CoVID's devastating effect on the poor. Without NRLM, MGNREGS et al, it would have been far worse.

More targeted diversified livelihoods portfolio development helps. Customized reality mapping, planning and support helps. Transcending from microfinance to microenterprises, collective enterprises, and livelihoods portfolios is still the critical gap. NRETP, National Rural Economic Transformation Project, is expected to step into this, building on the base. Digital efforts help. Realizing saturated convergence helps. Facilitating architecture for fair share of the consumer rupee helps. Increases in Budgets help.

Can we move to focus on happiness rather than earning materially? Do we need expensive houses, cars, functions? Do we need savings for generations? Do we think that our children cannot earn to live on their own? Can't we spend time for ourselves, our redemption? Can we seek joy? Can we seek joy for all of us?

Can we use words carefully, as words leave a lasting impact? 'No offence but', 'with all due respect', 'I do not have time for this', so on.

Will we be comfortable that we are misfit in many social environments and groups? Will we be aware of this? Will we work, travel, observe, analyse, read, write, speak, meditate, love, with greater awareness? Let us appreciate that the best things in life are 'free'. And be with them. Then, we start living our own lives truly. We share the feelings that come from deep within our hearts, share the thoughts from the depths of our minds, and take actions emanating from our conscience.

Be aware that we are a bundle of contradictions, in thoughts, in feelings, in words and in actions. Some unconscious, semi-conscious. Let us be aware. Let us be aware that our brains have the capacity to change, neuroplasticity. It adapts to new circumstances temporarily to come back later as quickly as possible. To attain its equilibrium. Therefore, we need to get to the root, or core, and change it for good. Let us dig and probe deeply, to uproot.

Let us realize our problem is not our ego. Ego provides us a sense of identity of self. It has multi-dimensional selves within us – material, social, emotional, intellectual, spiritual. It has pushed us to our results, impacts, and reaching our potential and purpose, the reason for our existence. Then, we need to transcend it, or allow it to 'disappear' or drop off.

In the final days of their lives, most people regret that they have not lived the life they wanted to live. Can we live the life, the innerself wants us to live? The universe wants us to live? Can we take a blank sheet, slide, and write 'our ideal character' of personality, aspirations, thought patterns et al, if we have to create ourselves? What do we want to do, not bothered so much about 'success'? What would we do with some 100 million with us, if we are free?

Yes, we can. If we let go of the past. If we let go of the future doubts. If we practice listening to deep within and deep without. If we flow with N. For 7L.

Join us in the world of yoga of limitless useful coexistence – anantayoga for 7L. 02August2021

## 229. Freedom to Potential

Vasuki, Director of Agriculture, gives a clarion call: let us heal our lives; let us heal our world; let us start farming.

Let us live in sync with nature. Nature heals herself and heals us.

Had a talk with Ram Aneja and SK on 14 August. Kurien is still relevant. Market Intervention helped farmers and consumers in a big way. It still can help. Collectives need to be autonomous. State Funding with control weakens the collective. State needs to fund without seeking control, without asking the collective to lose autonomy. Technology, Value-chain work, and Professionals can play important roles. Collectives, the spirit of Collectives, matter, not their particular form – Cooperative, MAC, Cooperative Association under Society's Act, or Trust Act, Informal Group, Union, Producer Company etc.

And apart from Collectives, we need to work with aspirational entrepreneurs. They need all our support. Designing and evolving a business model, with right flows, and expansion steps, needs all intensity and help.

In our co-existential pursuit, can we aspire and dream big enough to achieve our potential at various levels? Let us not be limited by artificial 'realistic' constraints. Let us not be pushed to mediocre levels, as a result. Let us not miss exciting possibilities. Can we stretch ourselves to visualize one such possibility and get intoxicated to drive towards it, come what may? Can we feel the fire and enjoy the freedom?

Yes, we can. If we practice listening to intensely within and without. If we flow with N. For 7L.

Join us in the world of yoga of freedom of useful coexistence – swaatantryayoga for 7L. 15August2021

## 230. Amrita Freedom

India Plan 75◇ 100. Some agenda includes:

1. *Rs. 20 lakh Crore GDP, 1 million per capita/year*
2. *Knowledge workers, self-employed and entrepreneurs*
3. *Literacy, Digital Literacy, Financial Literacy; Banking Literacy*
4. *Teachers of high regard for all at 1:10 students*
5. *Basic minimum urban facilities (to be defined) for all*
6. *Doctors for all at 1:1000 population*
7. *Direct benefit, 25,000 a month to all; State to put Rs.10 Million per child as wealth*
8. *Free Education, Quality Education to All, up to 18; and at loan above 18*
9. *Work hours 35/week or 1500/year; portfolio of works*
10. *Work up to 80 years*
11. *Single Tax, Tax on Expenditure?*
12. *Freedom of Life, Living, Livelihoods; Association; Expression*
13. *Thriving Media*
14. *Reduced low-high wage structure, 1:100 (Rs.1000 a day and Rs.100,000 a day)*
15. *INR to be a global benchmark currency*
16. *No Foreign Development aid*
17. *75%+ families meet their half their FNH needs on their own*
18. *Life Expectancy crosses 80*
19. *Every adult, a member of a functional collective*
20. *365-day green cover agroecology everywhere, with chemical free produce for all*

We go to 100 of them in a month, and then we expand with clear plans.

The perfect human employs her mind as a mirror; it grasps nothing. It refuses nothing. It receives but does not keep. We need to transcend fear of missing out. If not, we need to seek out 'helping' professionals to help us cope with self-created misery, by embracing nonsense and inconsequential. Therefore, we need to free the conscious memory for greater capacity of intelligence and capabilities, and greater evolution.

Can we not attached to the ways of work, the processes, the methods, the tools, rather than and results? If we are not enjoying these, are we missing the woods?

Yes, we can. If we practice intensely within and without. If we flow with N. For 7L.

Join us in the world of yoga of freedom of useful coexistence – amritayoga for 7L. 29August2021



## 231. In Freedom at Any Cost

India Plan 75 -> 100. India 2047 Vision, Values, Approaches, Institutions, Strategies, Methods. Let us unveil it soon and start working on it. At least from 15 August 2022. Could reach to 50.

1. *Happiness Focus*
2. *Hope, Faith, Promise and Love as dominant values, with inclusion, equity and sustainability driving*
3. *State moves to policies, regulation, and tracking*
4. *Reduced staffing in 'State'*
5. *Local Governments, Collectives, and Individuals takeup service provision and business.*
6. *Nature-sync simple-simplistic life for most of us, yogic, spiritual*
7. *Smaller units of governance, 100 states/UTs; 1500 districts; 15000 blocks; 500,000 GPs*
8. *10,000 to 100,000 self-reliant and may be self-sufficient local economy units of 5-50 GPs*
9. *90%+ workforce being engaged remuneratively locally*
10. *Substantial powers, responsibilities and budgets decentralized*
11. *Multi-stage Development Field stay/work/apprenticeship/internship for all*
12. *Rs. 20 lakh Crore GDP, 1 million per capita/year*
13. *Knowledge workers, self-employed and entrepreneurs*
14. *Literacy, Digital Literacy, Financial Literacy; Banking Literacy*
15. *Teachers of high regard for all at 1:10 students*
16. *Basic minimum urban facilities (to be defined) for all*
17. *Doctors for all at 1:1000 population*
18. *Direct benefit, 25,000 a month to all; State to put Rs.10 Million per child as wealth*
19. *Free Education, Quality Education to All, up to 18; and at loan above 18*
20. *Work hours 35/week or 1500/year; portfolio of works; portfolio of incomes*
21. *Work up to 80 years*
22. *No retirement age for teachers, doctors and LPRD facilitators/leaders*
23. *Single Tax, Tax on Expenditure?*
24. *Freedom of Life, Living, Livelihoods, Portfolio of Livelihoods; Association; Expression*
25. *Thriving Media*
26. *Reduced low-high wage structure, 1:100 (Rs.1000 a day and Rs.100,000 a day)*
27. *Returns limited to five times the interest rate*
28. *INR to be a global benchmark currency*
29. *No Foreign Development aid into India*
30. *75%+ families meet half their FNH needs on their own*
31. *50%+ families to be prosumer families*

32. *All families have own or rent-free shelter. At least 200 sft per capita.*
33. *Life Expectancy crosses 80*
34. *1000-day services, kits to all infants and mothers, including universal vaccinations*
35. *Walking space, cycling tracks, healing parks for all*
36. *Learning Centres, reading/e-reading rooms-libraries, at least one per 100 families*
37. *Every adult, a member of a functional collective*
38. *Every being, an active member of civil society*
39. *365 day green cover agroecology everywhere, with chemical free produce for all*
40. *Improved understanding of microbial world*
41. *Equitable Development Fund*
42. *Equity for Poor, Vulnerable and Marginalized*
43. *Access to senior citizen homes and universal access to geriatric care*
44. *Local and short value chains, local value-addition, with limited intermediate VC players*
45. *Increased proportion of consumer rupee to basic producer/service provider*
46. *Per capita/family Ceilings on farm, non-farm, housing real estate to functional levels*
47. *Self-sufficient Sustainable Energy*
48. *SDGs met*
49. *Referendums on key reforms*
50. *Destination to world students, workforce, and entrepreneurs*

We go to 100 of them in a week. Then we go to plans to realize these. The portfolio of plans will be e-published for planning, support and action.

When freedom comes, accrues to us, how do we keep it? How do we let it not go because we do not know how to handle it? The behaviours, efforts, mindsets, processes that operated when we have no freedom, may not be the right ones. May be, we need to find new ones. It is, most often, we lose freedom. It is not that freedom is seized by others, relationships, habits, circumstances, events etc. We need to persist and persevere with keeping freedom.

In a debate, a loser benefits in terms of learning more than the winner. A strong counter may benefit the winner too. Can we have the conclusions like 'you are right, I am not wrong'?

We plan the way ahead as if we know the path/pathway for certain. Actually, we do not know. There are lots of surprises in our paths and pathways. Let us be ready for them, without underestimating the surprises or underestimating ourselves. We may sink into frustrations or we may be get into paralyses. Can we be out of these traps? Can we practice being fully present and aware? Resistance and opposition lets the other to grow, or else it would have faded away. Can we be restless to be more productive? Can we help the 'evil' to exhaust itself?

Yes, we can. If we persist with practice. If we keep flowing with N. For 7L.

Join us in the world of yoga of keeping freedom for useful coexistence – anantaswechchayoga for 7L.  
24September2020

## 232. In the Journeys

Artificial Intelligence is sweeping in. It includes machine learning, natural language processing, big data analytics, algorithms, and much more. It appears that AI disproportionately affects rights of vulnerable individuals and groups through augmented discrimination. AI may reduce employment significantly at various levels. AI may trigger profits without jobs. Unregulated use is the way now for AI. Can this change, with a clear human bias? Otherwise, we would be slowly taken to 'Big Boss' or to '1984'. Are we heading towards another divide – AI divide? Can we launch universal AI literacy programs, soon? We may try and succeed in avoiding intentional discrimination. What about unintentional? How do we discover in the first place? We know that AI, if deployed thoughtfully, technology can be a powerful force for good. If used without care, it can be cruel, dangerous, fatal etc.

Drones can also threaten our lives, our security. Drone strikes have become commonplace. Drone deliveries can be fatal. Their arbitrary use is very likely. With the leaps we make in technology, we also need to make leaps in our protective systems, our justice, and our laws.

How is our language? Can our language have less of avoidable ugliness? Can we have less of stale imageries? Can we be more precise and simpler? Can we be less vague? Can we use less meaningless words, just to fill-up? Therefore, can we write/speak simple – with no commonplace metaphors; with short and less words; in active voice; in local/everyday phrases? Let us be simple. Clearly. Also, can we avoid saying, we are smart; needless to say; no offence, but; we can't do this; not our fault; not fair; we don't care; you look ...; etc.

Women, or for that matter, any group (tribals, Dalits, Disabled...) is not homogenous. Hierarchies exist within. These need to be appreciated and taken into account while designing, planning, supporting, monitoring, tracking, and assessing. How do we keep the 'last' in the reckoning?

We need to slow down if we are missing meaningful sensations. We need to journey within. The infinite vastness outside is all within too and as awareness expands, we become one with the universe. Do we have the courage for this? When we seek results in future and sacrifice the present for the same, we become slaves of these. Instead, can we seek the journey) s? Journeys always remain in the present. We keep journeying. Can we?

Can we go on with Notes, Flows, Conversations, Cohorts? Can we pool up and pass on 'insights? Can we read 100+ books a year? Can we be with nature and people 100+ days a year? Can we 'walk' around? Can we write (text, diagrams, pictures, videos) often, daily? Million words? Every year, can we listen to 100+ individuals making a difference a year? 100+ entities? Can we be useful?

Yes, we can. If we persist with practice. If we keep simply flowing, not rushing, with N. For 7L.

Join us in the world of yoga of journeying at freewill for useful coexistence – prasthanayoga for 7L.  
29September2021

## 233. 1% of Us

Items are getting added to the 50 of in India Plan 100. May need another week/fortnight. Then, we need to fine-tune, group/re-group, and make outlines of plans listening to the people living those items/ideas. We need to check the robustness, feasibility, sustainability and what it takes to realize these plans. Once that is done, we go for e-publishing the portfolio of these subplans for initiating action and support.

7 October, special incidence/occurrence: Date, Tithi and Nakshatra match, :). It may happen once in 10-12 years. This time, it is a perfect match. Universe is calling for a great transition/transformation.

Let us prepare and get ready for the roll-out, in various realms, moving from conceptual to decisive and deliberate practice. Deliberate conscious choices in parallel and sequentially. These call for series of decisions with resolve, determination. Determination emanates from passion, dedication, commitment. Publicly articulated. This is a function of the life's purpose of being useful to 'life' we are wedded to. The values of hope, faith, promise and love we are not willing to negotiate. Flowing with N, in N, for N is the approach that takes us there.

Learnt: Broadly, 90% of us are tools to be used; 9% of us, movers, and shakers, are seeking success individually or collaboratively to get wealth, power to dominate, overpower; and less than 1% of us are journeying in experiencing N in its various higher dimensions. These are transformational, seeking change at the core. Without losing usefulness. May not go with the status quo. Results may be visible much later. Can we not be these in the third realm? Do we have the courage to be there? Can we prepare and build our courage?

Yes, we can. If we are determined. If we are in satsang. If we persist with practice. If we flow. For 7L.

Join us in the world of yoga of making decisions for useful coexistence – nirnayayoga for 7L. 06October2021

## 234. Parivartan Sankalp

Reinforced understanding dimensions from Dr K – Knowledge, Faith in the capacity, dedication, institutional architecture, technology, professionals, policy influence, political will.

Calls, from within, and without, are mounting for transition/transformation. They transform into avalanches themselves. Forced to flow along or willing to flow along is our choice. Universe knows to get us on its side if we do not yield on our own. Let us get ready. NIT Warangal's Distinguished alumnus public service 2019 reiterates the calls to transit and transform, and quickly.

Let us say no to Poverty, absolute poverty-hunger-marginalization. Let us say no to food-nutrition-health insecurity. Let us understand the poorest, most marginalized people, areas and livelihoods-vocations and work with/for them. Let us be inclusive and equitable. Let us appreciate changing patterns (of rain, precipitation, over shorter period and localized areas) and build sustainability, sustenance and resilience. Let us re-sankalp.

Let us have a million collectives, a hundred million groups, a million entrepreneurs and enterprises, a million facilitators, a hundred million animators. Let us have will and policy hygiene for this. Let us go, be close to, and be in sync with nature. Let us build and mentor leaders, anchors, mentors, lifeworkers in '000s. Let us build their forum(s). Let us enrich and spread this life, living, learning, thinking, articulation, practice, linking, leading, and love. Let us have notes, conversations, journeys, stays, classes, cohorts, videos, forums. Let us work for India 100.

Navaratri and Vijayadasami calls us to re-sankalp. Conquer/quell Kama (lust), Krodha (anger), Moha (attraction), Lobha (greed), Mada (hubris), Matsara (jealousy), Swartha (selfishness), Anyaya (injustice), Amaanavata (cruelty) and Ahankaara (ego). Get to a new equilibrium with consciousness and spirit in sync with N.

Krishnamurthi helps: Can we have leaders/mentors/lifeworkers sensitive? Sensitive to nature, sensitive to all the things that are happening around us, sensitive not only to what is happening outside us but also inside us? If we are not sensitive, if we are not aware, we cannot think clearly. Intelligence implies that we see the beauty of the earth, the beauty of the trees, the beauty of the skies, the lovely sunset, the stars, the beauty of subtlety. Are we gathering this intelligence? Do we have the intelligence that questions, tries to find out? Can we help our leaders/mentors to this quality of intelligence, which sees the beauty of the land, the dirt, the squalor, and is also aware of the inner happenings, how one thinks, how one observes the subtlety of thought? Can we do?

Tagore joins: Can we appreciate that the society's necessities are the simplest and the most universal? Can we help our leaders/mentors/lifeworkers realize the inner principle of the unity of all knowledge and all the activities of our spiritual and social being – the spirit of mutual help and the common sharing of benefits in the elemental necessities of life? Can we live and produce, beyond thinking, articulation and instruction?

Can we see and show the whole expanse of life, the beauty of it and the ugliness of it? The joy, the agony? Can we become and help others to become tremendous human beings? Healing the earth? Creating better futures? Can we learn walking around, listening, seeing, doing and practicing?

Can we be prudent? Can we be simple and moderate? Can we have patience, tolerance, courage, respect, compassion and generosity? Can we show integrity, humility? Can we think about us less, and think about the universe around us more? Can we be strong to stand up? Can we be aware, self-aware?

Can we have the purity of purpose, thought and focus of action? Can we try various means, tools, instruments for this? Can we garner solidarity and unity? Can we cope with and transcend contradictions within, limitless imperfections with us, and the conflicts within?

Living in the moment does not mean we do not have purpose. We are flowing with a purpose, governed by our values and direction. When we get splits in the flow, we make choices in the flows we go with. Can we do this? All of us lead and influence. All of us are led and get influenced. Can we have the purpose, values and direction set in us to make the choices of the flows and lead and influence the lives around us to make these choices?

Yes, we can. If we are in satsang. If we are getting ready for Guru. If we persist with practice. If we are in the flow. For 7L.

Join us in the world of yoga of sankalp for useful coexistence – sankalpasutrayoga for 7L. 16October2021

## 235. A Little Better World

May all sentient beings be at peace, may no one suffer from illness,  
May all see what is auspicious, may no one suffer. Om peace, peace, peace.

Living being is a sentient being – one who perceives and responds to one or more sensations of whatever kind – sight, hearing, touch, taste, or smell.

Is not the Universe a system? Is not this a systems thinking? Are we not looking for changes in this system(s)?

Are we not having systems within systems within systems? Atom, Molecule, Soil, Earth, a life, all life, Education, Health, Farming, Food, Nutrition, Water, Extension, Economy, Enterprise, Organization, Team, Government, State, Village, household – are not they systems, each one of them? Micro, meso, macro level systems? How micro we go, deep down? How macro we go, high up? Where do we draw boundaries?

For all of us in this world, a system we are looking for is that guarantees whatever matters the most to us, for a reasonably long period, say some 100 years or more. It should include all of us. Equitably. Without lapsing back. For fair share, with control in our hands. In the hands of the marginalized amongst us. With dignity. With ability. With power within individually and collectively. Universally. Democratically. In governance. In the marketplace.

Of course, there is a systems tension between today and tomorrow, future. And we need to move there. We need to figure out what paths take us there. What vehicles take us there. What fuels take us there. Drivers, Pilots, Leaders, Champions, Animators. Support architecture, systems. Coalitions, Partners. Timelines. Metrics.

We are in a hurry, knowing that *Jatasya Hi Dhruvo Mrityu*. Death is certain. Can we leave the world, a little, if not a lot, better? Is not this our religion? Our spirit? As exhorted by mentor-inspiration, Dr K. This is his centenary. Can we pay back? Can we give this *Gurudakshina*?

Let us look around. There are action examples to be replicated, scaled-up, out. Let us listen to thought leaders. There are thoughts to be converted into actions. Can we get out of indefinite multiplicity of wants? Can we go for *swaraj(s)* – decentralized local living? Can we go for decarbonization? Can we go for nature fully?

Can we work with myriad portfolios of livelihoods in the locale? Farm Families? Farmworkers? Weavers? Craftsmen? Occupational Groups? Vendors, Stall owners? Tribal Communities? Coastal Communities? Nomads? Migrants? Service Providers? From child to old person.

Individuals, Families, Groups, Communities. Community Organizations. Support Organizations. Enterprises, Business Organizations. Civil Society. Corporates. State, Government, Departments at various levels. 1000-day centres, Schools, Health facilities, Homes.

Are we not having it within us to go for this for our next generations to thrive better than us? We might be having it (*syntropy*) but might be dormant in most of us. It needs to wake up, fully wake up. Only we can wake it up. If we look inwards, in addition to looking outwards.

When we become one with the universe, after having lived our lives, we want our next generations to have better lives. Is not it? Is not this quest, action quest, our journey? And should we not be on it right away?

Yes, it is. Yes, we can. If we keep moving, towards nature and be there. If we are in satsang. If we go hybrid, inward and outward. If we persist with practice. If we are in the flow. For 7L.

Join us in the world of yoga of inner drive for useful coexistence – antahkaranayoga for 7L. 25October2021

## 236. Towards Light

Now, we could quickly gather 100 pointers of work for India Plan 75à 100. India 2047 Vision, Values, Approaches, Institutions, Strategies, Methods. Let us unveil it soon and start working on it. At least from 15 August 2022. Here are the first cut 100 pointers –

1. Happiness Focus
2. Hope, Faith, Promise and Love as dominant values, with inclusion, equity and sustainability driving
3. State moves to policies, regulation, and tracking
4. Reduced staffing in 'State'
5. Local Governments, Collectives, and Individuals take up service provision and business
6. Nature-sync simple-simplistic life for most of us, yogic, spiritual
7. Smaller units of governance, 100 states/UTs; 1500 districts; 15000 blocks; 500,000 GPs
8. 10,000 to 100,000 self-reliant and may be self-sufficient local economy units of 5-50 GPs
9. 90%+ workforce being engaged remuneratively locally
10. Substantial powers, responsibilities and budgets decentralized.
11. Multi-stage Development Field stay/work/apprenticeship/internship for all
12. Rs. 20 lakh Crore GDP, 1 million per capita/year
13. Knowledge workers, self-employed and entrepreneurs
14. Literacy, Digital Literacy, Financial Literacy; Banking Literacy
15. Teachers of high regard for all at 1:10 students
16. Basic minimum urban facilities (to be defined) for all
17. Doctors for all at 1:1000 population
18. Direct benefit, 25,000 a month to all; State to put Rs.10 million per child as wealth
19. Free Education, Quality Education to All, up to 18; and at loan above 18
20. Work hours 35/week or 1500/year; portfolio of works; portfolio of incomes



21. Work up to 80 years
22. No retirement age for teachers, doctors and LPRD facilitators/leaders
23. Single Tax, Tax on Expenditure?
24. Freedom of Life, Living, Livelihoods, Portfolio of Livelihoods; Association; Expression
25. Thriving Free Media
26. Reduced low-high wage structure, 1:100 (Rs.1000 a day and Rs.100,000 a day)
27. Returns limited to five times the interest rate
28. INR to be a global benchmark currency
29. No Foreign Development aid into India
30. 75%+ families meet half their FNH needs on their own
31. 50%+ families to be prosumer families
32. All families have own or rent-free shelter. At least 200 sft per capita.
33. Life Expectancy crosses 80 – sahasra chandra darshan
34. 1000-day services, kits to all infants and mothers, including universal vaccinations
35. Walking space, cycling tracks, healing parks for all
36. Learning Centres, reading/e-reading rooms-libraries, at least one per 100 families
37. Every adult, a member of a functional collective
38. Every being, an active member of civil society
39. 365-day green cover agroecology everywhere, with chemical free produce for all
40. Improved understanding of microbial world
41. Equitable Development Fund
42. Equity for Poor, Vulnerable and Marginalized
43. Access to senior citizen homes and universal access to geriatric care
44. Local and short value chains, local value-addition, with limited intermediate VC players

45. Increased proportion of consumer rupee to basic producer/service provider
46. Per capita/family Ceilings on farm, non-farm, housing real estate to functional levels
47. Self-sufficient Sustainable Energy
48. SDGs met; 2030 Commitments on Climate met
49. Referendums on key reforms
50. Destination to world students, workforce, and entrepreneurs
51. Privacy, with transparency in community-public life
52. Mandatory 1000-day community living and work for students
53. Mandatory community work for youth, as a citizen
54. Integrity every time everywhere?
55. Eldercare for all, eldercare homes for all who need
56. Cash dispensing ATM/BC in every village/GP
57. Internet broadband for all with no or small price
58. Mobile/Tablet/Laptop, email id, bank account for each one; savviness to use them
59. Residential education access to 50% students in schools and 100% beyond schools
60. Local Governments and Community Collectives take all things local into their fold
61. 3-4 in 100, to be leader-animators professionals in the service of the 100, accountable locally
62. Simple nature-centric life for all
63. Infant/childcare for all working mothers outside homes
64. Mediation, Stretches, Walk, Jog, Yoga by/for all who can do
65. Nature-Community-Spiritual Travel-Stay, at least 1000 days and nights, away from home
66. Renewable Sustainable Energy reliance
67. Local self-reliant economies, Gram Swaraj
68. Forests, Green Parks on 30%+ lands

69. No/near zero fallow land
70. Recycled waterflows
71. Thriving local artists and craftsmen, across '64' arts
72. All pervading rational thought and scientific temper, science clubs
73. Water harvesting in the basins, watersheds, spring sheds
74. Reduced or no private health expenditure, except for insurance premiums linked to taxes
75. Mental healthcare
76. Commons in the hands of the Communities, People's Collectives
77. Empowered wards/sub-wards/colonies
78. Functional associations/clubs of children, adolescents, youth, elders
79. Local Multi product/service and special purpose Consumer Collectives, stalls, outlets
80. Local uberized certified standard services, service providers
81. Free authentic knowledge access to all
82. Individual, Collective and Corporate Social responsibility in all walks, based on business
83. Institutionalized payback
84. Social sabbatical(s) to all
85. Happiness and wellbeing as a function in Government at all levels
86. Information, Education, Engagement, Employment, Entertainment as a right
87. Right to life to include agency to access and have 'life'
88. Mandatory Education to include Nature, Culture, Local Occupations, Arts, Skilling, Behaviour, Sports
89. Practice and Project Works in School and beyond
90. Leadership and Management education early in life
91. Apprenticeship in schooling
92. Daily/weekly local cultural fairs, in addition to markets

93. Food, Nutrition, Health and Health Management Education in schooling
94. Self-defence, self-care, self-reliance, combined with care and sensitivity for vulnerable, needy
95. Disaster preparedness
96. Informed choices for living, livelihoods, leading
97. Transcending survival level towards self-actualization
98. Fearless upright citizens, servant leaders
99. Universalized Self-help and Mutual help
100. Systems Changes for India 2047 and beyond

Now we revisit, refine, realign, hybridize these and make plans to realize them The portfolio of plans will be e-published for planning, support and action.

Neuroscience confirms that there is a constant interaction/struggle between emotion and deliberation (reason) in the brain and often emotion holds sway, notwithstanding willpower and rational conclusions. Some of us may go for the thrill of the hunt, the prospect of a reward/averting a risk, or the desire to take revenge/retaliate and some of us may go for the pleasure of the feast, the reward/averted risk/threat, or the actual revenge. Someone likes the chase, some other likes to reach the goal. It also confirms that our gut, and the unconscious impulses work quickly, swiftly, and powerfully, without our conscious realization. Start focusing on the gut, intuition, and impulses.

We are not doing well on the Global Hunger Index. National data is also more or less saying the same. Undernutrition – stunting, micronutrient deficiency – wasting and overweight are increasing.

Beneficiary is not a revenue-paying customer. Often donor is a paying customer. Therefore, non-profits are in two simultaneous businesses – program, raising funds. They need to run the programme and also raise funds. From individuals – by connecting to heart; seeking pay back; by seeking joining in ‘let us help ourselves’. From large donors for a large cause. From public schemes/sources. For alternative ways and innovations. Fee-based services to beneficiaries as part of large programmes. Resource re-cycling. Legal/ethical alternatives to market players. Larger/wider movements at local levels. And hybrids of these and more other ways. Can we facilitate this learning to our non-profit leaders?

We might be geniuses, all we know. In any of the 9 intelligences – natural, musical, logical (and numbers), existential (life), interpersonal (people), kinaesthetic (body), linguistic (words), intra-personal (self), spatial (spaces, picture). If we are creative/overthinking. If we talk to ourselves more often. If we are passionately more curious of how and why. If we are absent-minded now and then about basic things. If we are not in for ‘fashion’ and less ‘social’. If we read constantly – deeper and/or wider. If we enjoy stretching ourselves to the hilt, expanding our horizons, out of our comfort zones. If we suffer from social anxiety. If we struggle with some addiction or the other. We need to discover our zone(s) of genius and pursue. For our lasting happiness. Why not?

Lasting happiness is liberation. Kaivalya. It comes from a life in harmony with our deeper values, leading to a life of servant leadership. Our values give us the sense of this purpose, will, strength and energy. Can we have it?

Yes, we can. If we are awake to possibilities.

If we seek inside us. If we keep moving, towards nature and be there. If we go inward and outward. If we are in the flow of N. For 7L.

Join us in the world of yoga of inner light for useful coexistence – hridayayoga for 7L. 04November2021

## 237. Aananda

Let the influencers and decision makers get enlightened and propelled to make universe-friendly decisions right now, and from now on. Including investments in that direction with double haste.

Do we understand the essence of the complex climate system/planet and appreciate the effects intended and unintended, over different timescales? Do we have the collective humility to approach towards this understanding and consequent action?

We heard Reminiscences of Dr Aneja and Reflections of Shiv on 13 November to draw lessons from the work of Dr Kurien's Dairy Board to the complex farming-food system(s). Dairy Board took more than three decades to achieve per capita self-sufficiency in milk, and to some extent temporarily in oilseeds/oils. Amul and other brands helped to achieve commanding share to influence the sector/value-chain in its entirety. IRMA was needed. Went beyond India to influence. The lessons are there for chemical free natural 365-day multi-layer multi-crop and integrated farming produce and landscapes that include all land and water, if we customize, contextualize, and apply. These include:

Can we build collectives for commanding share, say 10-30%? With the principle of capture the market first? Both inputs, outputs and local value-addition, as much as possible? For regular frequent engagement with the collectives? Price differential payments? Multi-tier hybrids – cooperatives, producer companies and companies, with membership for individuals, groups, institutions, and enterprises? Work with consumers? With metaskills, tools and learning? System Changes for inclusion, equity, sustainability, and lasting legacy? Grants and Loan as Capital? Funds for stabilization? Line of Credit?

Can we seek technologies, breakthroughs, research? In pace with technology? Minimum support returns? Insurance mechanisms? Reliable market intelligence? Linkages with other Commodities, between producers and consumers, and between areas? Engendering of the value-chains, pre-production to reaching the consumer? Partnering with various fair players? Products that meet consumer needs? Branding in a big way? Retail chains? With existing chains and new? National/planetary Information? National Grid(s)? Digital platforms, owned by producers? Other associate institutional architecture?

Can we have national associations for solidarity, advocacy? Global coalitions, collectives? Perception management efforts? Press, social media, web portals? Farmer, Consumer, Entrepreneurial Movements? More IRMAs? Certified Learning Platforms for them, for their passionate animators, facilitators, managers and leaders? Communitize?

Are cooperatives, mutual aided cooperatives, self-help groups and federations, producer companies, OK? Should we go for companies? LLPs? Should we have decentralized democratic autonomous transparent organizations run by voting for all 'change/plan proposals'?

Should we bring in true cost accounting to assess true and total impacts, incomes and costs to us and our planet? We need metrics of money and non-money. Then, we begin to look at addressal of poverty, hunger, inequity and inequality, climate crises in an integrated way.

Most of us are rich if we have the primary ability to create wealth. If we have the intelligence towards creating 'wealth'. Most of us are lucky if we are more relaxed and open. If we are able to see what is there – noticing chance opportunities and being open to new experiences; listening to intuition/gut instincts; positive expectations; reflecting on what is going well; resilient attitude.

Are we rich and lucky?

Love happens within us. And joy. It is possible that someone may stimulate them for us. The experience is ours, within us. Then, life around us becomes wonderful and we enjoy all life.

Nature talks to us, if we listen, if we are quiet if we speak a little. Our bodies talk and tell us through pain. If our heart and mind are not in harmony, we get emotional pain. We need to work on getting back our harmony within. Can we? Breath control helps. Praanayama helps.

We seek happiness beyond security and survival. We do not define it uniformly. May be this is a state of existence we feel vitality, passion, exuberance, will, force, movement, excitement, activity, impetus, etc. This is urgent, active, and compelling. Stilled and silenced mind is imperative for happiness. Happiness is a function of emotions, through our daily existence. It comes in little packs. Various forms of nature usher in these packs. What we see, what we listen, what we touch, what we feel, what we think, what we say, what we do – all of these offer these little packs.

This is living liberation. It comes from a life of harmony, in the body, in heart and mind, and in thought-word-action. Can we have it?

Yes, we can. If we are open and awake to possibilities

If we keep moving, in the nature. If we are in the flow of N. For 7L.

Join us in the world of yoga of love and joy for useful coexistence – aanandayayoga for 7L. 15November2021

## 238. Learning Krishi

Gurudev is reinforced: Eka. Alone. Get going alone. Ekla Chalo Re. Jodi Tor Dak Shune Keu Na Ase Ekla Chalo Re. If no one responds, let us go alone. Let us keep walking. Others join in slowly. Keep speaking. Others lend voice soon. Let us be the burning light. More lights to join slowly. Be in the communion with the Universe. Universe joins in soon.

The panel discussion brought in some lessons to scaling agriculture and food systems of the future from Operation Flood. These include: living lab(s) of principles on scale; farming-in-harmony with nature as a changed paradigm, with scaling-up within the planetary boundaries; customizing locally embedded multiplier(s) in terms of institutional architecture-community animators-professionals; Market First; All or None; Fair prices to Consumers and Fair Share to Farmers; member-centric institutions; up-to-date/frontier Technologies plus indigenous practices; Digital Technology-Agri Stack-learning-Internet-IOT et al; demand-driven, local demand-driven; resilience – household, farm, market, climate; focus – smallholder, women, youth, collective action; training, skilling, finance, policy engagement; open to learning (PK+OK+OK+?) and practice, with ecosystem in play.

Let us plan for significant commanding share for people's collectives. Let us have local value-chains of multiple commodities/products from farms, integrated farms including trees, livestock, fish et al, with higher frequent engagement. For inputs, services, aggregation, value-addition and consumer connect. Let us have an institutional redesign that can include SHGs, Entrepreneurs and more tiers with services, formal and informal, individual and collectives in, for loans and equity too. Let us include faith, digital tracking, direct linkages, collaboration hybrids.

Sarvail Gurukulam is 50 years now (23 November). Golden Jubilee. Remembered the prayer:

OM Sahana Vavatu Sahanau Bhunaktu Saha Viryam Karavavahai |

Tejasvi Navaditamastu Ma Vidvishavahai OM Shanti Shanti Shantihi | |

Om, let us come and move together; let us relish together; let us think, speak and perform together with deep Concentration; let us learn together to emanate brilliance; let us be in sync, Om Peace, Peace, Peace.

We also had another daily prayer:

Om Asato Maa Sad-Gamaya | Tamaso Maa Jyotir-Gamaya |

Mrtyor-Maa Amrtam Gamaya | Om Shaantih Shaantih Shaantih || Let me go to reality (truth), light and realization. As the clock ticks 12 tonight, Dr Verghese Kurien completes 100 years. What a life! As IRMA celebrates Kurien Mahotsav (100 years of Dr Kurien), I remember IRMA convocation, where we invoke:

Sangachhadhwam Samvadadhvam | Samvo-manaansi Jaanataam.

Samaano Mantrah Samiti samaanee | Samaanam Manah sahachitta meshaam.

Samaanee va Aakootih Samaanaa Hridayaani vah | Samaanamastu vo Mano Yathaa vah Susahaasati.

Let there be one place, one assembly, one assembly of minds, one portfolio of thoughts, one resolve. Let there be harmony in our thoughts and aspirations; let there be one goal to which we march forward; let us be open-minded and work together; let our prayers be one, let us be together and in one 'sangha', with our minds in unison, striving to reduce disparity.



I remember meeting Dr Kurien, Anand, with an extraordinary influence on all that he purveyed, for years to come. Executive Chair of Dairy Board (a NDDDB-IDC merged institution responsible to Parliament), the 'life' Chair of IRMA, the Chairman of(Gujarat Cooperative Milk Marketing Federation) GCMMF which paid him remuneration. Chair, National Trees Growers Cooperative Federation (NTGCF), Tribhuvandas Foundation, HPCL, IDMC, Anandaalaya et al. This was in IRMA. I remember working in the core team of MIO, with K in lead. With the Brains-Trust in IRMA. Dr K has his life well spent, making the world a whole lot better than what it was when he started his work in 1946. Not just that, he has mentored many of us moving into this agenda of spending life well. Can we pay back, pay Gurudakshina to our mentor and the mentor of our mentors, by practicing and living a 'well spent life'? and mentoring many more into this?

Can we write down concrete goals towards this? Can we take concrete steps with deadlines towards manifesting these goals? Can we deep dive? Swim? Dip?

Yes, we can. If we are awake to possibilities. If we take a dip into them. If we flow and swim in them. If we practice and take a deep dive in them. If we do a Kurien.

If we are in the flow of N. For 7L.

Join us in the world of yoga of enterprise for useful coexistence – jivakrishiyoga for 7L. 25November2021

## 239. Go With Our Whys

Soils sustain life. Soil provides “services” to all life on earth, year-round. Soil ecosystem services. Soil is a habitat to the world’s largest biodiversity including Fungi, bacteria, and fauna. Soil holds the nutrients plants need to survive and provides the physical structure for the roots and stems that helps hold plants up. Soil also provides regulating ecosystem services like regulating quality of air, water, other resources, including climate. We also get Provisioning ecosystem services from soils – food, clothes, shelter, medicines, health and nutrition. Cultural ecosystem services include paintings, landscapes, cultural underpinnings.

Can we really see the end to corruption in our systems, our lives? Political corruption? Legal corruption? Grand corruption? Systemic corruption? Petty corruption? Bribes, Frauds, Grafts, Extortion, Influence peddling, Abuse of discretion, nepotism regardless of merit?

Are we learning enough from the big milk man? Be on time, better still, be a bit early. Have a punishing regimen. 6.5 days a week, 14 hours a day. Keep the list of tasks to be done every day and track the progress. Be precise and simple. An A4 page for decision-making, however big it may be. A slide, without reduction in fonts and spacing. Think 20 steps ahead. See issue from multiple angles, dimensions. Eye for detail. Take time for basic courtesies. Reply to all letters/messages/mails, and promptly. Send thank you notes. Be in touch. Recount stories.

We know that teams/communities require being vibrant, live, without disruptions and inactions. Rules of participation/code of conduct may be written/coded, help. ‘No’s need to be articulated very clearly. Educate, Moderate and Punish as per the code. Think twice to deal with violations publicly. Be consistent. Be and lead by example. Expand leadership. Listen, reach out, respond, and communicate. Allow evolution and change, but through due diligence.

It is established now that people who strive for something significant personally, a la learning, craft, career, children, et al, are happier than those who do not have strong aspirations. Happy persons need a mission, agenda, project. A sense of purpose, direction, vision. Energy flows. Commitment directs. Engagement triggers. On a path, in a journey, in the flow. Life is more full. Growth is more deep.

Therefore, we need to find our why(s) and arrange our lives and live our lives around these. This is the most fundamental. And this living is the joy. Every day is a Joy-day. The whys may be the pathways for our true liberation in the pursuit of truth, our truth. Then flowing in one or more of these pathways matters the most. We would be readily and happily embrace death. This is the liberation, the kaivalya. Can we get ready?

jatasya hi dhruvo mrtyur | tasmad apariharye ‘rthe | na tvam socitum arhasi For us who have taken this birth, death is certain. Therefore, it makes enormous sense to be ever ready to embrace death happily. With joy. Without lament. By flowing in the path of our why. Can we? yatra yogeshvaraḥ kṛiṣṇo yatra pārtho dhanur-dharaḥ tatra śhrīr vijayo bhūtir dhruvā nītir If we master yoga to become ‘yogeshwar Krsna’ and if we master the knowledge-skills-tools to become ‘Dhanurdhara’, Sree, Vijaya, Bhuti, Niti (Fortune, Victory, Prosperity and Morality) towards liberation and kaivalya are guaranteed, for sure. Can we?

Yes, we can. If we are keen to know our whys. If we pursue these whys and possibilities to these whys. If we find the flow and flow. If we keep flowing with joy. If we are true to ourselves in the flow of N. For 7L.

Join us in the world of yoga of knowing and being in the whys for useful coexistence – sreeyoga for 7L.  
09December2021

## 240. Deeksha

All of us can be true development workers. The essential act of a development worker is LOVE. Love is an activity of giving, without any reciprocal expectation. Inability to give gives pain. To give, one needs to have power, capacity and will. Giving gives joy; boundless joy – like joy of feeding the child, caring for the sibling, giving love to her/him, submitting to God, achieving a goal, etc. Development comes on its own spontaneously. To realize this fully, one needs to internalize intertwined Care, Responsibility, Respect, and Knowledge.

Love is like an art to be learnt, requiring discipline, concentration, and patience. It means to listen and living life fully with merged personal and professional lives into one, as it happens to a painter, to a dancer, to a musician, etc.

A lover's main job is to give 'love'. Like a mother feeding the child. Like a driver driving. Loving heart/soul loves all. If it cannot love all, it may not be loving that one person either! It sees from the viewpoint of the loved, with necessary faith and trust in the loved. It desires the loved to grow, with a vision to reach their full potential for being useful and productive – like a mother's vision for the child that s/he grows into an adult. It does many a thing towards this. It has the power and ability to promise and deliver the promise, by acquiring those new powers/capacities required. It provides ambience for emergence of this potential to show up. It requires courage, risk and readiness displayed by a mother in child rearing, the courage and boldness displayed while we sleep.

It has faith in all life and shows respect for life, for every living being. It stands for fairness and justice, because it loves all waiting for love. Without rest.

A small boy from Gundrampally going through Sarvail Gurukulam has been blessed with initiation into a trajectory of metamorphosis into one such development lifeworker and mentoring many such development workers.

National Institute of Technology, Warangal, felicitated him as a Distinguished Alumnus (Public Service) for 2019, its Diamond Jubilee Year. Institute of Rural Management, Anand called him an Eminent IRMAN, in its 40 year celebrations. Development praxis got TRUE – Tribal Rural Urban Emerging – Livelihoods Framework, 100,000+ individuals, and 1000+ collectives/enterprises/organizations. On co-authoring GoI-approved Framework of implementation of Rs. 3.0 lakh Crore National Rural Livelihoods Mission 2011-29 taking 10 Crore poor women into self-help group architecture to take their livelihoods, lives and destiny into their hands, United Nations Development Program has placed his services for 5 years to build Mission's capacity across India. Currently, he is co-leading Community-managed Natural Farming, a global movement at local levels, going to scale. His Akshara Livelihoods, 'livelihoods' portal, 'yogakshemam', Conversations, Journeys, Cohorts and 7L Coexistence advocate individual and collective social responsibility for Nature-centric 7L – life, living, livelihoods, linkages, leadership, learning and love. From receiving otherwise "dustbined" test call letter, to Gurukulam's resident Gurus letting us blossom, it has been an initiation into miraculous metamorphosis. Through starting the day in the brahma muhurat, reciting Asatoma satgamaya, mastering 3Rs, Vignana Sarvasvam, Tulasi ganitham, literature; writing stories, poetry; music, exercises, chess, mental ability; Misak pens and prizes in full throttle curricular, co-curricular and extra-curricular activities; mess committee; lasting friendships and attachments – Gurukulam has given me the Deeksha.

A teacher (Sri Ramana Murthy) traced and took me to receive the prize from the Governor, when I got Mathematical Olympiad! Probably for the first time, a Telugu medium student could crack National Talent Search, when I got selected, thanks to conceptual grounding in Sarvail. When I missed joining APRJC Nagarjunasagar, Gurus – T Venka Reddy and M Srinivasa Reddy – could take all steps to be in APRJC later. Payback, seeded then, got nurtured in due course to be a lifeworker, with Hope, Faith, Promise and Love.

Now, Gurukulam is the way for boys and girls. More Gurukulams, Navodayas, Colleges, and Alumni with integrity and sensitivity everywhere being useful to society. Alumni Associations and Networks of Gurukulams like Sagurwa and Visionary Gurukulam Association are serving Alumni, Students, Gurus and Gurukulams.

In this context, we are working to open a Mental Ability Support Club (tentative name, to be finalized) in Sarvail. One more in APRJC, Nagarjunasagar, if it works out. The MASC agenda may include:

- A person or two to spend time every week anchoring MASC for 30-40 weeks.
- 100+ Mathematics and Logic, Mental Ability Books; 100+ Classics Telugu, Sanskrit, English

- Test a Month
- Exposure to traditional occupations, Apprenticeship in Communities/Devt. Organizations
- E-group/WhatsApp group
- Magazine, e-magazine, inhouse blogging
- Mentoring Potential Talent, Counselling, Visioning
- Extra-curricular/co-curricular/cultural events – 5 days a year; internals every month – Debate, Elocution, just a Minute, 20Q, Dumb Charades, Essay, Poetry, Story, Painting, Book Reading et al
- Competitions

Not losing enthusiasm and curiosity even in delays, setbacks, failures is the way for us. Standing up, dusting ourselves off, and get going again after falling. For unlearning, correcting, learning. Small successes have to be celebrated, without becoming arrogant. These let us to try, push ourselves to flow in, to keep flowing. Without the fear of falling from grace. Efforts, trials, tribulations are our flows, our ways. Lest we become fossilised, irrelevant, maybe nuisance, and get extinct. Can we be in our flows?

Yes, we can. If we get Deeksha to be in our whats and hows, knowing whys. If we pursue on the pathways of Deeksha. If we are true to ourselves in the Deeksha of the flow of N. For 7L.

Join us in the world of initiation into yoga of whats, hows, whys for useful coexistence – pranavayoga for 7L.  
26December2021

## 241. Plan and Flow

Are we in farming, food, fodder, and fibre system or are we in health system? Health of the soil, of plants and animals, of farm and farmer, of the farm family and farm community, of the consumers, all involved in the same interested, interlocking pattern of patterns? Therefore, can we see the future farm that is fertile, productive, healthful, conservative, beautiful, pleasant to live on? Healthy farm, healthy soil? A soil with a portfolio of diversity – season, layer, and crops?

Is not a healthy farm, a result of what a human mind can comprehend, make, maintain, vary in response to circumstances, and pay steady attention to? This is obviously variable from one farmer and farm to another. Let us appreciate so-called “inputs” are, from a different point of view, outputs – expenses. Any expenditure to a manufacturer should be held in suspicion. The good health of a farm depends on the farmer’s mind and physical work. A well-farmed farm includes the farmer, mind, and body both. Farmer and farm are one thing, an organism, with the integrity, the independence, and the benign dependence of an organism.

What is good for the water is good for the ground, what is good for the ground is good for the plants, what is good for the plants is good for animals, what is good for animals is good for people, what is good for people is good for the air, what is good for the air is good for the water. And vice versa. This calls for human solutions including farming and consuming in harmony with nature. In harmony with good character, cultural values, and moral law.

Sarvail Gurukulam is a model to the country, inspiring ‘Gurukulams’ across the country. Can we have a differential, flexible curriculum embedded herein? Matriculation, CBSE, ICSE, International? Cultural, linguistic diversity? Portfolio of learning modes? Life-learning, yoga, self-help, mutual help, self-care, life skills, digital skills? Experiential learning, learning by doing? Decision-making skills, tools? Meta learning, metaskills? Human values? Planet work? Leadership-entrepreneurship? Social responsibility – payback? Talent-ability support?

Let us take advantage of the hybrid work context. Can we stay and spend significant time in various habitats – Himalayas, hills, coasts, riverbanks/islands, forests, valleys, deserts, remote locations, wildlife sanctuaries, cultural spaces etc.? Can we start journeying across slowly? Kashmir to Kasi to Kanyakumari, Dwaraka to Jorhat, Jaisalmer to Puri, Islands, Borders, Villages, Learning Institutions, Spiritual-cultural centres, Civil society action areas, etc.?

We need to plan. India Plan 100 needs to be fleshed out, a bit more elaborately, and soon. With metrics and timelines. N 1000 leaders. We need ‘talks. Masterclasses. Meeting spaces. Work sessions. Co-life workers. Notes. Videos. Academic engagements. Mentoring interactions. Yatras. Examples. Conversations. Learning programmes. Fellowships, Internships, Apprentices. Immersions, inductions, orientations. Portals, websites, platforms. Action-reflections. Talent-ability support cells. Leadership-Enterprise development. Missions. Orders.

We need a plan, or a portfolio of plans, even if changed/updated with re-appreciation of reality and desires. Else, we need to work to the plan of someone else. Also, wish or hope is not a plan. Hope, Faith, Promise and Love has to result in a plan, and work. And we need to keep walking, moving. We cannot remain in a state of lacking purpose, with a feeling of powerlessness, confusion, demotivated, passive, and no meaning/use. Nor do we remain in a state of anxiety, stress, fear, and tightness. This means we cannot be attached too rigidly to the plan, allowing the flexibility with emerging reality situations, opportunities.

Can we? Quickly?

Yes, we can. If we listen within, in satsangs. If we reflect, together. If we get into our whats, hows, and whys of the flow of N. For 7L.

Join us in the world of planning and moving into yoga of flowing for useful coexistence – yojanayoga for 7L.  
07January2022

## 242. Kainkarya for Upayoga

Third wave, Omicron wave, is in. May be mild but rapidly mounting. 30% of the population soon gets hit – is a wild estimate making rounds. Booster dose gets going. Children start getting vaccination.

We are back to Pedda Panduga with vengeance. With very limited adherence to CoVID norms. Are we started caring less for the fears and get going 'whatever be the consequences, let us face' way?

Virat Kohli leaves Test Captaincy too (this makes it in all formats) and remains a player in all formats. New captain(s) in the horizon.

Elections to 5 States – UP, P, UK, Manipur, Goa. Code is in force, and 10 March is the results day. New captain(s) or just the new mandate tenures!

Working to initiate Leadership and Enterprises for Development, LE4D (physical and electronic) in NIT et al – let us invest Rs. 1 million in each to start with. It can be a Club of sorts. Students, Faculty and Alumni can enrol. We offer to be its mentors for 1-3 years – 30-40 days at Warangal/year. We stock 1000 Development/Social Classics – Books/e-books, Videos. We facilitate exposure visits. We facilitate 'village life' simulation exercise (a la Naranpur Express game). We facilitate 10-60-day work/apprentice visits to Development Works, Social Enterprises for interested students. We take 1-2 full courses on Development Leadership and Social Enterprises, offline and online. We facilitate Club to adopt a school, a health centre, a village/GP, a cooperative/collective, a craft etc. We facilitate Club to work with 100+ local enterprises. We facilitate Club members to take up 'social enterprises' and be with them for the next 3 years. We have Development Conversations with established 'leaders' or 'entrepreneurs' every fortnight. We have 2–3-day Development/Social Fest, Mela, Dialogue/Symposium, Portfolio of Competitions. We seek Research Papers/Cases. We can run campaigns etc.

Rahul David's unambiguous messages on Leadership: Let us be humble; Open to opportunities; Persist; Stretch; Harness diversity; Follow the dreams; Reflect and track ourselves.

This is the month of Thiruppavai. For Sarve Janah Sukhino Bhavantu. Without discrimination, like the rain. Let us surrender in thought, word and deed to this. The joy of the souls is the joy for the 'soul'. Let us enhance the joy. Satsang of the Universe, without any expectation in return. Joy flows. Joys flow. From Antaranga Kainkarya. Leading to outer services and joys. How can we be harsh, with anyone, if we have inner purity?

Charlie Chaplin tells us: We want to live by each other's happiness – not by each other's misery. The way of life can be free and beautiful. We need humanity, kindness, gentleness. Let us all unite to give us a chance to work to give youth a future, and old a security.

Should we slice and slice to understand? Should we bring things together, integrate and integrate to find a way forward? Should we do both? Should we do both at the same time, back and forth? Do we understand transformation of energy in its various forms and energy to material, in its various forms, and vice-versa? Reflection is the way. Self-reflection is the way. Dig deeper. Dive deeper. Figuring out the painful repetitions. Figuring out the knocks on the doors, may be windows too, and opening them. Slightly faster, by putting the foot on the accelerator, the reflection. Let us get rid of the recurring painful experiences, by reflection. Some people do not have these and let us learn from them. Some situations may not invite them and let us explore. Let us develop new ways of looking, analysing, thinking, responding, and doing.

Can we? Quickly?

Yes, we can. If we listen within. If we reflect, together. If we throw away all the axes so that we are free from grinding. If we sharpen our saws. If we start reflecting. What, how, and why. Of the flow of N. For 7L.

Join us in the world of getting tools and skills of moving into yoga of flowing for useful coexistence – antarangayoga for 7L. 15January2022

## 243. Obstacles are the way

Third wave, Omicron wave, is peaking up. Election Campaigns are ON.

Jai Hind. As the unfurling of tricolour across the nooks and corners of India reminds us – it is 72 years of Republic for us the people, by ‘we the people’. Hope, Faith and Promise of – Democracy, Justice, Liberty, Equality and Fraternity – to all of us, working for all of us. Can we look inside, introspect, be better human beings of this republic, and can we look outside, join hands with others and contribute to us becoming a better republic, better India, better world? Better 2022, better twenties, better century?

GDP is getting back. We need to work on widening Inequities to contract. Oxfam reports: 100 Indians own the wealth equal to some 40% poor in India. CoVID adds 40 more billionaires, while doubling the number of poor. 84% households suffer decline in incomes. Can these numbers be reversed? What can be done? Income tax reforms in order. Why should Government give salaries and collect taxes from them again for these salaries – can’t they be tax-free? Do we really need so many tax exemption clauses? Do we need to tax societies, trusts, cooperatives? Why a nil tax return can’t be a simple one line, ‘no income that is taxable’?

We need to become nature centric. Our nutrition. Our consumption. Our farming. Our health. Our lives. We need to be hybrid. Technology with local rootedness. In many a sphere. Schooling in the mother tongue in the beginning. We need to payback. Maybe, useful payback is the only way.

Government of India announced Padma Awards. The awardees include CDS – Late Bipin Rawat; CoVID vaccine makers – Ellas, Cyprus; Tatas – N Chandrasekharan, Microsoft – Satya Nadella, Google – Sundar Pichai; Civil Servants – Guruprasad Mohapatra; Grassroots Innovator – Abdul Khader; Agriculture – Amai Mahalinga Naik, Socialwork – KV Rabiya; ‘Spiritual’ – Garikapati, Tulku Rinpoche, Sivananda, Brahmeshanand Acharya et al.

Andhra Pradesh finally moves to have more districts – 26 from existing 13 – Srikakulam, Vizianagaram, Manyam, Alluri Sitaramaraju, Visakhapatnam, Anakapalle, Kakinada, Konaseema, East Godavari (Rajamahendravaram), West Godavari (Bhimavaram), Eluru, Krishna, NTR, Guntur, Palnadu, Bapatla, Praskasam, PSR Nellore, Sri Balaji, Chittoor, Annamayya, Sri Sathya Sai, Ananthapuramu, Nandyala, Kurnool, YSR Kadapa. 12 new divisions are expected. Mandal and GP numbers may not go up as of now.

Do we understand persons? Do we understand grief? Do we understand the pain, suffering, poverty? Can a ‘condolences’ help? Can a ‘take care’ help? Can a ‘be strong’ help? Can a ‘sorry, :(’ help? Can we share more moments together? Can we listen? Can we tell the stories of life lived? Micro-interests? Little secrets? Notes?

We hear that the mass extinction (sixth in the last 450 million years) has already started. A human-driven extinction. We hear that world’s farms are breaking. 34% of farmland is degraded. Water is overdrawn. Half the population is lacking in healthy diets. Localized, customized, 365-day, multi-layered. multi-cropping patterns need to be adopted, in sync with changing climate change and soil changes. This has to be fast-paced, scaled-up, tracked and supported. How do we work in participatory movements? Listening in, accepting dissent is the first non-negotiable, followed by transparency and accountability. A structure, however informal, helps. Non-constraining non-limiting resources – people, their time, energy, and funds matter. As generic support, support for generic elements of the movement. Campaigns, collective voices are necessary complements. For larger participation, broader inclusion, demonstrated equity core. This is the same whether the movements are for serving ourselves, our development and/or our struggles for our rights and entitlements. Enlisting the range of people from different walks of life also helps. It amplifies the thoughts, voices, actions. Paving ways for mechanisms, systems for better and sustainable tomorrow is integral to the unsaid agenda of these movements. This includes freedom/right to live, associate and express. With dignity. Without fear, anxiety.

All of us are born equal, equal with rights and entitlements to have better context, governance, education, and resources that ensure decent life, living, livelihoods, linkages, leadership, learning and love. Is it not? The situation on-ground is not guaranteeing this. But let us be clear – everything changes, and nothing remains without change. Time eats up, time makes up and time creates and erases. Even the body, health, abilities, vision, agenda, thoughts. Can we be conscious of this?

Hardships, sufferings make us 'succeed' towards extraordinary ends. In a relationship, in a business, in an activity, in mastery. If only we do not stop and push ourselves to the hilt. If only we are flexible. Then these sufferings lead us to smooth 'walks. Obstacles are the way. Can we get going?

Yes, we can. If we do not give up. If we treat all life as we would like ourselves to be treated. If we listen within. If we listen in. If we cycle – plan, do/track, reflect, plan. What, how, with why. In the flow of N. For 7L.

Join us in the world of conscious getting into yoga of flowing for useful coexistence – chetanayoga for 7L.  
25January2022



## 244. In nature, step-by-step

Third wave appears taking a downward trend. Election Campaigns are peaking up.

Nirmala's budget presented on 1 February marks Azadi ka Amrit Mahotsav. She visualized that the next 25 years, referred to as Amrit Kaal, focus on inclusive growth, digitalization across, private-public co-investments for atmanirbhar Bharat and PM Gati Shakti National Master Plan. Privatization continues. Chemical-free natural farming, farming of millets, oilseeds and fruits and vegetables would be encouraged. Natural Farming aims to sustain agriculture production with eco-friendly processes in tune with nature to produce agricultural produce free of chemicals and restore soil fertility & soil organic matter. NF systems require less water and are climate friendly. A dedicated scheme, Bharatiya Prakritik Krishi Paddhati, BPKP, is promoting NF in a small way already. In the portfolio of small and marginal farmers, alternate sources such as livestock, fishery and wage labour have become significantly important, for nutrition and income security. Public-private value-chain services including hi-tech, digital, drones, etc. would be supported. University syllabi would be revised. Value-chain collectives (FPOs et al) and enterprises would be provided blended capital.

Five river linking projects have been finalized. The silver lining of the pandemic is some credit availability to 13 million MSMEs. National Skill Qualification Framework, NSQF, would be further aligned with the needs on the ground. Digital ecosystem for skills would come in soon. 200 channels to service every class in schooling 1-12 would be available. E-labs would be set up and e-content would be widely made available. A digital university would take charge of all this. National Digital Health Ecosystem including mental health would be rolled-out. New generation Anganwadis for nutrition, tap water to every household, housing for all are prioritized. Postal bank is becoming part of the core banking. Digital banking would be further accelerated with Digital Banking Units in districts. Trust-based governance would be encouraged. Single window clearances would be intensified. E-passports would be rolled-out. Urban planning for future, and EV ecosystem with battery swapping would be supported. One Nation-One Registration would be promoted. 5G auctions would be conducted. Digital rupee is being introduced. 50-year interest-free loans to states are being offered.

The size of the budget is about Rs.39 lakh crore, with 6.4% of GDP as fiscal deficit. No changes in tax regime are envisaged. Cooperatives and Corporates to be taxed at 15%. 3-year (out of 10 years) tax incentive continues to be available to start-ups started till 31 March 23. Digital asset transfer incomes would be taxed at 30%.

Zhou Daxin's THE SKY GETS DARK SLOWLY concludes – many of us, elderly, are completely unprepared for what we are to face when it comes to getting old and the road that lay ahead of us. These include:

The people by our side continue to grow smaller in number. We get the days of emptiness. We have to learn how to live alone, and to enjoy and embrace solitude.

We are cared less. We have to learn to contend withstanding quietly in one corner.

The road ahead is rocky and full of precarity. We may have to live with illness and ailments, to view them as friends, even. Getting appropriate, adequate exercise is our duty.

We need to prepare for a slow return to the infant state. Let us remember to be grateful for all the services we may get, by chance.

Let us be wise and careful with what we have and how we spend time, energy, and money.

We need to stay humble and let go of our attachments. We need to go with the flows of the nature and live with equanimity.

Let us smile at the little things in life that put balm in our hearts and let us continue to enjoy serenely the time that remains.

Let us not leave things for 'later' as 'afterwards' may be too late. The moment is now.

Let us be well and happy now.

Prof R Radhakrishna, 79 (b 10 Oct 1942, d 28 January 2022), Sadgati. Radhakrishna is recognized as one of the most influential applied economists of India. Radhakrishna is a prolific researcher, respected teacher, able academic administrator, and notable institution builder. He led a number of institutions in their formative years, including the

Department of Economics of the Central University of Hyderabad, Centre for Economic and Social Studies, Hyderabad, Indira Gandhi Institute of Development Research, Mumbai, and Institute of Development Studies, AP, Visakhapatnam. He has also held many distinguished positions – Chairman, National Statistical Commission; Member Secretary, ICSSR; Vice-Chancellor, Andhra University; Chairman, Madras Institute of Development Studies, among others. Radhakrishna Committee report on SGSY was the basis for formulating National Rural Livelihoods Mission. Thich Nhat Hanh, 95 (b 11 Oct 1926, d 22 January 2022), Nirvana. Nhat Hanh, Monk, Father of Mindfulness, co-founded the Order of Interbeing, with seven monks, including himself. Engaged Buddhism. Engaged Mindfulness. Only these 7 continued for the initial 10 years. The 14 precepts include:

- Let us not be bound to any doctrine, theory, or ideology, as absolute truth.
- Let us learn and practice non-attachment from views and be ready to learn throughout entire life;
- Let us not force others, by any means whatsoever, to adopt our views. By all means, practice dialogue;
- Let us find ways to be with the reality of suffering, including personal contact, visits, images, and sounds;
- Let us live simply and share time, energy, and material resources with those who are in need;
- Let us not maintain anger or hatred.
- Let us be in the present, being in touch with both inside and around us;
- Let us not utter words that can create discord, and make every effort to reconcile and resolve;
- Let us speak truthfully and constructively.
- Let us take a stand against oppression and injustice, and strive to change it without partisan conflicts;
- Let us live a vocation and have investments that are helpful to humans and nature, and not otherwise;
- Let us find whatever means possible to protect life;
- Let us not profit from human suffering or the suffering of other species on Earth; and
- Let us not ill-treat our bodies and let us preserve vital energies and happiness of all.
- The world needs our care, goodness, and peaceful action, now more than ever.

Of course, the journey is the joy. Step-by-step. Are we development lifeworkers or entrepreneurs, in the social realm? Is it business, social benefit, social change, or all of them? Processes or results or both? Quality, depth or quantity, breadth or all of these? Maximization of profit, scaling-up or sustainability or all of them? Services, Products, portfolios? Mobilizing and involving or taking the logical conclusion of letting them take lead as early as possible and take over fully? Volunteers, cadres, staff, or owners, leaders, advisers? Who is accountable to whom? Unlearning, learning? Default option(s) or choices? The teams, relationships? Are we joining them, or are they joining us, or are we moving one step towards each other? At the end of the day, it is our life, others have only a small part to play in it, if at all. And this small part may not be acknowledged often. Often the promised support does not materialize. State changes its avowed stance. Friends turn back. The near and dear may not like to own us really. Even then, are we ready? Can we be? Can we do?

Going through the journey is joyous for us at the same time, every moment. The so-called hardships, sufferings make the step of the journey more challenging yet purposeful, therefore joyous. Each step takes us towards 'success' in our endeavours of our journey in a relationship, in a business, in an activity, in practice. Each joyous step forward, flexible with next steps, leads us to the next joyous, probably obvious, step, as smoothly as it can. Let us keep going, walking, jogging, running, sprinting. Joyously. Can we?

Yes, we can. If we are mindful. If we respect life. If we are conscious of suffering around. If we listen within. If we keep flowing, step-by-step. Joyfully. With openness to what, how, with why. In the flow of N. For 7L.

Join us in the world of joyous yoga of flowing for useful non-violent coexistence – vaatsalyayoga for 7L.  
02February2022

## 245. Intersectional Justice

Elections – voting has begun in UP.

Rohit's India Team has begun well.

NABARD has launched a new programme 'JIVA' (meaning "a living being, or entity imbued with a life force") at 1500 hrs on 9 February, in virtual mode. JIVA builds on NABARD's earlier watershed and wadi programmes in the ecologically fragile and rainfed areas of the country covering 25 lakh hectares so far. It introduces agroecological approaches in Natural Resource Management (NRM) for stimulating a long-term, wider scale transformation of food and agriculture systems in these areas and for ensuring sustainability of interventions made so far.

Legend Lata Didi – (Hema) Lata Mangeshkar, 92 (b 28 Sep 1929, d 6 Feb 2022), succumbed to CoVID 19, is now immortal. Bharat Ratna, Nightingale of India. 36 languages, 80 years, 30,000-50,000 songs. Many immortal tunes. Ae Mere Watan Ki Logon; Ajeeb Daastan Hai Ye; Phir Jeeni Ki Tamanna; Pyar Kiya to Darna Kya; Allah Tero Naam; Prabhu Tero Naam; Aaj Phir Jeene Ki Tamanna Hai; Gata Rahe Mere dil; Satyam Shivam Sundaram; Wada Na Tod; Nidura Po Nidural Po (Telugu).

Apart from singing, she has been Music Director, Actor, Producer.

216 ft panchaloha open statue of Ramanuja, referred as Samataa Murthy, (Statue of Equality/Equity) has been erected by China Jeeyar with donations-at-large, at Sriram Nagar, Muchintal, Shamshabad-Hyderabad, and dedicated to the nation/humanity, by Narendra Modi on 5 February. A complimentary 120 kg gold statue is inside, in addition. It is Ramanuja's sahasrabdi. Ramanuja, Śrī Rāmānujāchārya, is also referred as: Udaiyavar, Yatirāja, Bhashyakaar, Godāgraj, Thiruppavai Jeeyar, Emberumānār and Lakshmana Muni. Ramanuja (1017-1137) is a most important Sri Vaishnavite who significantly influenced Bhakti Movement. Devotion to a personal God, whatever that means, is a means to spiritual liberation, the joy. This is vishishtadvaita of Ramanuja. Other two most influential vedantic philosophies include – advaita of Adi Sankara, and dvaita of Madhvacharya.

The Samata Murthy, we guess/hope, reminds us to have a resolve to fight for and bring positive discrimination and social justice to the fore for all the marginalized and oppressed, on one pretext or the other, amongst us. In the least, it will be a 45-acre tourist attraction near Hyderabad.

ICRISAT celebrates its 50 years of being and is gearing up for sustainable and diversified production systems in semi-arid areas, to augment food security and nutrition security, and biofuels.

Came across: Tribute to Prof MK Prasad of Kerala Sasthra Sahithya Parishad, who saved Silent Valley.

Government is proposing to amend NDDB Act. The amendments include appointing an additional expert from private dairy industry as a director; limiting the term of the office of Chairman to three years, or up to the age of 65 years, and not more than two terms; supporting beyond cooperatives and cooperative sector; requiring Government approval for forming subsidiaries and transfer of share capital; and binding to directions from Government. At least, the last clause takes it out of the basic character of institution of national importance. These call for a comprehensive revisit before going ahead with them.

Indifference of the powerful, rich and elite to the problems of others around is the cruelty we cannot live with.

We are seeing and want to see – moving from addressing practical and strategic gender needs including changes in gender norms, to strengthening negotiating power of women/marginalised women in household, community, market and the state. Lenses of intersectionality (facing intersecting oppression, and oppression within the oppression and without) included. This means we – constantly analyse the context of change from gender, intersectional and rights lenses; address oppression and marginalization with these 'gir' lenses, and move to 'gir' action plans; intervene to strengthen the rights holders individually, institutionally and others to respond and address shifting intersectionality, with 'gir' structures, metrics; have HR appropriately representing these identities at various levels including leadership, with 'gir' capacity and earmarked budgets for 'gir'. Let us appreciate that growth is not at the cost of inclusion, equity, and sustainability, that drive 'gir'.

University Grants Commission, UGC got a new Chairman – M Jagdish Kumar. He moved from IIT Madras, IIT Kharagpur, IIT Delhi, JNU (as VC) to UGC. Jagdish has to implement New Education Policy in Higher Education in the country from 2022 onwards. He has handed over charge at JNU to Santishree Dhulipudi Pandit. She, a JNU alumna, is the first woman VC of JNU.

We need to shift focus of our education at various levels, beginning with school education. Can we move away from focusing on excessive cut-throat competition? Can we get into joy of learning, choices of learning and freedom of learning? Can we get out of limited retention, reproduction learning and testing centrality? Can we have the learning beyond material, towards augmenting inner strength and expanding inner vistas of human excellence? Can we transcend data, information towards improving knowledge, wisdom – analysis, appreciation, understanding, logic, arguments? Can we transcend success at any cost and failure to excellence? Can we transcend mental and emotional conditioning to freedom to think, create and expand? Can we go beyond cognitive skills to life skills that include skills to manage one-self and relate with other world of life, non-life? Can we transcend individual/personal victories to social consciousness, equity, and actions? Can we transcend grabbing wealth to equitable wealth generation? Can we change this toxic ecosystem?

Can we remain excited, curious, and ever willing to explore and experiment? This is the essence and purpose of education.

Can we walk confidently alone, and are we ready for togetherness, with life? Solitude takes us to better relationships and better choices. Let us take time and space for being in nature and reflecting, as often, and as long, as we can. Let us also appreciate that success<sup>x</sup> leads to failure and failure<sup>y</sup> to success, and this goes on. Therefore, joy has to be and is in the effort, full effort. The paradox of success is that the very causes/reasons that make us succeed, become the causes of failure later on. We may miss the clarity of purpose. We may miss the need for change, given the changed/changing context. Failure gives us humility and should deepen our motivation. The challenge is to learn and persevere, in failure. To let go and refocus, in success. We need to be humble to accept the truth that we do not know enough, and keep unlearning, learning and relearning. Can we?

Can we be inclusive, equitable and sustainable as we grow, as we excel, as we succeed?

Yes, we can. If we accept our simple truth. If we practice reflection, solitude, humility. If we are mindful, respectful. If we are conscious of what, how, and why. In the flow of N. For 7L.

Join us in the world of joyous yoga of excellence for useful coexistence – jayayoga for 7L. 11February2022

## 246. Let us live

Elections – voting continues. | Rohith's army continues to win.

NSE scam(s) involving Ravi Narain, Chitra Ramakrishna, Anand Subramanian and a mysterious formless yogi is under SEBI and CBI scanner. Incredible. Let us wait and see what emerges.

Sadgati – Bappi Lahiri (271152/150222), Disco Music synthesizer. Sadgati to Hamara Bajaj fame, grandson of Jammalal Bajaj, Rahul Bajaj (100638/120222). A very kind leader.

It is the Centenary of Shri Dharampal (190222/241006), Gandhian thinker, a Nishkaama karma practitioner. General Secretary, Association of Voluntary Agencies for Rural Development, AVARD. His seminal works include Indian Science and Technology in the 18th Century; Civil Disobedience and Indian Tradition; The Beautiful Tree: Indigenous Indian Education in the Eighteenth Century; and Bharatiya Chitta, Manas va Kala.

Can we speak, read, write Mother Language, Mother Tongue? Can we have access to learning through mother language? Can we preserve them? Can we preserve linguistic and cultural diversity? Can we be multi-lingual?

Bi-annual Sammakka Saralamma Jatara (Medaram Jatara) attracts 10M+ people, largest number after Kumbh Mela. The tribal warriors (goddesses and gods) who fought against Kakatiya king, Prataparudra, include Sammakka, her husband Pagididda Raju, daughter Saralamma, son-in-law Govinda Raju, son Jampanna. This year, the Jatara has been between 16-19 Feb. Medaram is some 250 km from Hyderabad.

Let us have breakfast. Good breakfast, the main meal of the day. Let us not skip it or let us not make it light. It should be balanced nutritionally. With more fruits and fibre. To be taken within an hour of waking up.

Should we have more All India Services, like India Rural Development Service, Dairy, Agriculture, etc.? Can we have some public organizations outside the purview of RTI, etc.? Should there be retirement age in governance (boards, advisory boards, committees, etc.) – can it be 70 or 75? Who should be on the Boards of Public Organizations? Definitely, professionals that meet the diverse advisory needs in line with the purpose and vision of the organizations, is it not?

How does greatness and the great person operate? By living, articulating and transferring values, purpose/mission, vision et al to others to continue after one leaves. By using good leadership (a la genius, drive, extreme hard work, communication, tenacity et al) for public benefit and larger good. By practicing high integrity. By recognizing greatness in others. By sticking to the agenda till the 'end', maybe till thrown out. By living on in the people they have touched, may not be so much in the institutions.

Can we capture the 'good news' and share? Our media? Our groups? We hear breakthrough in nuclear fusion. We hear creation of new material, stronger than steel, but as light as plastic. We hear likely breakthrough in antibiotic resistance. We understand Natural farming can be an effective carbon sequester with very low cost. Spinal cord implant could take care of 'paralysis' fully. Animal heart could be fitted to human being. Biodegradable surgical tape can be a gamechanger in surgery. Auto Drones can escape traffic and save lives.

Abundance of options, choices in activities, products, ideas. Content, Data, Information, Knowledge. Entertainment. We do not know how to choose. This may not be good life. More is no longer better. We need algorithm(s) to choose. Our two core resources – time and attention – are limited. More will take us to asking ourselves what the meaning of our life is often. How do we simplify all aspects of our life. Despite internal and peer resistance. We need to learn to grow out of missing new opportunity, possibility, treasure, memory, new relationship, et al, losing out an item we may need in future, clinging to a sunk cost (however large or small it may be), and so on. Can we? Can we be ok with less? Let us be sure less gives joy. Can we be ok with simple life? Let us be sure simple is joy itself. Can we be ok with present? Can we move on from the past? Can we flow in the present towards the future, rather than worrying about it? Let us walk. Let us smile. Let us laugh with abandon. Let us laugh at ourselves. Let us give. Let us give away. Let us empty our storage spaces. Let us delete all that we are not using. Let us get more space to the ones we have with us. Can we get?

Yes, we can. If we practice 3-4 values, come what. If we accept our reason for our existence, the purpose. If we try and practice having 'less' and being humble and 'simple' as a matter of habit. In the flow of N. For 7L.  
Join us in the world of joyous yoga of less for useful coexistence – muulyayoga for 7L. 20February202

## 247. Give, forgive

Mahasivaratri. Upavaas, Jaagaran, Joyous 36 hours.

NRLM statistics now: 6967 Blocks across 34 states/UTs. 3.47 lakh community professionals. 8.14 Cr households in 75 lakh SHGs as part of 3.71 SHG Federations/Village Organizations. 33,000 Cluster Federations/Samakhyas.

No War Please. Stop the war, please. We lose money, reputation, quality of life, freedom. We lose loved ones. We lose ourselves. Stop the war, please. Let us have peace. Let us talk.

Can we learn and apply forgiving? Forgiving heals us. Can we be less negative to the ones who have hurt us, to begin with? Can we see that every life is unique, special? Can we show love in small ways in everyday encounters? Can we see meaning in what we endured? Can we practice forgiving? Can we forgive ourselves? Can we let go of the hurt? By will, by feel, cognitively, behaviourally, emotionally? Can we transcend forgetting? Can we transcend tolerating the situation? Can we develop a forgiving disposition? Can we transcend insecurity? To be happy in the present and change the future. To move towards wholeness. Completeness. For our health. For our relationships. For our souls. Let us make efforts to reduce making decisions. Decision fatigue depletes energy levels and increases stress.

Let us laugh. Laughter is natural and universal. When we laugh, our mind stops analysing, thoughtless and free from anxiety, greed, regret, etc. Laughter and meditation take us to the same state. Disconnected from our material, mental and emotional worlds. Let us laugh at ourselves. Let us get liberated. Let us grow. Let us serve. Let us give. The heart rejoices as we get ready to give. As we give, the heart gets purified. On giving, the heart is content. Let us purify our minds. Let us let go of our attachments. Let us reflect and meditate. Let us be joyous internally. Externally. Can we try being nobody, can we try going nowhere?

When we chase, we invest our resources, energy, time, and wellbeing in high intensity. If the chase is right, this investment may be worth it. Otherwise, we may regret it. Many a time, we may be unclear about what we are pursuing. We might be oozing high self-confidence, without any basis and reason. We might be too eager to act, as quickly as possible. We might miss out on a plan of action, a journey plan. A journey is our endeavour. With start point and end destination. Time. Route, Vehicle(s). Drivers. Team, Skills, Knowledge, Network etc.

Can we lead? Do we have integrity? agility? hard work? Do we have the capabilities? To envision, to plan, to detail, to raise resources and to deploy. Do we have some luck on our side? Luck is on our side if we have a well-thought, workable plan.

Yes, we can. If we practice. If we reduce decision load. If we let go. If we smile, joke, laugh. If we laugh at ourselves. If we prior plan and invest time, energy, resources. If we set the chase rightly. If we practice hope, faith, promise and love. If we see the meaning for our existence and set the purpose. In the flow of N. For 7L.

Join us in joyous yoga of giving and forgiving for useful coexistence and co-action – mahayoga for 7L.  
28February2022

## 248. Practice on Mind

Elections keep BJP ahead. Yogi continues. Is he a PM in the making? AAP sweeps Punjab. Bhagwant Mann will be the new CM.

N Chandrasekharan becomes Air India Chairman.

Non-PhD practitioners with high-quality experience can be professors of practice soon.

2020 World Wildlife Fund's Living Planet Report and the Zoological Society of London's Living Planet Index measure indicate that a sixth mass extinction event has been unleashed. IPCC Sixth Assessment report says – The rise in weather and climate extremes has led to some irreversible impacts as natural and human systems are pushed beyond their ability to adapt (high confidence). 50% of the world lives in contexts that are highly vulnerable to climate change. For 127 identified key risks, assessed mid- and long-term impacts are up to multiple times higher than currently observed. Soft limits to some human adaptations have been reached. Hard limits to adaptation have been reached in some ecosystems. Climate-resilient development is facilitated at all levels working with communities, civil society, educational bodies, scientific and other institutions, media, investors, and businesses; and by developing partnerships with traditionally marginalized groups, including women, youth, Indigenous Peoples, local communities, and ethnic minorities. Enabling political leadership, institutions, resources, including finance, as well as climate services, information and decision support tools help. Societal choices and actions implemented in the next decade determine the extent to which medium- and long-term pathways will deliver higher or lower climate-resilient development.

Households need a basket of products from the farm. Can the farmer or a group of farmers produce this variety and deliver it? Can the consumer take all his needs from one farm, or a group of farms?

Can we work at multiple scales, levels and points, the key capacities required for systems change? Do we have it in us? Do we work at four levels – deep-rooted foundational level – self-empowerment, intersectionality, personal community behavioural transformation – shifting mindsets, perceptions, cultural practices, habits and values; niche level, local level – initiatives, collaborations and innovations; regime level – structures, policies and institutions; landscape level – economic, environmental, narrative and cultural influences? Can we scale deep? Can we move the centre of gravity of power subtly? Can we build power in the margins through authentic connections between people and groups working in solidarity? Can we trigger Systems change movement(s)?

Can we initiate locally foundational work? Let us work with some 10-20 GPs, 10,000 families – natural farming, education, health, and enterprises.

We seem to forget/ignore nurturing talent and leading/managing people. Maybe, we do not have funds, time, energy and ability for the same. The well-being of the people working for people may not be a concern. For many of us – end matters, not the means. Is this right? It appears we are compromising on overall effectiveness and sustainable growth. Can we invest into this area?

Khalil Gibran is reminded: We are not half a being; we are a whole that exists to live a life. If we correct our minds, the rest of our life falls into place. Our mind shapes our life. The way we choose to see a certain event in our life determines what that event means to us, and therefore, its experience. If we believe in something, we get the motivation, power and gradually, success. If we do not believe, we may subconsciously work to fail. This calls for observing our minds and changing our thought patterns. This is a skill we need to have, acquire. Complaining and victim feeling is a vicious cycle. It does not take us forward. This cycle has to be broken. We need to move towards taking intelligent action. Or we need to simply accept the situation and get going, rather than going complaining vicious cycle. Can we?

Yes, we can. If we live life. If we practice. If we practice the skill of working on the mind. If we plan and invest time, energy, resources, and act intelligently. If we set the purpose. In the flow of N. For 7L. Join us in the yoga of practice working on mind for useful coexistence and co-action – abhyasayoga for 7L. 14March2022



## 249. Happiness as Trigger

Our relentless Happiness Pursuit calls for cherishing goodness in the moment; working with a purpose; persisting/practicing resilience; and being kind.

Happiness, prosperity, thriving and wellbeing are fundamental human rights, aspirations, and goals. Can this be a way of living, being and being useful? Can we do things that make us, all of us, happy? Can we celebrate, share more? Can we be with and enjoy nature? Happiness is the experience of joy, contentment, positive wellbeing, combined with a sense that our lives are good, meaningful and worthwhile, and therefore includes emotions, moods, and feelings, but transcends them. Happiness is the productive realization of our potentialities with being one with the world and preserving our self-integrity simultaneously. Happiness is a function of choices too. Can we be happy with no reason, no trigger? Can we be blessed and achievers at the same time? Is collective happiness a possibility? Is happiness now and hereafter founded on earlier suffering? Do happiness and deeply satisfying life go hand-in-hand?

Happiness can be perceived and measured through perception studies. Interestingly, happiness perceptions are quite stable. Happiness comes from genetics, life circumstances, and self-control. It includes biological, personal, relational, institutional, cultural, and global dimensions. Nutrition, Rest, Emotions included.

Nature. Farm could generate and forward sell farm-related carbon credits in India, may be the first company to do so. The credits have been for – alternate wetting and drying, and crop residue management.

Hybrid work models are going to stay. It may increase the talent pool. It can be more inclusive. Can we be more appreciative of this? Can we have more tools for this? Can we have metrics of performance plan and progress? Can we learn to maintain/improve productivity? Can we reward performance and be competitive? Can we offer a sense of belonging? Can we have systems, resources for this?

Are we seeing the charity giving way to enterprises? Community institutions taking charge of development work? For-profit enterprises taking charge of serving the communities and individuals? Youth thinking of jobs and service provision opportunities? Grants seeking sustainability, leveraging, convergence and partnerships? Investments and loans for enterprises, social enterprises? Blurring difference between social enterprises and for-profit enterprises?

Can we realize and appreciate that everything in the universe is governed by cause-and-effect principle? Ab-initio, rather than when we are hit by the effect? Can we plan our actions with likely effects, consequences in mind? Can we stop acting by the triggers of greed, fear? Can we move away from gratification from these triggers? Can we submit from the trigger of love? Can we pay our respect and pray for the sake of it, rather than seeking 'demands' to be granted? Can we just flow, co-exist? Can we seek within us? Around us? Can we shed our excesses – wants, needs, thoughts, traits? Baggage acquired? Ourselves? Can we journey in these paths? For freedom?

Yes, we can. If we practice. If we practice seeking. If we explore possibilities. If we go around. If we spend time with nature and nature's life. If we go deep within. If we invest time, energy, resources for this. If we persist and pursue relentlessly. If we act intelligently. If we are happy. In the flow of N. For 7L.

Join us in the yoga of pursuing happiness in useful coexistence and co-action – aanandayoga for 7L. 27March2022

## 250. Now is the time

Subhakrit Ugadi. Yugadi. Samvatsaradi. Gudi Padwa. Cheti Chand. Sajibu Nongma Panba. Nyepi. New Year around Summer Equinox.

Srirama Navami.

Chinaveerabhadru retires and he is going to dedicate his time to writing, painting. And education, tribal development.

Crises – War continues. Globally, with food prices on the rise, food shortages on the horizon and natural gas likely to be scarce, fertilizer prices are spiralling up. This calls for going fertilizer freeways. Can we go without fertilizer subsidies but direct benefit transfers to farmers? Can we repurpose farm subsidies? Can we find alternatives?

In Pakistan, no-confidence against Imran wins and a new PM is on his way. Srilanka is in a crisis. Foreign debt increased, and money printing increased to cause an economic crisis. Dipped forex reserves, Food, essentials, power and fuel shortages and high inflation. Popular protests and uprising. Ministers resign. Central Bank Governor resigns. Emergency is declared. Rajpakse's Government loses majority.

HDFC is merging with HDFC Bank, making HDFC Bank the second largest bank in India.

AP goes in for having 26 districts, from the existing 13, with effect from 4 April. Visakha is an urban district now. Vijayawada is in NTR district. Tirupati becomes a district. Annamayya and Satya Sai are also in new districts. Tribal areas have two districts – Parvathipuram Manyam and Alluri Seetharamaraju. It would have been wise to have divided Alluri into two. Distances are too high. Delta gets several districts – East Godavari, West Godavari, Konaseema, Kakinada, Eluru, Krishna, Guntur and Bapatla. Drylands have Prakasam, Nandyal, Kurnool, Anantapur, Kadapa, Annamayya and Chittoor. Another 3-4 districts more would have reduced huge variations in population count, and internal distances to a reasonable level. A round of visit to all districts is warranted, I guess.

AP is also retiring more than half of its ministers and inducting new faces into the cabinet.

Traveling and listening to the ground, it is triggered again. Meeting people and organizations. Can we do this in the latter half of 22 and in 23?

IPCC urges climate action now. The areas of climate action include teleworking, colocation jobs and housing, digitizing work, smart and shared mobility with reduced demand for land, air, sea movement/traffic. Switching over to renewable energy. Halting deforestation and having more trees. Universalizing natural farming. Substantial Climate fund.

Can we see – progress of humanity as an unending quest for justice, equality, peace, protection of environment and all species and mutually cooperative social relationships, as Bharat Dogra puts it? Aren't we going the 'save the earth' way?

Do we understand Systems Change as a way? Embedded in the programme. Principles – understand needs and assets; engage multiple actors; map the systems and do together; distribute leadership; foster learning culture.

Let us dig deep and understand – as Sagari prods – should we talk only about local value-chains? Are we intervening wrongly in the local governance rights, ways of life, local decisions, and worldviews of people by talking about long value-chains? Do we not need free and prior informed consent? Do we not need Gram Sabha resolutions for these long value-chain markets? Whose data, whose produce, whose wellbeing, whose control and whose decisions? Over technology, data and markets.

Let us coexist usefully. Let us do our bit with utmost devotion and diligence. Let us pay back. Let us have no one in hunger, malnutrition. Let us have no one uninformed. Let them have informed choices.

We survived. We fought our battles. Countless tears, sleepless nights. Lots of soul searching. Let them give way to now. Now is the time to find our magic, find our voice, and find our reasons to keep going, to grow and to evolve. It is not the time to get too tired. Too late. Too old. Let us take small steps with all the love. One moment at a time. Blessed with a will and innate desire. Free. Can we?

Some come and some go. Flux. But some hang on, come what may. But many come into us with a purpose of triggering something within us and they disappear and move on. Do we move on? Do we hang on with ourselves

first, while we ask hard questions, dig deep to become whole? Let us find ourselves and our joy in the tears, hurts and suffering in the struggle of finding.

Do we have the humility in us to see our mistakes? Do we have the courage to admit them? Do we have the wisdom to correct them? Can we say 'we are wrong, we are sorry, we have changed our mind'? Isn't this growth? Is it not truth, more than a fact, something that needs to be breathed and experienced?

Every one of us has a natural inclination – scientific, logical, spiritual and combinations of these. We may experiment and seek proof; we may seek reasoning and logical interpretation; we may seek experience within and without. Do we realize our inclinations and innate ways? Do we work accordingly?

Yes, we can. If we reflect. If we seek. If we explore. If we practice seeking. If we explore possibilities. If we go deep within. If we invest time, energy, and resources. If we practice seeking humility, courage and wisdom. In the flow of N. For 7L.

Join us in the yoga of finding ourselves in useful coexistence and co-action – antaragayoga for 7L. 09April2022

## 251. Suphala

2022 can be a watershed year for us.

We need deep structural changes in societal attitudes, economic incentives, power relations and political processes, to transform farming and food systems. Complex adaptive systems without vast interests of clout. Alternative theories of change need to be articulated, catalysed, and facilitated. These are not so linear processes. Not-so-technical processes. We cannot plan like laying a road, building a vehicle, or taking a vehicle to reach a destination. These are processes of evolution, bit-by-bit, based on emerging opportunities and cracks in the vulnerabilities. Thus, we need to transcend outcome areas. We need to get to levers, capabilities, and capacity. We need instruments and processes of fair governance. We need skills to deal with trade-offs.

These levers include a complete portfolio of models for the context; behaviour change learning and practice by farmers, farmworkers and consumers, and their families; capacity and agency of women, marginalized, youth and children; institutions and enterprises with a commendable share in the value-chains and credits, for fair-share; policies, convergence, partnerships, networks and coalitions. They need to be moving on the paths of transparent accountable inclusion, equity and sustainability, for nutrition security, health, wellbeing, resilience and life. Individual, soil, landscape and planet.

This theory of change needs to be visualized, articulated, catalysed and facilitated. This needs support from those who can. For Policy changes. For Society-business-science interface and engagement. For pathway generation and moving on the pathways. Work with political, bureaucratic, academic, business, development, civil society and community leaders.

We are looking at five transitions. Living in nature. Healthy diet. Equitable livelihoods. Climate resilience and carbon-negativity. System resilience. All these as global movements with local actions. To disrupt existing and unsustainable systems regimes – attitudes, policies, power relations and market relations; and give birth to new more inclusive equitable sustainable systems regimes.

Yes, nudging is the way to amplify enablers and dampen constrainers. Strategic alliances needed to be built to help shift understandings, narratives, and power dynamics. With enormous patience and diligence. In the end, this is the work. Rest happens on its own. Donors have to chip in to support this ‘patient’ work of inspiring, leading and nudging across government, civil society and business. Invest in new institutions and institutional arrangements for systems analysis, engagement, dialogue, capacity, planning, policy, and action. The support is required for a framework to appreciate and analyse systems dynamics, unexpected changes, etc., and respond quickly when required.

People and Nature have to thrive together. No business leader ignores carbon agenda, livelihoods and justice. A brand can be superior to certification, and testimony to quality.

We need to move towards suphala sneham, transcending saphala sneham. This benefits individuals and the universe at large.

24 months. The world has changed more than what it has changed in the last 24 years. The pace will only increase. Are we ready to lead ourselves in this rapidly changing world? We need these mindsets and skills for this. Mindsets – Global? Servant? Explorer? Integrator? Skills – Coach? Futurist? Technology? Interpretation? Knowledge warrior? Do we have them? Can we quickly graduate to have these? Let us invest time, energy, effort, and practice.

Education should turn out true servants of the people and the universe. Can we read books of ourselves? We are the humankind. We are the life. We go through all the agonies, misery, love, pain, joy, and suffering. Can we be more purposeful? Can we be more deliberate about our choices, actions, words, and readings of reality? Can we be more strategic? How do we reduce or help others to reduce time, effort, and knowledge to complete a task? Can we live close to human people, nature? Can we live?

Let us appreciate that nothing is permanent. Let us not stress ourselves too much, however bad the situation is. It will change. Even if they are the bottomless pits. Can we? Can we let them go? The pain, suffering. Can we grow? Can we remain unattached to power, wealth, strength, beauty, youth, love, emotions, body, mind? Then, can we soar high? Can we have bliss?

Yes, we can. If we explore within, without. If we coexist. If we serve. If we practice. If we invest time, energy. If we practice letting go and detachment, and seek humility, courage, and wisdom. In the flow of N. For 7L.  
Join us in the yoga of soaring in useful coexistence and co-action – vidhivikasitayoga for 7L. 20April2022

## 252. Essentially

Vamsi is getting ready to marry soon. We are going back in time, some 30 years when we got married. The quintessential question is how do we keep the wedding processes simple and elegant? Can we have a physical set of functions, and live streamed too? Can we have less 'noise' and 'cacophony'? Can we have less commotion on stage(s)? Can we make it less 'complicated'? Can the processes have a lower 'time frame'? Can some processes be cut short? Without being rushed. Less travel? Less photoshoots? Can't the live stream obviate photography and video shooting disturbing the wedding process flows? Less number of photographers?

Can't we just have the essentials? do we need all of these – mangala snaanam, Gowri/Ganesh puja and Pradaanam, Kanyadaanam, Panigrahanam, 'na ati charaami' vows, sumuhurtham (cumin and jaggery – jeelakarra bellam on each other's head), change into madhuparakams, mangal sutra dhaarana, talambraalu and exchange of garlands et al, saptapadi with brahmamudi, seeing Arundhati nakshtra, and seeking blessings of the elders?

Since most guests are actually family or virtually family, they can feel at home. Can we make them feel more at home? As personal as possible. Can we invite electronically? Some subtle music? No hungama, plasticity, plastic, is it possible?

Is it possible to have some 100 hours of simple elegance? For reaching an understanding that let us be together, let us seek blessings and let us be graceful in accepting the wishes and blessings. Why not?

Gurudev Rabindranath Tagore will be 161 in a week. A versatile genius in writing, music, painting, etc. Shantinketan. Viswabharathi. A small book of 103 song offerings, Gitanjali, got him the Nobel prize.

"We have been made endless ... the little flutes lose their limits in joy ... we ask for a moment's indulgence to sit side by side ...."

"We live in the hope ... Our desires are many ... We have no sleep ... keep looking into the darkness ... for our paths ... let us rest with trust ..."

"Why do we ever miss the sight of the person whose breath touches us in our sleep ..."

"Our debts are large, our failures great, our shame secret and heavy ... our love keeps us free ... our free knowledge keeps us free ... let us surrender to our will with love ... new melodies break forth ... new tracks are revealed with their wonders ... the air is filling with the promise ... and smiles of love are all around ..."

"Our world is weaving words in our minds and our joy is adding music. We give ourselves to us in love and we feel the entire sweetness in us ... it is the innermost who awakens our being with her/his deep hidden touches ... All our desires ripen into fruits ... yet there is time." "Our whole bodies and our limbs have thrilled with its touch. If this is the end, let it come. Let us flow with our diverse strains, contradictions, flow into a single current and flow to a sea of silence ..." Let us keep flowing in the lap of the nature.

Gitanjali pushes us towards the most critical and essential transition of life. Vaanaprastha. Journeying into woods, hills, rivers, communities. Journeying into mentoring and sounding board roles. Can it be parivrajaka? Can it be focused outside of self? Can the diet be more fruits, raw? Can it be a spiritual pursuit/practice? Are we already one? In any case, we need to get ready. For the simple and elegant flows of life, despite diverse strains and contradictions.

We are already into this transition. Let us appreciate this and behave as per its sutra. Can we? Can we grow into them? Can we play the roles accordingly? Can we grow less and less detached? With power, wealth, strength, beauty, youth, love, emotions, body, mind?

Yes, we can. If we get ready and practice to let go. In the flow of N. For 7L.

Join us in the yoga of journeying into useful coexistence and co-action – prasthanayoga for 7L. 29April2022

## 253. Next 10,000 hours

Is there a message? The laptop's motherboard dies and takes data along. A new and maybe, a better laptop is required. Cloud may have to be used for data storage. Anything else?

Sri Lanka crisis deepens. The cost of living has become unaffordable. An emergency is declared. Mahinda Rajapaksa resigns. National Government's idea is not agreed upon yet. Where is it heading? What is the way out?

George Monbiot says 'We depend on soil for 99% of our food. Yet, we scarcely know it.' Under one square metre of undisturbed ground, we might have several hundred thousand small animals living. 90% of the species to which they belong are not named yet. Soil is a biological structure, built by living creatures to secure their survival. Microbes stick mineral particles together with 'carbon cement', creating pores and passages for water, oxygen, and nutrients. These tiny clumps form the building blocks for the animals in the soils to construct bigger mazes. Interestingly, the soil is scaled fractally – a consistent structure. Bacteria, fungi, plants, and soil animals, working unconsciously together (maybe or may not be), build an intricate ramifying architecture that organizes itself spontaneously into coherent worlds. With 'chemical farming', microbes burn, pores cave in, passages collapse, and the soil becomes airless and compacted.

Plants release 11-40% of sugars they produce via photosynthesis into the ground (rhizosphere) deliberately, after turning some of these sugars into highly complex compounds. Apparently, this is done to create and manage their relationships with the bacteria that promote plants' growth. When a plant root pushes into a lump of soil and starts releasing 'sugars', it triggers an explosion of bacteria proliferating to form the densest microbial communities (maybe a billion, in a gram of rhizosphere); they unlock nutrients that the plant needs. Interestingly, the rhizosphere is like the external gut of the plant, akin to the human gut. Both prepare immune and defense systems for plants/humans. Water is overused and is running out. The land is suffering severe erosion. Climate breakdowns exacerbate the threats. Today, the average minimum distance of food travel is 2,200 km. We need to reverse this. And the window is now, a small window, 15-20 years. We need to be more resilient, more distributed, more diverse and more sustainable. By raising the number of plant species, all around the year. By growing perennials, in place of annuals. This is Regeneration, according to Monbiot.

India and Germany have agreed to cooperate on agroecology and sustainable management of natural resources with Germany intending to loan 300 million euros to India by 2025 under Indo-German financial and technical cooperation. Joint research, knowledge sharing and innovations between institutions and practitioners would be promoted. There would be joint research and learning academy. A working group would oversee its establishment and progress. Andhra Pradesh is getting ready for its launch soon.

Can we make one district grow into a 'natural' and 'sustainable' economy? Rs. 10,000 Crore – 100 Billion. In 5-6 years. Some 5-6 lakh families across 500 GPs, 10 towns and a city. 70% rural. Rs.20 Crore/year team can be in charge of this development of livelihoods portfolio. A team of 100 professionals and 1000 community professionals can do the trick. If we invest in the team, and Rs.500 Crore for augmenting livelihoods portfolios of people on a scale. We can develop a District Livelihoods Enhancement Action Plan (LEAP) in a year's time in a participatory and bottom-up manner in consultation with a variety of stakeholders. This builds on local LEAPs. This would involve local value-chains. Natural farming food systems. Plugging the gaps in existing value-chains for a fair share to producers. Self-employment, enterprises and collectives. District producers' companies may emerge. If there is a will, Yes.



Can we start the new 10,000 hours going forward with learning and action? 100-day a year travel connecting to the ground? Listening to changemakers on the ground? Listening to the kind? Being in nature? Listening and responding to the seekers? Reading, Writing? Conversing? Crafting, mentoring? Supporting? Yet remain detached? Deeksha(s)? Anytime, soon?

Yes, we can. If we start getting ready now. If we practice letting go. In the flow of N. For 7L.

Join us in the yoga of 10,000 hours towards useful coexistence and co-action – paramayoga for 7L. 09May2022

## 254. Flowing Order

Congratulations. Indian Men's Badminton Team Makes History With First-Ever Gold in Thomas Cup. The team beat 14-time champions and holders in Indonesia.

Ranil Wickremesinghe becomes Prime Minister in Sri Lanka. What next? Can we learn to be 'less consumerist'? Can we get out of subsidies? Can we live in a culture without subsidies? Except, of course, education and basic health. Can we defeat poverty, rather than adjust to it?

Are we learning something from this?

A new Chief Minister in Tripura. Maink Saha replaces Biplab Dev. Getting ready for the 2023 elections?

Congress is also getting ready. All political parties are getting ready. India is getting ready. 2023 semifinals. 2024 finals. Maybe some advancement is possible.

Chintan shibir, Reflection and strategy conclave, at Udaipur is one of them. Strategies are fine. Will they become actions? One family, one ticket? 50% leadership below 50 years? One-person one-post? Padayatras connecting with people? Public insight committee, training institute, election management committee? Ready Rahul Gandhi? Ready leaders to fight?

Severe heatwave and peak temperatures all around India. Crossed 49 deg C. It is an 'orange' alert to avoid heat exposure, cover your head, stay indoors, and take plenty of water/fluids.

Buddha Purnima. Let us reflect, meditate and know the truth. Let us be Samanas. Let us be nobody. Let us conquer the world by inclusion. Let us plan. Let us travel. Let us search with a clean slate. Let us be together. Silent interaction goes on. Let us drop 'self' – the bundle of thoughts, emotions, ideas, opinions and beliefs. Let us not stay anywhere long. Let us keep moving on the path. Let us move towards becoming Buddha. Buddham Saranam Gachchaami. Dharmam Saranam Gachchaami. Sangham Saranam Gachchaami.

Let us awaken and be released. Let us live. Let us co-exist. Let us have sama Drishti, understanding; sankalpa, aspiration; vaacha, speech; pravarthana, conduct; aajiva, livelihood; vayama, effort; sati, mindfulness; and samadhi, concentration towards a higher state of consciousness.

Can we cut/skip processed foods, processed oils, fried foods, added/refined sugars, and sugar replacements? Can we increase probiotics like yogurts, prebiotics like beans-bananas, low/medium GI foods, healthy fats like nuts, fish, vitamins (B1, 6, 9, 12, A, C), minerals, micro-nutrients, spices like turmeric, and herbs?

When are we going to Kailash-Manasarovar? Can we touch Kailash? Can we embrace all existence, and celebrate life? Can we encourage questioning and make it clear that we all are seeking? Can we let all join in seeking and exploring? Can we take clear sides with the vulnerable and marginalized and seek justice? Can we work for Antyodaya, Sarvodaya? Can we accept what we are, as a core of the core? Can we work smoothly and effortlessly with all those we co-exist with, even if we do not accept them fully? Can we deposit our time, energy, effort, and emotions even if we do not withdraw now, or later? Can we recognize our advisors and be with them? Can we serve as advisors to the one who seeks, who needs truly? Can we reflect on our relationship spectrum, identify the relationship modes and relate accordingly? Can we reflect – on where are we in life? What/what variety do we need?

What do we have? What do we need to do? Can we do this better, more efficiently, more effectively, faster, hearts full? Can we give the most to our co-travellers? Co-life?

Yes, we can. New 10,000 hours can take all these along. Co-travel. Co-existence. In nature. In conversations within and without. If we start now. If we let go. If we practice/rehearse. In the flow of N. For 7L.

Join us in the yoga of sankalp towards useful coexistence and co-action – ayuthayoga for 7L. 15May2022

## 255. High energy hours

Vamsi's wedding with Prathyusha is fixed. 04 August 2022 at Hyderabad. Please block the date to join us and be with us and bless the young couple in beginning a new life together.

Congratulations. Nikhat Zareen from Hyderabad, IBA Women's World Boxing Champion.

C Narasimha Rao, Psycho-social analyst, Journalist, sadgati.

Australia gets a new Prime Minister. Anthony Albanese from Labour. He is joining QSSD – Quad summit. Kishida, Biden, Modi and Albanese would participate in the quadrilateral strategic security dialogue now on 24 May, probably against China. Just now, we have Davos meetings of World Economic Forum in progress during 22-26 May, on the theme: History at a Turning Point, Government Policies and Business Strategies. Hope some initiatives; education, skills and jobs to a billion; ESG metrics and disclosures towards stakeholder 'capitalism'; and trillion trees, forests and ecosystems may get a boost, as a result of these meetings.

Russia is surging ahead slowly, as the West keeps reassuring Ukraine. India maintains a neutral stand. Is it the beginning of a world war? Is it part of an attempt to globalize us, more vigorously, with or without our consent? A 20% world trying to conquer the remaining 80% world?

The Government of India cuts additional excise duty on petrol and diesel, by about 30%, maybe to curb inflation. Hope states follow suit. Isn't it time to take Petrol and Diesel under GST?

India is getting ready for electing its new President. All politics are gearing for the same. Strategizing. KCR gets going.

Can we combine the intuitive leaps and systematic follow-up? Rules, routines, and processes to yield patterns, insights and frameworks. Their coexistence leads to progress in life! Can we appreciate the long-term trends – technology changes, social changes, ecological changes? Can we benefit from these changes? Can we repel anti-life changes? Can we lead to fair coexistence? Justice? Flexibility and security? Health and wellbeing? Diversity, equity and inclusion? Learning culture? Can we live, learn, love and lead?

Biodiversity. Biological diversity, Natural diversity. Variety and variability of life on earth. Genetic variability, Species diversity and ecosystem diversity. This year, the theme is Building a sustainable future for everyone. Diversity and co-existence are two sides of the same coin. Can we coexist with diversity? Can we be in harmony with diversities of various kinds? Can we nurture diversity in 7L? life, living, livelihoods, linkages, leading, learning and love? Can we be conscious of variety, variability and idiosyncrasies and work with them, rather than working against them? Simply, can we coexist, flow in the river of life and write the book of life? Because we must.

Do we really want to live long? How long? Can we know how to spend this long life usefully? Do we know how to spend time? Hope we are not finding ways to kill time. It may mean, time is killing us. Can we have a moving body, and a still mind? Can we have both together? Can we have work and rest going in sync? None isn't good. Only one of them is not good either. Can we do that? Can we be? Can we combine doing and being? Can we dilute having focus? This enhances life, living, leading, and love. This reduces stress and burn-out. Can we assimilate nature's ways? Can we punctuate outbursts of energy with long spells of calmness? Sleep? Music? With nature? Can we have pauses in the speech? Can we spend time preparing for the outbursts? Can we spend time for renewal, and

replenishment on a continuous, continual basis? Feelings? Relationships? Emotions? Can we pause in them? Pauses let us build, revisit perspective(s), meditate and reflect continually.

13 years to 2035. We have a total of 120,000 hours. Available hours – say, 50,000 hours. A quarter of them – can we have outburst hours of high efficiency and effectiveness – 12,500 hours. 25,000 hours can be pause hours. If we add 1 per 10 hours, we have 1,000+ high-energy givers, taking us to 10 million hours, a minimum. 10x times is possible. Can we try?

Yes, we can. We have effective, efficient 10,000 hours for coexisting co-travel in-nature usefulness. In conversations within and without. If we practice. In the flow of N. For 7L.

Join us in the yoga of tvaksh towards useful coexistence and co-action – arbudayoga for 7L. 22May2022

## 256. Missing the beats

I recollect as we complete three decades (about 1565 weeks; 10957 days) of marriage, in a few days:

Vivaaham (paanigrahanam and saptapadi) is a lifelong commitment to pursue pleasure, progress, prosperity and joy – dharma, artha, kaama and moksha together. Begins with a promise – naa ati charaami, by the groom, followed by paanigrahanam, holding the hands, and saptapadi – first for life sustaining and nourishing food; second for physical, emotional, intellectual, and spiritual strength of body, character and being third for livelihood and prosperity; fourth for the happiness of family, community and the world; fifth for enterprise; sixth for life and completeness; and seventh for life-long friendship. Lokah samasthah sukhino bhavanthu. Sarvah mangalaani santhu. Om Santih, Santih, Santih.

World Hunger Day points out: a third of the world, 240 Crore people, is not meeting its people's food and hunger needs. Malnourished. Stunted. Starved. These include 50% of farmers. 60% of the world does not have access to healthy food. Local value-chains of Natural Farming can address this. Let us go global, locally.

Now that we have bitten the e-bullets, can we go all the way towards paperlessness with high effectiveness, efficiency, data capacity, and pace and low cost?

Civil Services results this year have women on top. Maybe this is the trend. 180 IAS. 200 IPS. Shruti Sharma, Ankita Agarwal and Gamini Singla are the first three rankers. When are we having Development Service? Is not this Amrit Mahotsav right time for this? When are we removing the name Collector?

Nandamuri Taraka Rama Rao (28 May 1923 – 19 Jan 1996) enters his centenary year. Actor-Politician par excellence. Rama and Krishna for many in the Telugu States. 300+ films. Voted Greatest Indian Actor of All Time. Founder, Telugu Desam. Three-time Chief Minister of combined AP, for seven years. Chairman, National Front. His legacy and the mantle is being carried out: Telugu Desam, Chandrababu Naidu, Purandheswari, Balakrishna; Jr NTR, Kalyan Ram; Basavatarakam Indo-American Cancer Hospital; NTR National Award, NTR University of Health Sciences; NTR District; Self-reliant MACS Act in AP and similar Acts/Provisions outside; smaller Blocks – Mandals.

Can we be nice, kind? Can our leaders be nice, kind, caring, and loving? Can we be considerate? Can we be flexible, can we accommodate? Can we smile? Can we greet? Can we show appreciation? Can we listen? Can we offer support (without being asked)? Can we treat all with respect? Authentically.

Can we realize and appreciate that fear, anger, anxiety, etc., are temporary? Unless we want to, we remain untouched and unaffected by these in reality. We are not our emotions. We are not our fleeting thoughts. We are not transient feelings. We are beyond all of these. This understanding takes us to freedom and peace for coexistence. Can we get this?

Let us live fit, learning and doing till the end. Let us coexist and be useful. Let us be joyous. Fit naturally. Physically. Socially. Humanly. Emotionally. Spiritually. Can we? Can we get 1000(s) of us into this?

Yes, we can. We have more than ten million person-hours. High-energy hours. For coexisting co-living co-travel in-nature usefulness. In conversations, in notes, in steps within and without. In the flow of N. For 7L.

Join us in the yoga of missing the beat towards useful coexistence co-living co-action – layayoga for 7L. 30May2022

## 257. Rewiring in 10,000 hours

Presidential election is announced. This time around, 4809 electors – Members of Parliament and Members of Legislative Assemblies in all States, NCT Delhi and UT Puducherry choose the President. Elections, if required will be on 18 July. The new President is expected to be sworn in on 25 July. Recent Rajya Sabha election results have brought an edge to the BJP-led coalition to ensure the election of its candidate as the new President of India.

Covid upsurge is noticed, and Government reiterates the five-fold strategy: test-track-treat-vaccinate-behave (Covid appropriate).

Prophet Muhammad (Muhammad ibn Abdullah) b 570 AD is believed to be the final prophet of God. God is one and submission to God is the right way of life.

Mithali Raj retires from all formats of international cricket.

People join people. Join visions. Leave people. Leave toxic cultures. High performers leave first. We know we are into toxic situations if the core values do not guide the work; if honest feedback is dustbined; if there is no freedom in performance; if blaming and punishment are the principal way; if there is increased absenteeism, illness, and high turnover; if overworking is always expected normally; if interactions are strained/straining; if gossips and cliques proliferate; if favoritism and politics rule; if bullying and aggression is the key way.

Can we prevent it? Yes. Can we cure it? Yes, but it takes a long time and committed authentic actions. Of course, we can choose not to join, if we know beforehand. We can get out of it and go into a new place and explore the culture there.

How are we getting paid more? How are we becoming rich? Is not there some kind of underpayment or overcharging built into it? Underpaying and overcharging the most people living on the edge of survival. The structuring is that a small proportion of people get paid higher amounts and taken into the club. How do we understand this? How do we juxtapose this with sparing some wealth for some people here and there and for the purposes we feel strongly about?

When everything inside us – thoughts, emotions, feelings – is seeking our attention, we pay attention to one of them or a portion of them, and it manifests. If we withdraw attention, it disappears. If we master this attention, we mastered our heart, mind and soul. We master ourselves. Let us keep checking and tracking where our attention is. Every now and then, say every 60 minutes.

Can we be less reactive? Can we be more in control? Even in frustrations and panic situations. Can we pull in more willpower and resources? Can we keep doing our bit no seek pleasure in external achievements and things? Can we move into internal joy with no diminishing returns? Can we get all psychological suffering removed? Can we remove inner conflicts, and work in tandem internally? Can we stop feeding negative thoughts and emotions, and can we resolve and switch them off very quickly? Can we stop getting bothered about what others think? Can we handle contradictions within and be more flexible to have contrasting and opposing truths, concepts, beliefs, and worldviews coexisting within us? Can we be at ease in concluding that we were wrong? Can we generate authentic thoughts, emotions and feelings from within? Can we stop getting into the spell of passing thoughts, emotions and feelings, and let them have no traces behind us? Can we have inner freedom?

Can we dedicate 10,000 hours to this practice? Meditation, Dhyana, Yoga. Losing ourselves. In oneness. Rewiring of the consciousness and brain. From counting to sensations, mantras, chakras, and love. Can we? Can we get 1000(s) of us into this?

Yes, we can. For coexisting in-nature usefulness. Within and without. In the flow of N. For 7L.

Join us in the yoga of rewiring towards useful coexistence co-living co-action – srujanayoga for 7L. 10June2022



## 258. Let us be

The presidential election process progresses. Draupadi Murmu is the candidate from the ruling coalition. Yashwant Sinha is the challenger. If Draupadi wins, she will be the first tribal woman to be sworn in as President of India, on 25 July. Yashwant Sinha was an IAS officer, Vajpayee's Cabinet Minister and was in Trinamool of late.

Agneepath to serve in Armed Forces – Army, Navy, Air Force – for 4 years has been announced. This year, the plan is to have 46,000 Agniveers. The upper age limit to join Agneepth is 23 years, but not less than 17.5 years. SSC or Plus 2 is the required qualification. For some duties, Non-Matrices are also fine. The pay per month is Rs.30,000 (year 1) – Rs.33,000 (year 2) – Rs.36,500 (year 3) –Rs.40,000 (year 4), with 70% of the pay in hand. Rs.11.71 lakh as Seva Nidhi Package on exit after 4 years. There will be reservations in various forces and departments to take Agniveers.

Cards will not store customers' data, as per RBI directive, effective from 1 July, if we get registration for tokenisation.

How can we innovate successfully? How do we change? Unless we aspire. Aspirational Vision and Plan linked to it. Unless we choose, even if it is risky. Taking a calculated risk. Unless we discover possibilities, alternatives, technologies, and models. For solving a critical problem, for enabling a solution, for generating money. Unless we evolve. Changes in models of delivery, the economics of the value chain, and profit streams. Apart from products and services. Unless we accelerate. Through empowering the people with cross-functional integration ability, network and resources, and the ability to assimilate and act quickly and swiftly. Unless we scale up rapidly. Quantity, quality and depth. By marshaling resources and capabilities. Unless we extend beyond. Collaborations, partnerships, coalitions, networks. Of and by choice. Unless we mobilize innovators and innovative behaviour. Stimulating, encouraging, supporting, rewarding, embedding, and making it part of the culture. Exploring, experimenting, trying, rebelling.

Are we getting into a trap? A trap of fakes and frauds? Can we know? May not. We can be weary. If we see unclear, vague and mysterious past – qualifications, credentials, hyperboles; If we see not practicing what is being talked about; If we see no open access, and access to the spirited – only rich and powerful hang around; if we are increasing wealth not-so-ethically; If we see using people, their skills, talents with little in return; If we see self-promotion and popularity; If we see not being free from jealousy and vengeance, deliberate retaliation; If we see the unreasonable fee, charges and exploitation; If we see great care of look, attire, image. If we practice reflection and discernment, we know intuitively the false one. Can we? Can we see the true one?

Yes, we can.

Can we see perception as a creation of the mind? Is not a world order a perception? Are we not getting brainwashed day in and day out by a concert group of actors? Can we resist the impulse that each and every thought is our own? Are the thoughts just appearing and disappearing? Are we our minds? Hearts? We can watch our minds with all their thoughts, feelings, memories, and imaginations. Therefore, they come and go on our screens. We are the observers. We have more space beyond our bodies, minds, and hearts. We are the beings. Are not we?

Yes, we are. Let us not be something else. Let us be.

Yes. For being in coexistence. In-nature usefulness. Within and without. In the flow of N. For 7L.

Join us in the yoga of being in useful coexistence co-living co-action – bhavayoga for 7L. 24June2022

## 259. Team with stamina

Presidential election process progresses. Vice-Presidential election process starts.

Maharashtra – Eknath Shinde is the new Chief Minister. Deputy CM is Devendra Fadnavis.

Farmers. Doctors. Chartered Accountants. Let us be grateful to them.

SV Ramu (Ramu Sunkara), my classmate at Sagar, is the co-founder of Alan 'Al' which takes spoken language understanding for enterprises to build, deploy and manage voice experiences on their apps and IoT devices. His 'Qik' (for mobile video apps) was acquired by Microsoft in 2011 for USD 150 Million. His advice to entrepreneurs: pick the right team, and have the stamina to run the long run.

Mukesh Ambani started leadership transitions in the family. Akash Ambani becomes Chairman, Reliance Jio Infocomm. And Isha Ambani is slated to chair Jio Retail. Ananth Ambani – Reliance Petrochemicals. Mukesh Ambani will continue to chair Jio Platforms, the flagship company.

LinkedIn announced top voices in Social Impact in India – bringing positive change in society and benefiting millions of people. These include – Aanya Wig (Co-founder, Girl Up Rise); Anand Malligavad (Lake Conservationist); Ankita Mehra (Lead, Diversity and Inclusion, Careernet); Archana Soreng (Member, Youth Advisory Group on Climate Change, and Vasundhara); Atul Satija (Founder, The Nudge, Give India); Divyanshu Ganatra (Founder, Adventure Beyond Barriers Foundation); Jyotsna Siddharth (Director, Gender At Work India); Kalki Subramaniam (Transgender Rights Advocate, Artist and Author, co-founder, Sahodari Foundation); Osama Manzar (Founder, Digital Empowerment Foundation); Parmesg Shahani (LGBTQIA+ inclusion consultant); Raju Kendre (Founder, Eklavya India – for building grassroots leadership); Rewaj Chhetri (Founder, NE Origins); Shivya Nath (Sustainable Tourism Consultant); Tanmoy Goswami (Founding Editor, Sanity by Tanmoy – culture of mental health); Virali Modi (Speaker, Model, Influencer). They have cut the mark. Maybe more are there, but not identified.

Heard: The Abilene Paradox. The inability to manage agreement. It is not the inability to manage conflict. We as a group decide collectively on a course of action that is in contradiction to the preferences of many of the individuals in the group. This is so common in organizations. When the boss throws an idea, the group immediately agrees. No one wants to stand out as a lone voice. As a result, the group decides on 'yes' when 'no' would have been the correct and personal response of the majority. This defeats the very purpose of the organization, many a time. Can we see Abilene Paradox and protect ourselves from falling prey to this? If we have an endless number of individual minds who are weak, meek, submissive and impotent, we do not get a collective super-brain. It is not super whole. We only get the weak, meek, submissive and impotent collective mind. Can we assert or transform and assert our strong, independent, creative minds? We can and we should.

We come into this world alone. And we exit alone. In between, we cannot live alone. Scientists conclude that we humans are socially capable of effectively handling on average only about 500 people at any one time in our lives. Socially, personally and professionally. Is that the reason, why the habitations typically have 100-500 families? Philosophy (love of wisdom, with disciples) and ideology (system of ideas and ideals, with believers and followers) are two mechanisms that help us to relate with more than 500, even millions of strangers. Philosophies take us to civilizations that embrace everyone and everything without discrimination, constantly seeking answers, but slow development and realization. Ideologies take us to authority that gives no or limited rights to individuals, but

probably unsustainable material progress. Can we choose philosophy over ideology? Can we offer philosophy over ideology? We can, but tortuous.

Death is certain. Therefore, can we just live a meaningful, healthy life of food, thoughts, words, and deeds? Can we live by feeling alive? Can we have work that gives dignity and meaning? Can we be in a community that supports one another materially, emotionally, intellectually and spiritually? Let us always be ready to embrace death at any time. Let us not wait to live a whole and meaningful life. Let us do it right now. We do not have to wait. We are not indispensable. The world will not wait for us to make up our minds. Now is the time.

Note is important. But let us also realize that pause is important. Silence is important. Let us pause. Contemplate. Be self-aware. Make a conscious choice. Let us respond, not react. Can we pause? Can we keep pausing, as often as we could, once in 15 minutes? Once in an hour? With power removed from the head, reasoning back in the mind, and justice and truth firmly entrenched. Can we?

Yes, we can. For being a team, loving coexistence. Being in-nature usefulness. In the flow of N. For 7L.

Join us in the yoga of relentless loving useful coexistence co-living co-action – jnanayoga for 7L. 30June2022

## 260. Coexistential Stretch

We are now 141 Crore people in India.

Presidential campaigns progress. Draupadi is clearly ahead. Vice-Presidential candidates are getting announced. BJP candidate is clearly ahead. We have to wait and see how Venkaiah's services will be used. 'Political atmosphere is getting charged for state elections in several states in a year. Related transitions and turbulences. AIADMK truce breaks. EPS-OPS fight is ON. OPS has been expelled.

Srilanka is getting ready for a new dispensation. People could effectively force out Rajapakses. The Prime Minister has gone. President has gone. He left the country too. A new president is getting elected by Parliament. Till such time, an ad hoc President, Ranil Wickremesinghe is in charge. Hope new dispensation to come will take Srilanka towards 'normal' to begin with, and to good governance, peace and prosperity in due course.

UK is getting ready for a new Prime Minister to be elected.

Rains came late but with high vigour. Vigour of 3 decades ago. Hyderabad and Telangana, Maharashtra, Gujarat, et al affected intensely. Government has to declare a week of rain holidays. Godavari basin is in spate. Bhadrachalam is fully drowned.

Indo-German Global Academy for Agroecology Research and Learning (IGGAARL, Academy) is launched. 7 July 2022 at Pulivendula. It is expected to transform itself into a world-class Natural Farming University in the next 1-2 years. It builds NF farmer researchers/scientists, professionals, learning facilitators for Andhra Pradesh and outside, besides it being a natural farming participatory research centre with hubs, and grassroots learning/research landscapes, a global knowledge repository and a learning platform. NF annual congress, journal(s) and national/global research collaborations help in its achieving 'excellence' and 'significance'.

The window is small. We need to reform fast. We need to localize our food systems as quickly as possible. We need to reduce the food miles dramatically and quickly. We need to restore biodiversity. We need to have more forests everywhere. Natural farms, natural forests. We need to pay the farmers for natural farming and climate resilience work and caring for us, all of us. Carbon credits, eco-credits, SDG credits. We need to give a fair share in the value-chains to farmers, and farmer gods. We need policies, ecosystems, architecture, and systems to support this; we need consumers making demands and encouraging; we need changes in our behaviour for natural living and farming; we need movement(s) for this paradigm to scale, and not lapse back. We all need to let this happen. No other way.

We hear: Meditation helps us to deal better with stress, anxiety, fear, negative thoughts, loneliness, anger, regret, etc. It improves concentration, creativity, memory, emotional intelligence and importantly wellbeing. Is this true? How does it do? Through meditation, we learn to zoom in, zoom out, pause and change channels. In the heart, in the mind, and in life.

Are not we emotional beings? Social beings? Intellectual beings? Are we playing the intellectual card more than what our lives require really? Are we intellectualizing everything and de-emotionalizing most things? Are we taking emotions to trivial levels? Are we here to live and experience life or to understand it? Should not we be living and loving life? Are we throwing/taking away the joy of life? Are we not having a compulsive need to be social? Even if we are complete introverts. Therefore, are we not coexisters? Are we not seeking to be a community of sharing? Sharing hope, faith, promise, love, emotions, thoughts, dreams, fantasies, fears, problems, and challenges. Can we

be friends? With others. With the Universe. With ourselves. In the 6000 thoughts a day, we have, can we converse with ourselves? Chat, whisper, argue, explain, fight. Can we stretch ourselves, body, heart, mind and soul? Can we discover ourselves? Can we discover our ways? Solutions?

Yes, we can. Being a community. Being a loving useful coexister. Being in-nature. In the flow of N. For 7L.

Join us in the stretch yoga of relentless loving useful coexistence co-living co-action – anubhootiyoga for 7L.  
14July2022

## 261. Resilient Focus

Draupadi Murmu was sworn in as 15th President on 25 July. First tribal president of India. Vice-presidential campaign is between Jagdeep Dhankad and Margaret Alva for the election on 6 August. Jagdeep Dhankad appears to be going through a formality.

Gurupurnima. Guru saakshaat parabrahma tasmai sree gurave namah. Gurus are in thoughts. Gratitude to all those who help us in getting the darkness out of the way. Vyasa's vedas. Buddha's first sermon. Buddha's sangha. Siva's yoga. Can we practice 'chaturmas'? 'yoganidra'? 'upavaasa'? retreat?

Can we learn and offer self-awareness, the ability to trust one's thoughts, feelings, motives, values et al, self-inquiry, reflection, realization, responsiveness, and the ability to resolve conflict within and without? Can we practice and offer to practice the hope, faith, promise, love, and coexistence value portfolio? Optimism, resilience? Do we have and demonstrate a sense of purpose? Passion in practice? Caring for the work? Value-criticality? Real relations? Moving forward focus on? Genuine sensitive heart?

Can we explore our lives, our experiences and discover? Can we reflect, with dedicated time set aside? Can we listen? Can we be flexible in our styles of work?

Can we have diets with less or no processed foods? Can we have more fibre? Can we have more fruits, whole grains, vegetables, legumes, and tubers? Can we aid the microbiome in our gut? Day-to-day existential habits need work now. Not later. Not in the future. Can we act now? Can we eat more 'fibre'? Can we start seeing more sunrises? Can we end our eating more and more before the sunsets?

Where are we? Solvers or facilitators? Can we move from offering fish, to teaching fishing, to teaching meta-fishing, beyond fishing? To discover/anticipate 'the problem', and the tools, skills, and resources required for this. To pursue acquiring these tools, skills et al. To employ/deploy to solve the problem(s).

Can we do our work? Can we acquire the ability to do our work? Can we learn not to be drawn to doing others' work? Particularly if they can do it if they have the ability, competence, skills, tools, knowledge, and resources to do it. Can we realize that we have no time for ourselves more often? Can we realize that being open doors does not mean allowing work to transfer unto ourselves? Can we realize that the reward for good work is more work? More of the same. How do we get out of these cycles?

Can we realize that whatever we desire intensely will manifest into form? Can we reclaim our internal power? Can we learn to govern ourselves? Can we learn to coexist? If we see recurring themes before us, we need to reflect and work on them. Let us listen to our intuitions and gut insights, and instincts. It helps.

Let us be thankful for being here now. Let us list what we did and what we could not. Who/what helped us. Who/what prevented us to fall. Their actions/methods. Let us list our experiences. Let us list persons in our lives. Their significance. Their contribution. Let us list our habits and hobbies. Let us list our smiles. The triggers for the smiles. Let us list the exciting surprises. Their interpretations. Can we?

Yes, we can. By being reflective. Being articulate about reflecting. Coexisting in-nature. In the flow of N. For 7L.

Join us in the yoga of grateful resilient loving useful coexistence co-living co-action – dhanyayoga for 7L. 25July2022

## 262. Ankuraarpana

31 July marked the beginning of the rituals of the marriage of Vamsi and Pratyusha, over the next 7-8 days. Towards the beginning of their grihastaashram. It has begun with Ankuraarpana (pasupu, breaking/powdering turmeric). This is followed by preparations for Sangeet. Sangeet is scheduled on 1 August. 2 August, it is Gorintaaku (mehendi).

3 August, it is mangala snaanam, bridal making (haldi), snatakam (graduation), and Kaasi Yatra, followed by preparing the groom for marriage (pelli koduku).

4 August, it is Ganesh Puja, Haarathi, Pradaanam to the bride, vara puja (washing the feet of the groom), accepting kanyaadaanam, pannigrahanam (holding hands), Jilakarra Bellam and Madhuparkam (Jeera+Jaggery on the heads of groom and bride, muhurtam), mangalasutra dharana (three knots), exchange of garlands, and blessings via akshintalu (turmeric coated rice), saptapadi (seven steps around fire), toe rings and black beads to the bride, seeing arundhati and vasistha stars (alcor and mizar) et al. It ends with traditional handover of the bride to the groom's family (appagintalu).

5 August, it is satyanaaraayana vratam, followed by a blessing reception (ashirvachanam) in the evening. 6 and 7 August mark the sixteenth-day events. 8 August is the concluding day.

Please plan and join the events of utsavam, vivaaham and aseervachanam during these 7-8 days. Best is to join all the days. Next best is to join for three days – 3-5 August. Third best is 4-5 August. If it has to be a day, choose 4 August, 3 August, or 5 August in that order.

RS Sodhi becomes President of the India Dairy Association. Congratulations.

Prime Minister calls for the Indian flag in each house, on every handle, and on social medial accounts for the Bharat Swatanrya Amrit Mahotsav, 15 August. Telangana Government wants to have 15-day celebrations and give flags to each household. India also remembers Pingali Venkayya, 146, the designer of the early tricolour of India.

Season of Sports. Chess Olympiad, for the first time ever in India, is going on at Chennai/Mamallapuram (alias Mahabalipuram), from 28 July to 10 August. 186 countries and 188 teams are participating. 162 women sub-teams are participating. XXII Commonwealth Games 2022 is going on at Birmingham from 28 July to 8 August. Cricket India is touring West Indies from 22 July to 7 August. India won ODI 3-0, and T-20 is tied 1-1 right now.

As Telangana formed 13 new mandals, Gundrampally made a bid for it to become a mandal. Meanwhile, West Bengal goes on to add 7 more districts. Now, we are 780 districts in India and more than 7200 blocks/ mandals. We need to move towards 50 states/UTs, 1000 districts, 10,000 rural blocks/mandals and 10,000 urban bodies, and 500,000 GPs and 500,000 urban wards in the next 5-10 years.

The west's 4 elements and the east's 5 elements differentiate the west and east's philosophies and thoughts. The fifth element is space. A space within and a space without. This is making the most differences – earlier and now – materially, intellectually, philosophically and spiritually. The harmony between the seen and the unseen. Between the tangible and intangible. Between the possible and the projection. For individuals, groups and societies. Resultant prosperity with this balance with spirituality, action portfolio with this balance with reflection and meditation, make us happy and at peace with ourselves and all of existence. Even if we do not know why. Can we balance?

We are hard-wired for comparison. With others, others' lives. It is not easy to get over this tendency. We can choose and redirect this to choose what we want to compare. Can we see meaningful things? Can we see inspirations? Can we see and look at our older selves? Can we see how are we better off from millions? Can we make the choices towards our empowerment?

Yes, we can. Being in coexistence. In balance. In reflection and meditation. In-nature. In the flow of N. For 7L.

Join us in the yoga of coexistence co-living co-action in balance – samaajayoga for 7L. 31July2022



## 263. Amrit Kaal

President Draupadi Murmu speaks on 75 years of India's Independence. India's Journey of the next 25 years, Amrit Kaal. Start-up ecosystem; Digital India; New Education Policy; Home to all; Har Ghar Jal. Bharatiyata. New India.

Prime Minister speaks from the ramparts of the Red Fort. Grateful to great souls of freedom struggle(s) of centuries and building the country after independence. It is the beginning of Amrit Kaal. India is aspiring. India has re-awakened. World is looking at India. Amrit Sarovars in every district. Let us work for Panch Pran – five life forces, five vows – Developed India; Freedom from Slavery; Heritage and Legacy; Unity and Solidarity; and Responsible Citizens. Let us see 'life' all around. Let us see co-existence all around. Let us see the universe in life and life in the universe. Absolute truth is one manifested differently. Let us all be happy and healthy. Let there be equity and equality. Can we behave decently and use decent language? Particularly with women. Can we save energy? Water? Can we do natural farming? Can we be local? Can we come self-reliant, aatma nirbhar? Can we be innovative locally? Can we transform education, health and farming, aided by the Digital ecosystem? Naari Shakti will take us forward in the Amrit Kaal. Yuva Shakti will take us forward. Cooperative federalism will take us forward. Can we fight corruption? Can we fight nepotism? Can we move on the journey of Amrit Kaal, at full throttle?

One of our jobs as development lifeworker is to raise funds and resources. We can do this only if we look at the big picture, often. Only if we take a long view. Only if we anticipate unintended consequences, even in the unlikely of circumstances. This we can do only when we slip into the shoes of the resource provider. Into their journeys. Can we commit to a no-zero approach? Can we commit to having no day which does not add to our goal, our ends? Can we have some 20 small little things that we need to keep doing?

We can control our effort, our mindset and our attention. Nothing else. Therefore, can we focus on what we can control? Isn't it empowering? Is that not wise? Is it not a way to skip frustration? Can we keep doing it? Can we be soft on expectations? Can we be more conservative on expectations? Can we be aggressive in planning, and conservative on expectations? Can we learn to manage expectations? Can we quickly switch gears if we do not have to burden ourselves with expectations? And move on to newer plans of aggression? If we can let go of thoughts. If we can meditate. Daily. At least three times a day. At least 10 minutes each time.

Can we take a break? Long-break? Some 100-500 hours? To reflect, to regain perspective, to achieve refocus. Can we be idle to be creative? Can we become free from the struggle to survive? Can we recharge our batteries? Can we chill, chill out? Can we spend time with friends and family? Leisurely? Can we delegate and be away, without worrying about what is happening?

Are we living in an artificial, man-made world? Are we living in a transactional world? Can we get more time with ourselves, our families and our friends? Maybe here, we have the 'natural' time and energy? Can we increase this? Can we seek solitude? Can we just watch, listen to and absorb the life around us? Can we increase time in nature, with nature, and time with 'life'? Can we rest and refresh? Can we sleep? Can we listen to children? Can we lie down under a shade? Can we chew some leaves and some fruit? Can we watch an ant? Spider? Bird? Plant? Can we see the divine within, without, around, all around? Can we listen to music? Can we read? Can we write? Can we play with words and numbers? Can we teach children? Can we try a new skill? A new tool?

Yes, we can. Being in amrit kaal. With life. In reflection and meditation. In-nature. In the flow of N. For 7L. Join us in the yoga of coexistence co-living co-action with time and energy – amritayoga for 7L. 15August2022

## 264. Good gets us Amrit

Sukhakarta Duhkhaharta Ganesh Chaturthi. Vinayaka Chavithi. Bhadrapada Shukla Chaturthi.

Sraavana Krishna (bahula) Asthami, Rohini Nakshatra is celebrated as Krsna Janmadinam.

Noida demolishes two illegally constructed Supertech towers, generating 55,000 MT of debris, at the instance of the Supreme Court's order after an 8-9 year-long legal battle. Supreme Court confirmed that the towers have been constructed on the site reserved for gardens.

Ghulam Nabi Azad leaves Congress, after being associated for about 50 years with it. Earlier Kapil Sibal left. Will this lead to an exodus? Will we have a new part in the offing? Will this lead to reflection and a new plan of action forward in Congress? Will this lead to new coalitions in the country? Will this strengthen BJP and NDA?

New Educational Policy 2020 talks about Early Childhood Care and Education, as the foundation of education for children. For physical and motor development; cognitive development; socio-emotional-ethical development; cultural/artistic development; communication development; early literacy and numeracy. This is like Gandhi's Nai Talim or Basic Education thoughts, towards becoming a complete human being. Life-centred education. 3Hs – development of Hand, Heart and Head, besides 3Rs – reading, writing and arithmetic. It is like the methods and processes of Maria Montessori. Education has to start with children very early.

It is 50 years since the launch of Gurukul education in Telugu states. Thanks to PV Narasimha Rao. The early birds of 1972 are retiring from their careers. Gurukulam has taken us through 18-hour days, some 300 days a year, all through the year, except when the students go home for some short vacations in winter, and in summer. Getting up in the brahma muhurtham, and retiring for the day just an hour before midnight. To make the students better as learners, and better as human beings. To live the values. Hope, Faith, Promise, Love, Modesty. To nurture character and talent in balance, side-by-side. To transcend individual living being towards social being. Towards a being in coexistence. Today, we have many travellers on the Gurukul path. Many of them made a difference in their lives, to the lives around them, to the communities, to the places, to the worlds around them. They are adding to the processes of building them, rebuilding them in their own ways. Silently, gracefully. Thanks to Gurukulams. From deep within, we are grateful, Gurukulams!

I hear: stigmagidrocalciferol – C29H46O, a form of Vitamin D, supports the breakdown of glucose with a minimum amount of insulin. It is biologically active and pure, without harming kidneys, liver, etc. With minimal or no contraindications. It accumulates in the muscle tissues/body. This means, after some time, we can stop using this intake too. Does it mean, we need to move away from increasing insulin in the body, we can increase the efficiency of insulin in the body? Is it available? What do the doctors say?

CoVID and now Ukraine War is pushing for changes in the way we live. Can we live with less fossil fuel use? Can we move close to nature? Can we live with less energy? Can we decrease our movements? Can we do more natural farming?

Perfect takes time. We can live with 'good' now, as we keep perfecting. Can we act early? Even if we are not fully prepared? Serendipity happens. Unexpectedly take the space and fill it. Luck offers opportunities. If we start moving in the direction of our 'ends'. Means manifest. Things start happening. The universe starts responding. Is it not?

Yes, it is. We are in amrit kaal, with full throttle. In-nature. To amrit. In the flow of N. For 7L.

Join us in the yoga of coexistence co-living co-action with time, and energy in nature – mangalayoga for 7L.  
31August2022

## 265. With People in situ

Liz Truss takes charge as UK's Prime Minister, and Prince Charles is becoming King Charles 3 and enters Buckingham Palace. Prince William is the next inline.

Rahul Gandhi takes up Bharat (Jodo) Yatra, 150 days, 3500 km, Kanyakumari to Kashmir. Should not we all in public life some way or the other should do similar walks? Walking around, cycling around, going around. Transects. Physical, social, emotional, mental, spiritual. In situ. In time. Through Knowledge, Skills, Tools, Resources LEAPs. Internalizing realities with lenses of relevance and 'disruption'. Stories, ladders, snakes, conversations and observations with 5-6-7 senses. Can we do 1000 days, 10,000 hours, 100,000 km, most states/UTs, 100 districts/blocks/mandals across ecological zones/situations, 500 organizations and people who are making the difference, 1000 villages, 100,000 people in these villages, towns? Some 100-1000 of us? Next year, next 10 years? Can we plan to begin the first spell/round in the next 3-4 months?

We know. Democracy is the best if it does not degenerate. Then, we slip into non-democratic system. History tells us this. The way out is we need to be ready with more democratic ways, systems, models so that we go for more democracy, when it does show the signs of likely degeneration. Slightly earlier than this. Best democracy recognizes that each one is unique. Worthy of existence with dignity. With opportunities and space to realize potential. The leader works towards this. This could be tiring, but satisfying. The leader avoids easy ways of being popular. Avoids reaching into others' pockets. Avoids borrowing recklessly and irresponsibly.

Can we identify a set of burning problems properly and genuinely? Can we get a feasible minimum viable solution to this? Can we get this solution liked by people? Maybe it is a new paradigm. Can we be the service providers? Can we engage people locally? Can we have decentralized solutions? Can we source resources for these? When we take competent, capable and sincere individuals to do things/take up responsibilities, can we prepare them for these responsibilities? Prepare them enough? Can we prepare our people to their new elevations? Can we assess whether they can handle the pressures and responsibilities of the elevations? Beforehand? Not after joining. What do we do? Slow down as we are getting grey and old, or speed up as time is running out? It is always now the time. The important and significant has to be now always. It cannot wait. How do we make this happen every moment? As intensely as possible. Love, gratitude are in this. They need to be continuously practiced from deep within and without. Not just for our happiness, comfort, and wellbeing. For the pain and discomfort and illbeing situation that triggers us to make choices for learning and growing out from these situations. We are grateful to the present for taking us to lessened suffering in the future. We are grateful to the past for being here and now. Can we? For gratitude is the sure way to joy.

Yes, we can. We can be amrit givers and amrit takers. Amrit is in-nature. In the flow of N. For 7L. Join us in the yoga of amrit coexistence co-living co-action with time, energy in nature – janayoga for 7L. 09September2022

## 266. Universe is waiting

Hyderabad Liberation. Telangana National Integration Day. | Engineers' Day. Viswakarma Diwas. | Modi's Janmadin.

Krishnam Raju (UVKR from Magalthur, Rebel Star, in about 200 films; Minister of State in Indian Cabinet) (20 Jan 1940 – 11 Sep 2022) succumbed to post-CoVID complications. Sadgati. 3 Nandi Awards, 5 Filmfare awards, and Lifetime Achievement Award.

One who imparts information is not an educator, teacher, or mentor. S/he does something else to do with learning, experimentation, discovery, building intelligence, integration et al. It includes pushing to possibilities, taking to edges and margins. They let us 'us', the human beings. They let us be 'ready' for a call, when that comes our way. No extra rush towards it. They let us unlearn, stripping us to levels where we become absolutely open and ready to receive. They let us be useful in our reckoning.

Let us lean on our gut, instinct. It is more reliable. Let us hone it. Let us go after our happiness/joy drivers. Let us not think about getting 100% prepared, 100% fit, 100% sure. Ayam Muhurtham Sumuhurtham Asthu. This is the right time. Let us get going wherever we are headed. With Vision. A Vision we believe fully. Universe conspires to make it work. If it is a Vision useful to the Universe, the Universe jumps in and takes it forward. More than the clear end, the direction matters. Let us get our direction right that takes us towards the Vision. Right direction is in: is it motivating enough? Is it inspiring? Is it troubling, suffocating if not on that road? Do we have some people from whom we get inspiration from moving in the same direction? And do we see light at the end of the tunnel, even if faintly?

Do we have something in us to take steps in this direction, although we know the direction? Are we having doubts, faith issues? Is it inertia? Postponing to a later stage could be a disaster and we miss wonderful opportunities for seeing the possibilities become true. We may miss seeing the brighter light. We may start seeing it as our karma. Karma does not come in the way of possibilities. Karma sets the Vision. Karma helps us to see the direction to the Vision. Karma takes us there to the light. Road, Map, Oar, Boat, Company, Knowledge, Skills, Tools, Stamina, and Resources to move to the light. Karma lets us invest our 10,000 hours, with our transferable knowledge, skills, tools and resources across the spectrum of domains. We can reach the light through the air, on the water, on the surface, deep within, or through 'instruments'. We reach or legacies will reach.

Krsna-Arjuna. Ramakrishna-Vivekananda. Gandhi-Gandhians. Jesues-12, Budhdha-Anandas, so on and so forth.

Human is Maanas/Maanav – being with a mind. Mind is logical, rational, and is required for us to survive, coexist and conform to expectations of the society. If we step out of the mind, be carefree, we are considered mad. If we fall below, we are mad. If we rise above, we are 'enlightened'. It is difficult to make out – mad or enlightened. Madness may be by accidental occurrence. Enlightenment is because of deliberate and conscious effort, deep within. Help in the form of a Guru may be useful. Guru appears when we are ready. Greed goes away. Compassion blooms. Kindness and love take charge. Humility drives. Amusement and forbearance take control. Slowly, we tend to become purer souls.

Let us involve 'unconnected'/'misfits in events to see, observe and note the undercurrents. We get 'unconnected' view. Misfit's abilities to observe and analyse are tested. Most slowly become cross-functional integrators and leaders, if we keep pushing them into these 'unconnected' slots. We have to step out or we have to ask our people to step out to see within, or step in to see without.

Our mind should grasp nothing and refuse nothing. It should receive but not keep. Fear of missing out is the leading cause of us getting addicted to staying connected and being connected, even after knowing that some of it is toxic and could be blocked. The refusal to burden the mind permits reflection, contemplation, meditation leading to focus and joy. We need to guard our mind from negative thoughts and negative people possessing us.

Do we have the capacity? Can we get out and see the situation from another's perspective? Because this is the only way to be a better friend, partner, professional et al. This is the only way to know our blind spots and biases. Can we practice this? Daily?

Do we have non-negotiables? Come what may, Tiger does not eat grass. What are the grasses we do not eat, come what may? Lies, Dishonesty, Non-usefulness, etc. Can we list these grasses?

Yes, we can. We do not have to eat 'grass' come what. Vision and light is there. We can go to the light. This is the time. Entire universe is ready. It is taking us there if we are in nature. In the flow of N. For 7L.

Join us in the yoga of saphala coexistence, co-living and co-action with time, energy in nature – dhruvayoga for 7L.

29September2022

## 267. Let Universe take us

Nobel Prizes 2022 announced. Annie Ernaux gets for literature – for the courage and clinical acuity with which she uncovers the roots, estrangements, and collective restraints of personal memory. Ales Bialiatski, Memorial and Centre for Civil Liberties get for Peace – civil society in their home countries for peace and democracy. Economics went to Ben Bernanke, Douglas Diamond and Philip Dybvig for research on banks and financial crises.

Women Farmers | Girl Children | Food. Global Hunger Index says India is 107/121. Is it right? If right, what do we do?

Munugode Election Process starts. Himachal and Gujarat Elections are on their way.

Mulayam Singh Yadav (22 November 1939 – 10 October 2022) rests. Netaji had a hand in the history of UP and India.

Xi Peng is moving to be the most powerful in China, Unified China. In the UK, Liz Truss may have to leave.

Who is losing in Ukraine? Another Afghanistan in the making? Are we losing Ukraine? Are we waiting for regime change in Russia?

Do we plan: Long-term systems evolution and Vision (maybe 5-15 years) Strategic Plan (maybe 3-5 years) Tactical Plan (1-3 years) Annual Plan Quarterly Plan? Plan-track-reflect-replan?

Is not the greatness there in the worm doing its duty silently, steadily from moment to moment and hour to hour? Are we losing out because we are more known? Is familiarity breeding contempt? Are we overwhelming the resource providers by constant streaming of the messages? Is it not important that we spend time, listening to them and responding to their needs? Is it not important that we do not get into the trap of communicating all the time without saying much? Is it not important that our culture teaches servicing the community and other stakeholders? This may be beyond methods, technology, metrics, credentials of the staff, budget size et al.

Has age taught us to be more human, to be quicker to accept mistakes, to better balance multiple things happening together, and to be more open? Has age taught us that uncertainties fuel opportunities? I don't know offers many possibilities and I know there is just one, many a time. We know very little about various events in our lives.

Does life really come in our way? For living our values and pursuing our aspirations. Is it not that we do not prioritize? Do we forget? Do we get carried away by our 'busyness'? Can we be on our values and aspirations every day? Do we have daily reminders? Do we have alarms that call us back to pause, reflect and realign with what matters to us?

When we have the right to choose, do we generate options/choices? Do we know what choice is right? Is our chosen path giving peace? Is it helping us to realize our inner, and outer potential? There is no need for anyone else to put a stamp of approval. We do not need others' applause. We are our masters. Masters learn by reflection. By experience and practice. By learning from others. We get wisdom, knowledge, intelligence, skills, competencies and tools. Do we realize the use of role models? Do we realize, unlearning-learning calls for wearing other hats and others' hats? Walk, talk, think and act like the other person. Do we realize figuring out our ideal/real self can also be a good benchmark to work with?

Yes, we can. Our life, our living is all about this. Our livelihoods are all about this. Our levers, leads, and leadership are all about this. We need to unlearn and learn. We must love doing all this, in co-existence with all 'life'. Systems, Visions, Strategies, Tactics, and Actions take us to light. This is the way. N takes us to light. In the flow of N. For 7L.

Join us in the yoga of nitya coexistence co-living co-action with time, and energy in nature – nijayoga for 7L.  
15October2022



## 268. In a new Paradigm

This Deepaavali, UK gets a new Prime Minister, Rishi Sunak, 42, a Stanford MBA and a teetotaler. Youngest ever. An Asian Hindu. He could move to the top job in less than a decade-long political career. His spouse, Akshata Murthy, is the daughter of Sudha and Narayana Murthy.

Bharathi's Fieldworker Diary as compendium is getting ready for release soon.

Is it Deepaavali or Deepdanotsav? Atta Deepo Bhava – be your own light. Dhanteras, Narakachaturdasi, Deepaavali, Balipratipada, and Bhai Dooj, Viswakarma Puja. Krishna and Satya killed Naraka. Sita and Rama came back to Ayodhya. Buddha came for a visit to Kapilvastu. Deep Daan on Ashoka completing 64,000/84,000 Buddhist stupas. Health Day. Liberation of Mahavira. Bandi Chhor Divas. Lakshmi Puja. Ganesh Puja. Kali Puja. Kubera Puja. Hanuman Puja. Govardhan Puja. Kharif Harvest Celebration. Victory of light, knowledge and good. New Year. Exchanges of Sweets. Diwali shopping is not less than Rs.200,000 Crore. Firecrackers' sound and smoke, with very high sound and air pollution.

Munugode by-poll is in the limelight. Maybe a tightrope walk. A friend says, TRS has the edge. Let us keep our fingers crossed on the result and its consequences. Mallikarjun Kharge becomes the President of Congress. Whatever that means. Rahul Gandhi's Bharat Jodo progresses into Telangana. Some non-Congress party leaders/workers join the yatra here and there. Some non-political leaders and workers too.

Stress leads to weight gain. Allergies. Diet and Exercise may not be sufficient to control this. Do weight loss/ dietary supplements work? Is there something called brown fat? Brown adipose tissue levels? Do they keep the body temperature in balance? Can the metabolic rate increase and stay at higher levels? Are Perilla, White Korean Ginseng, Holy Basil (tulsi), Kudzu, Amur Bark Cork, Oleuropein from Olive oil, Quercetin, Propolis useful and safe? Do they increase metabolism and BAT levels, reduce weight, lower blood glucose levels, suppress appetite, enhance energy levels, strengthen immune system, and improve heart-brain functions?

Let us see relationships as customers. External and internal. We also have reciprocal of customers – suppliers, providers et al. We also service ourselves. Should we not look for a holistic 'customer' relationship, service, experience and satisfaction? How do we react to failures for correcting, recovery and making the relationship sustainable? What is the resolution time and process for this?

Our paradigm of life is a set of references of how, where, when, what, who, why. This paradigm is not always constructed by us, but handed over to us, and we simply accept and follow. Most often this is fragile and we cling to it to its bitter end. But, when we remain open to unlearn, learn and build a paradigm of reality and potential, we move towards a happy way forward. When we travel we discover other dimensions of realities and other realities, we transcend initial fears and we become wiser and stronger. We see subtle changes emerging in the realm. We see awakened individuals stirring up possibilities, upsetting the status quo. We see experiments taking shape in natural, physical, social, human, financial, economic, emotional, intellectual, spiritual spheres. Towards prosperity, wellbeing and happiness. These seek a cutting crowd mentality – crowd thinking, crowd doing, crowd goals. Against the default behaviour, the path of least resistance. Can we question strong beliefs and world views? Can we dare to walk our own path, swimming upstream? Can we sing our 'song', play our tune? Can we live truly? Can we take the road less travelled?

Yes, we can. For there lies our purpose of our life, our living, our leadership, our learning and our love. We need to do all these in co-existence with all 'life'. This is the way of N. The way of life. In the flow of N. For 7L.

Join us in the yoga of idiosyncratic existence within covariant coexistence co-living, co-action with time, energy in nature – outsahikayoga for 7L. 24October2022

## 269. Searching within 'ourselves'

Morbi Cable Bridge collapse has taken 135 lives. Act of God, or Act of fraud?

Elon Musk takes ownership of Twitter with USD 44 Billion and becomes Chief Twit. Sacks the Board, Top Executives, and may be 75% HR soon. Twitter's Blue Tick may be charged.

Brazil chooses 77-year Lula da Silva, in a close contest, to be its President from 1 January.

Munugode is now ready to vote. HP and Gujarat elections would follow.

Bharat Jodo Yatra, walking-meeting-talking yatra, may position Rahul Gandhi as a serious politician. Mallikarjun Kharge, Rahul Gandhi – will they forge a formidable opposition coalition, if not a winning coalition?

Is the work world changing? Are we going to see more of us unemployed because we do not have employable skills? What are the must-have skills, apart from 3R – read, write and arithmetic? Emotional Intelligence, story telling, creative problem solving, first-principles (analytical) thinking, active learning, resilience, stress tolerance, flexibility? Do not the poor, vulnerable and marginalized have these in abundance? But what about these – Leaders and social influence, Technology use, Tech design, Ideation? How do we get infrastructure and investment for trying these? Are we creating a new wave of poverty and inequity augmentation? How do we get de-skilled and re-skilled to be employed, relevant, and useful? Are we expected to learn these skills on the job, through self-learning, online and assisted learning? Investment in learning by organizations is taking a beating. Therefore, immersion, induction, internship and fellowships are the ways of the future. Are we designing right then? The pace of learning has to go up. We cannot say we take our sweet time to learn. We need to hurry up. Now. 6 months is the limit, isn't it? The onus is on us to unlearn and learn, and not on our temporary employers.

What do we do? How are we useful? How are we maximising? How are we finding the pace and momentum? Is it enough that we give our time, energy, and resources to the issues we care about? Will more others follow? Is it the butterfly effect? How do we choose the issues and give at least 20% time dedicatedly to them? How can we slow down with increased effectiveness, efficiency, and impact? Can we give back significantly? Can we always have a vision, portfolio of strategies and plan(s)? If possible written, articulated, disseminated? Can we be sure that we love what we do? Can we be sure that we love whom the work touches? Can we be sure that we love people in our flow? Do we work with small numbers and do we work on a big scale? Even one can be fine? Can we do both, hybrid?

When the crunch comes we need air, water, food, shelter, entertainment etc. When the crunch comes, what takes us forward is coexistence. Coexisters are always there, physical, or virtual. Maybe a shout away. For give and take. For sharing ups and downs, gains and losses. Life and death. For fights and fun. For living together, laughing together, linking together, serving and leading one another, learning together, loving together. Can we coexist with and touch more souls with steady outpourings? Can we walk, meet, hug and still be unobtrusive, silent?

If the heart rejoices as we prepare to give, if the heart purifies itself while giving, if the heart is satisfied on giving, can we keep giving? Can we stretch ourselves, our boundaries to give? Can we give more, in more ways, in more spaces?

Do we know who we are? This body of flesh, blood and bone? This mind of thoughts and feelings? Can we begin this enquiry? Deep inside. Meditation helps. Desperation helps. Intuition strikes and we need to follow the intuition. Can we?

Yes, we can. For knowing us deeply helps to live, lead, learn and love. We are part of the existence and we need to co-exist with all 'life'. This is the way. This is the flow. The flow of life, flow of N. For 7L.

Join us in the yoga of 'I' within 'us' for coexistence co-living co-action in nature – sodhanayoga for 7L. 31October2022

## 270. Choice at every moment

Our father, Ganduri Satyanarayana's first Anniversary on Kaarthik Krishna Tritiya. on 11 November, at Gundrampally. Visited Mahatma Gandhi Gudi (Temple) and the temple offered Ashirvachanam.

Gandhian Ela R Bhat, 89, rested, leaving SEWA behind. A Padma Bhushan. Chair, Sabarmati Ashram Trust. Chancellor, Gujarat Vidyapith. Indira Gandhi Peace Prize awardee.

Pink slips to staff in many software organizations, including Meta.ASHA – Kisan Swaraj Sammelan is in progress at Mysuru discussing Natural farming agroecology.

Who has to determine our futures? We the People. All People. With knowledge, power and agency. With foresight tools. We need to vision our futures and make them. Together, being inclusive. It is a matter of justice. We cannot leave this to experts. Futures with shifted paradigms are different from projections. Generalists get these paradigm shift futures better than specialist experts. The best is having both together. Stories of futures have to be articulated. Have to be told. Have to be lived.

Tangible and not-so-tangible assets/capitals/resources include paper assets – money in the bank, cash in currency etc. Knowledge, skills, tools, etc. Mental abilities. Now, we are getting digital assets. Digital currencies, tokens. Fungible and non-fungible. Transactions in these assets are possible. Their custody can be in person, in digital exchange wallets, etc. Now, we see the emergence of digital banks. While this is progress, we see increasing inequities between the haves and have-nots. What can be done to tackle these?

We need to work with community collectives, and enterprises and support government and non-government organizations and individuals so that they take up activities that benefit their clients, and members. They need investments and funds for these. Philanthropies can extend leveraging, technical support grants to an extent for these. Some can give funds for the programmes too, maybe on a pilot/megapilot scale. However, they look for a promise to showcase models, approaches, learnings, etc. For tapping these funds, we need to have a concept, an example, and an articulation. A way to try and take it forward. Then, we need to have 'patience', to wait and respond to questions that may arise. We need to keep in touch. With not just one.

All non-government organizations are not development/livelihoods/poverty reduction support organizations. These organizations could be registered as a Society, a Trust, an SHG, a Firm, a Company, a Section 8 Company, a Producer Company, a Cooperative, a Trade Union, an LLP, and even a Political Party. It can be a mutual support organization or profit-making organization for itself and its members. It can be an organization that does not take the profits out of the organization. It may seek an Income tax payment waiver. Or contributions to it can offer income tax savings. It can do a variety of tasks. Maybe support, advocacy, or charity. Or implement programs. May fulfil social responsibility. May do business or a business of/with the poor and vulnerable. May do processing, production, value-addition or services. Maybe community-owned, government-owned, family-owned, concerned individuals-owned, corporate-owned, or hybrids. Some raise donations locally. Some receive foreign contributions. Some bid for projects. Some charge for services. Some raise cross-subsidies. Some do faith-based work. Some are in education; health; service delivery, etc. Some pool-up volunteers. Some serve specific communities, or specific areas. Some may work in specialized domains/sectors. How do we work this multitude?

Fakes look perfect. They need the art of flaunting exaggerated or fake realities. There is no need for perfection and the Genuine possess flaws. Imperfections provide character and meaning. Each one of us is different. Strong in parts

and fragile in parts. Need the right amount of care and nurturing. We need some generic care plus specific care. Each one, each life, each community, each village, each area, each sector. Can we care? Now is a new beginning. Every now. Life is a stream of moments. A stream of choices. BIG may offer the skeleton/outline, it is the small moment-after-moment choices that make our journey. Can we make these choices? Can we have a framework to make these choices? As a matter of habit, or practice?

Yes, we can. We make choices day in and day out to live, lead, learn and love. Hope, Faith, Promise, Love and Co-existence are the frames to make choices to co-exist with all 'life'. The flow of life, the flow of N. For 7L.

Join us in the yoga of choices for coexistence co-living co-action in nature – ichchaayoga for 7L. 11November2022

## 271. Possibilities to start

Superstar Krishna [Ghattamaneni Siva Rama Krishna Murthy, 31 May 1943 – 15 Nov 2022] rests. 350+ films.

Jammu University wants to have a rigorous PG in Rural Development Management, to produce professionals for Himalayan and other North-west states. Hope it succeeds.

We cannot be happy with examples of successful natural farmers with 365-day multiple green cover here and there. We need to have more of them, with most of the farmers in each village. At least the small and marginal farmers. On all of their farmlands. With deepened practices. They need to consume the produce, the diverse and nutritious. The surpluses can feed the local value-chains and beyond. Subsidies on chemicals for chemical farming should go. At least, they should be offered as direct benefit transfer to farmers so that they choose what to do with the amount. Best practitioners, farmer entrepreneurs and their enterprises, women collectives with agency are the keys of this transformational journey into the paradigm of natural farming and living with nature. The future for us, for the planet.

This is a movement in the making slowly. For a long-term impact on planetary scale. For a societal paradigm shift. Who will lead this? Where are they? Where are the leading agitators stirring the world's status quo is not quite right? Persistently, persuasively. Building collective action against the status quo at various levels and situations. Leading innovators? Making solutions, solution portfolios, solution examples customized. Validated, demonstrated on scale. Coalition of support for these solutions. Leading orchestrators? Spreading the solution(s), with its nuances for various hues, coherently. Sustained, expanded, deepened actions in multiple geographies and situations. Inspirers? Evanelegists? Angels? Supporters?

We need to be cautious in this becoming fragmented agitations with stalled solutions, having tunnel visions with negatives in other dimensions, and/or impractical on ground solutions, becoming a mission drift and mission dilution. Are we agile? Do we continually assess progress and changes in the environment? Do we channel our sources of power and motivations – personal, positional and relational? Do we realize that most of us may not be recognized? May not be acknowledged? Still, do we persist? For a long time, may be a lifetime?

Movements with Pace, Scale and Lasting changes are real and possible. Exponential significant sustainable change is possible. Simple acts, simple calls-to-action with incremental small shifts drive these. Are we simple and incremental? Are we having diverse sets of people, across various contexts, driving the central idea of change in their own ways? Are we harnessing collective energy of more and more large groups, communities? Are we sharing capabilities, infrastructure? Are we networks, coalitions? Are we having collaborative spaces? Platforms to partner and work together? Without dilution and drift. Are we working on nudging the ecosystem(s) to new ecosystem(s) for sustaining the change? Are we amplifying the benefits of the solutions to more and more people? In Community, Civil Society, State and Market? Are we bringing the people's agency back? For the people, it matters the most. Are we networking and pooling hands around our shared vision of the movement? Social, societal movement?

What do these leaders and co-leaders need? Learning, upskilling, and growing, to unleash higher potential? On an ongoing basis, in everyday work. Do they have time, access and mentoring for this? Do we have mentors for this? Movement within – upwards and laterally? How do we ensure these?

Do we talk too much? Do we talk too little? And do we talk not about the right things? We may do these often. Can we learn to do them more correctly? Can we mentor good number of people who deal with the world correctly,

according to the world that is being dealt with. How do we open up open learning, self-learning, assisted learning? How do we mentor having balance of opposing qualities (like string vs flexible, creative vs disciplined, determined vs gentle et al)? Can we practice this balancing?

Everything in this Universe is continuum of energy and matter. Isn't it? Energy is non-judgmental. Can we embrace and channelise it for love? If we keep quiet, does it not mean anti-love? Can we weave gratitude into each of our interactions? Unforced, unrestrained giving in every interaction. Can we persist with beginner's mind? Does not know much. Humble, coachable, flexible. Open. No baggage of the past. Can we 'let us see what happens'? Can we be ever ready for liberation?

Yes, we can. We begin every minute. To live, lead, learn and love. In the frame of Hope, Faith, Promise, Love and Co-existence. The flow of life, flow of N. For 7L.

Join us in the yoga of possibilities for coexistence co-living co-action in nature – drstiyoga for 7L. 22November2022



## 272. Let us 'be'

GIZ Round Table on Indo-German AE Light House at New Delhi on 25 November. It released India Food System Vision 2030 Report. It says – Our current food production system is driving the degradation of the natural environment – soil, water and air quality, biodiversity loss and climate change – and dangerously undermining our future well-being. Food systems have huge implications on the livelihoods of a large number of people and hence consequences for inclusiveness as well. It has to be transformed to nourish everyone, producing in harmony with nature in an inclusive manner and equitably, and quickly.

Participated in CEOs' Conclave at IRMA on National Milk Day remembering Dr Verghese Kurien, 101. A life-long employee of farmers. Social entrepreneur, development worker, and institution builder with no parallel. My initial 3 years post-IRMA were in his teams. His mantra: integrity, and hard work for HR. Minimal overheads till stabilized. Moderated Social and Development Panel, of 14 persons. See live link <https://lnkd.in/d4H8kbnT>.

Some 100 days. New portfolio of engagement within and around Hyderabad as the base needs to be evolved.

Jammu University Department of Lifelong Learning inches forward on field/practice-centric Masters in Rural Development. New course would begin this month.

Natural Farming 2050 Foresight is heading toward conclusion shortly. Mainstreamed default option is natural farming, with lower unemployment and more certain food-nutrition security through local value chains, and agency of women and marginalized farm and farmworker families. Hills and Drylands constituting 50% arable land would lead this revolution. Millets, pulses, oilseeds, vegetables, and fruits, integrated with livestock would be front-runners. Following would be reversed.

We expect every one of us to be socially responsible. Corporates are not exempted from this. CSR has been around for a long time. CSR in 2013 Act is a straightforward framework. Instead of 2% of profits, 1% of turnovers could have been a better deal. As per CSR rules, we require just the project name, location, project holder, number of beneficiaries and a Funds Utilization Certificate. Project timeline is limited to 0+3 years. Everything else is part of the 'development work' per se, not peculiar to CSR.

Bharat Rural Livelihoods Foundation released Tribal Development Report 2022 (in 2 volumes). Tribal communities are probably the poorest communities in the harshest ecological regions. 257 are tribe districts. 90% of these districts account for 80% of the tribal population.

Complete digital B2B or P2C may appear ideal. The value-chain player is doing a 'holding', 'value-addition' and 'intelligence' operation/service and s/he needs to be rewarded fairly for such service. Therefore, we must see how we substitute P or C ends taking over these services. Are we conscious of these? Are we having the abilities, and skills for these? Are we having the resources for these?

What are we seeking? Hope we are not into seeking without knowing what we seek. Can we fully enjoy and experience the present, ignoring the undesirable as much as feasible?

How do we scale – more local, more young. Simplify the agenda and downsize the leadership.

Are we familiar with leadership vocabulary? Can we practice? Can we communicate effectively? Can we ensure a clear vision/plan reaching where it matters? Without corruption. Without us being confused. Without our other half

not getting confused, not misinterpreting. In the environment and hygiene of communication. Do we do enough homework and preparation before we communicate? Can we prepare for likely questions? Can we avoid using phrases like – I know for sure; no offense, If I were you et al. Can we move to we/us/our? Can we be specific, rather than saying 'never'/'always'?

Are we conscious notwithstanding whether we are right or wrong – some would misunderstand, and some would appreciate? Particularly when we are at something that goes against the status quo. Here we need to reflect rather than going by limiting ourselves to what others say. Can we?

Yes, we can. We can be in the present fully. To live, lead, learn and love. The flow of life, flow of N. For 7L.

Join us in the yoga of conscious possibilities for coexistence, co-living, co-action in nature – jaagrtayoga for 7L.  
02December2022

## 273. Let us will

Dr Leo Varadkar, 43, takes charge as Taoiseach (Premier) in Ireland. Second time. His father was an Indian immigrant, and his mother was Irish. Elections – BJP sweeps Gujarat. Congress wrests Himachal. Munugode goes to TRS (now BRS). Most other bye-elections do not favour BJP. MC Delhi goes to AAP. The results may not be indicating 2024 trends. In any case, the battlelines are getting drawn for the 2023/24 elections.

TRS changes name to Bharat Rashtra Samithi, BRS, and flag.

Natural Mission on Natural Farming gets going part by part. The first part is Research and Knowledge component via ICAR institutes, Universities, and MANAGE; and implementation on the banks of River Ganga.

Draft Digital Personal Data Protection Bill is making rounds. After the Supreme Court ruling – Privacy is intrinsic to the right to life and liberty; the Right to Privacy is a fundamental right. Data storage needs to be localized. Hardware and devices need to be regulated. Approvals are required for each instance of data flow. Penalties for breaches are to be introduced. The right to withdraw consent may have to be given.

Global warming is already here. The world has warmed by 1.2 deg C. We need to cool things down. How can we contribute to the same? – live nature-centric; farm nature-centric; declutter; buy as little as possible; take public transport; drive around less; eat 'greens'; work on climate-positive projects; nudge. Cutting down trees, destroying healthy landscapes, doing 'plough-based' farming, burning fossil fuels, etc., have caused the warming up. To reverse warming up we need to be giving up. We need to be persuading many of us to keep giving up. We need to be taking action.

We need to accomplish and succeed. The question is – do we pursue external successes or inner victories? Should we not cultivate our minds for victories within? Better health and well-being come from these practices and victories – doesn't it? How do we go about them? Hope, Faith, Co-existence, Practice, Promise, Love and Surrender are the strands. Together. Hope and faith are the reason we exist. We live. Knowledge is augmented with co-existence and increased knowledge instills more hope and faith, and co-existence. Being in co-existence with knowledge (therefore, truth), we analyze, interpret, synthesize, and integrate it for offering promise and love (therefore, give, serve) dedicatedly. This is not easy but possible with practice. Practice with detachment. Detached attachment. Practice includes meditation, reflection, and contemplation. We are already the servant leaders of the sum total of all souls. We will be. We only need to appreciate and be conscious. And we lead ourselves – Bodily. Mentally. Emotionally. Grace joins and takes us forward. Be useful and the universe takes charge.

Eventually, Russia will win and take over devastated Ukraine. Maybe after a prolonged war. Over several years. Russia may become bigger. America may retain its hold. But some 20-30 Million suffer in Ukraine and vast numbers of the poor and middle class in Europe and Asia.

Clearly, negative thinking and irrational pessimism are very harmful. Defensive thinking is useless. Positive thinking without basis and irrational optimism can also be harmful. We need to be smart and balanced. Optimism with smartness and balance. Caution helps. Any situation will take it forward still. If we are at it. If we have the ability to see through and see the benefits, lessons, and opportunities. What helps here is willpower. Practiced self-control. Achievement, change we seek will come because of our willpower. Willpower gets stronger with its use— regular use. Life flows become easier. Resilience increases. Again, willpower requires a daily practice of small things like

waking up without alarm on time, meditation, cutting down on junk and sugar, and not complaining or blaming. Keep committing and keep realizing. Small ticket items. The way to stronger willpower. Can we do this?

Yes, we can. We are what our will is. To live, lead, learn and love. The flow of life, the flow of N. For 7L.

Join us in the yoga of willing ways for coexistence co-living co-action in nature – nijaichchayoga for 7L.  
15December2022

## 274. Interconnected no matter what

Merry Christmas. Happy New Year. Vaikunta Ekadasi.

Winter Solstice. Srinivas Ramanujan's birthday. Mathematics Day.

Argentina takes the 2022 World FIFA Men's Football Cup at Qatar, on penalties. Lionel Messi, Kylian Mbappe, and Ronaldo are the acknowledged champion players. Messi got the Golden Ball, Mbappe – the Golden Boot, E Martinez – Golden Glove, and E Fernandez – Best young player.

Sadgati to Dr S Parasuraman (1952-2022), Director, Tata Institute of Social Sciences (2004-18). Pro-poor, pro-people. Making a difference. Producing about 1500 professionals a year, across 69 programs, 19 schools, 6 centres and 3 campuses. Will/can more development institutes go this way?

Jammu University, Department of Lifelong Learning, goes for field dominant Masters in Rural Development Management this year. It has just started. Hope they have the conviction and motivation to go all the way as designed. Hope more Universities seed more such courses in the country.

IRMA Consulting has to get seeded soon, to grow as the Consulting Entity in the Development Practice domain. Will IRMA take it forward? Will the competent development practitioner alumni come on board? Will it not make a huge difference to the sector/domain? Will it not add 'funds' to IRMA regularly, consistently, and substantially?

Life on Earth is closely linked to biology and ecology and this work is inexpensive, inclusive, and faster. It just wants time and energy. Let us give.

It is the time of book fairs/exhibitions. Hyderabad Book Fair just started. Books can be e-read but physical read continues to have its own charm and usefulness. Please continue to persist with physical read. Buy books. Give books. Raise reading rooms, libraries, particularly in the schools and villages. As much as possible in mother tongue. Most of us have to read the best 1000 books, however variedly they are arrived at. Preferably, in the first transition of life; first 20-25 years.

Whatever be our portfolio of business, profession or livelihoods, we need and we can benefit from the generic skills and abilities that include: fast reading; writing; arithmetic; memory; negotiating; selling; articulating; thinking; micro-processing, detailing; listening; ignoring; adopting; improving, nudging; walking away; time management; being positive; speaking before large gatherings; tenacity; investing money; self-control; self-analysis, reflection; learning to learn; understanding others; consistency; asking help; visioning; strategic influencing; concern with impact. All these within the contours of fundamental values/non-negotiables of Hope, Faith, Promise, Love and Co-existence. Can we take language, numbers, logic and biology to all?

Love is not an articulation; it is a behaviour—natural and continuous. Basic trigger is trust, even if it hurts once in a while. We need to balance self and others. We need love, care and friendship going hand-in-hand. This is the magic of co-existence. Everything is inter-related. All things. All beings. All things and beings. All matter, all energy. All matter and energy. Butterfly flutters and Amazon burns. Our moods affect our breath. Our breathing affects our moods. Moods are affected by food we eat, books we read, music we hear, pictures we see, movies we watch, people we interact with, etc. Brain chemicals and DNA shape our thoughts. Constant thought patterns can change the brain and DNA. It appears – our mind is volatile, will power fragile, and the world distracting, and so on. How do

we pursue our vision and path steadily? Is it perseverance? Do we have it in us? No matter what. We need tiny and micro successes that keep adding up to move towards our vision, honouring ourselves, our words, and our lives. We need to invest time, energy, and resources for these tiny successes. Relentlessly. Endlessly. Can we?

Yes, we can. Everything in us inter-related. Everything around us is inter-related. We are inter-connected. To live, lead, learn and love. The flow of life, flow of N. For 7L. Join us in the yoga of no matter what ways for coexistence, co-living, and co-action in nature – sethuyoga for 7L. 25December2022

## 275. Top 10,000 hours

Yoginder K Alagh (YK Alagh) (1939-2022) rests. Prof Alagh was the Chair of IRMA during 2006-12; Chancellor, Central University of Gujarat; Vice-Chancellor, JNU; co-founder, Centre for Environmental Planning and Technology (CEPT), Ahmedabad. He was also Rajya Sabha MP during 1996-2000 and Minister for Planning in the Government of India during 1996-98. He was the first Fellow of the Indian Society of Agricultural Economics.

The 'greatest' Pele (1940-2022), footballer (forward) with 1000+ goals, and three world cups, and Athlete of the Century rests too. Only Maradona and Messi may have come nearer to his level of performance/brilliance.

CoVID surges. Deaths surge. In China, and elsewhere. Its influence on India is expected to be minimal. Peak is envisaged towards the end of January. Let us be careful and watchful.

E-purchases are going up. It will touch 2 digits soon. Do the neighbourhood kirana/provision/retail/ buddy shops survive? Are we seeing a reduction in the length of the supply chain? Are we seeing the shops doubling up in buying the produce/products/services locally and aggregate on one hand, and retail the produce/products/services on the other? Are we going to see more input-output shops/enterprises? Are we also going to see more small local value-addition enterprises locally at the producer end or at the consumer end?

Gandhi famously said – It is not good for us to worship an individual. Only an ideal or a principle can be worshipped. Are we missing this point? Can we imagine any one of us knowing everything, seeing everything, thinking for everyone, doing anything and everything? Then, don't we need participatory bottom-up planning, tracking and decision-making processes? How do we build them? How do we build this culture? Even if this means a compromise on growth a bit and for a while? How do we see reality clearly and fully, and decide and act on that basis?

A thought: If numbers are there, infinite numbers are there, then a mind that contains them must be infinite. A mind that contains infinite numbers may have to be omnipotent. Since the numbers are eternal, this mind has to be eternal, independent of time. Infinite, omnipotent, eternal mind/intellect would mean divinity. God. If Mathematics is existing, God must be existing. If we know how to look for one, we find God everywhere. See Five Proofs of the Existence of God.

Let us see our commitments on our time (all else falls into 'time') in 2023 and beyond. They could be in three Blocks/Verticals (come what may agenda, committed to clients agenda, and emerging/opportunity agenda) and two Horizontals (learning, doing). We have 365 days and 14 hours a day coming to 5000 hours. Unfree B2 may take 300 days\*8 hours=2400 hours for our living. If we are generous, we may make it 3000 hours. Can we put 1000 hours for free B1? Another 1000 hours for contoured B3? These B1 and B3 produce extraordinary results and consequences. Can we look at 1000 hours for H1 and 4000 hours for H2? H1 makes the action very efficient, effective and sustainable. If we do 10 years of 1000 hours of H1, we evolve into masters. In a chosen area/ portfolio.

For the next few years to come, B2 is the work towards N-movement. Can some clients populate this portfolio? B1 is co-existence – traveling/being on the ground, writing, teaching, visioning, mentoring, mathematics, education, paying back, etc. Reflection Notes. Frameworks and Conversations. Listening to a million voices. 1000 inspirers. 1000 enterprises, collectives, facilitating organizations, and schools. 1000 N-leaders. Cohorts. Becoming a top 5 level Development Consulting Practice team(s). 1000 locations, 1000 flowers. 1000 ways.

B3 is to be discovered, most probably in the N-area. Breakthroughs. Breakdowns. New narratives. New worldviews, paradigm shifts. H2 helps to do B123. But H1 takes us through doing B123 well, while redefining and nudging B123 as we go forward. Can we get on to H1, scope it, vision it, and plan it now? 10000 hours of H1?

Yes, we can. There is no other way out. Our abilities are limited to do only this. We need to unlearn and learn new. We fail only to learn and co-exist. To live, lead, learn and love. The flow of life, flow of N. For 7L.

Join us in the yoga of learning and living coexistence co-living co-action in nature – janagyanayoga for 7L.  
31December2022



## 276. 'Live' energy within us

Changes in Telangana: DGP Mahender Reddy retires and gives way to Anjani Kumar. Chief Secretary Somesh Kumar is replaced by Santhi Kumari.

Amul (GCMMF) replaces RS Sodhi with Jayen Mehta as interim MD. RS Sodhi served as MD for 12 years. GCMMF is a federation of 18 Dairy Unions in Gujarat. Kurien was the founder Chairman of GCMMF and served for 30 years.

Remembered: Swami Vivekananda. Youth day. Can we think of institutional architecture a la an order, as founded by Vivekananda?

Meghalaya approves and announces State Organic farming policy making organic certification easier. Bio Resources Development Centre is empanelled to give certification. Outlets will be set up for people to buy organic food.

Narender Kande joins in Natural Farming effort to support its communitization.

Vijay Kumar Sir talks about SHG Movement, NRLM and Natural Farming. Please listen in:

<https://www.youtube.com/watch?v=NOdLReX7zqY>

A new organization comes into being. Centre for Research in Schemes and Policies (CRISP) is a organisation set up by a group of civil servants and those in public service, with more than three decades of experience, to give back to society, by helping in better designing/redesigning/evaluating and structuring of the implementation process of the schemes and policies. CRISP works with Central/State Governments, CSR funds, large NGOs which have large social impact. It started a 2-year Fellowship Programme to provide a platform for young talent to be of use in large-scale projects.

At 67, Bill Gates says he will not be slowing down anytime soon, and he will go full speed in giving back to society, to make the world more equitable. Help people who should not die, not die. Invest in Health, Education - 3R Mathematics. 6-9 Billion USD a year. CoVID, Ukraine War, Economy downturn are causing experience of loss of one kind or the other in a big way – loved ones, security and ways of life. 2023 and onwards can be better.

Can we support 'self-help, self-responsibility, self-administration' in our collectives? Will the New Ministry of Cooperation and National Cooperation Policy in the making help?

Are we heading from literacy, digital literacy to artificial intelligence, AI literacy needs and therefore heading in the direction of literacy inequities, digital inequities, and AI inequities? AI would play an increasingly important roles in many areas of our lives. Healthcare, Education, Transportation, Entertainment etc. It would address a wide range of global and local challenges. Though 'ethics' is a critical concern.

When there is a fight/war between the positives and negatives within us, only our will power and concentration takes us forward. Can we withdraw our senses for a while, getting into a shell, when it is required? May be through meditation and concentration. Do we churn our own minds and hearts for us to focus on a will? Do we entertain the will to attain 'goodness' nectar? Do we take in the suffering and pain before the nectar? Penance before the blessing? Pangs before the birth? Do we persist in the pain? Do we persist even if we get quick temptations and offers? Do we sidestep for some quick relief, and lose track?

Can we embrace every part of our experience? Can we integrate all the contradictions in our being? Can we live as a whole? Can we get rid of the dead energy within us? Or can we transform this into 'live' energy? Yes, we can. This is the only real way out. This is a possibility. This is our true potential. We need to co-exist, learn, love and lead. The flow of life, flow of N. For 7L.

Join us in the yoga of leading coexistence co-living co-action in nature – chalayoga for 7L. 11January 2023

## 277. Journey Into 'Shifts'

106 Padma Awards – 6 Padma Vibhushan, 9 Padma Bhushan and 91 Padma Shri. Included: Nakram Sharma, Sudha Murthy, Chinna Jeeyar, Kamlesh Patel, Khadar Valli, Munivenkatappa Tammeta, CV Raju Etikoppaka, Sankuratri Chandrasekhar, et al.

President Draupadi Murmu addressed the nation on the eve of the 74th Republic Day, Azadi ka Amrit Mahotsav time. Remembered BN Rau, who made the initial draft of the Constitution, and BR Ambedkar, who chaired the drafting committee. As the G20 represents two-thirds of the world population and 85% of the global GDP, let this forum discuss and find solutions for global challenges. These include Climate change, Fossil Fuel, Poverty, etc. Let us have 'respect for nature', 'humility before the universe', and nature-friendly lifestyles and diets.

In a democracy, do we agree: what matters most is the people's mandate somehow? Nothing else matters? Rationale, logic, sensibilities, sensitivities, realities, history et al may not matter much. In any case, Elections are ON. Meghalaya, Nagaland, and Tripura election process have begun. 6 more states would go for Elections in 2023. 1-2 more may join in, and we have the General Elections in 2024. The Indian political environment is gearing up for this Election fever and frenzy. In a big way.

As Rahul is coming to the ultimate leg of the Bharat Jodo Yatra walk, local area yatras are beginning. Lokesh in AP. Revanth in Telangana. Pawan Kalyan's Vaarahi. BJP and Congress yatras in several areas.

Meanwhile, it appears India became the most populous country. So?

A survey concludes 5% of businesses reach their goals despite 77% expressing confidence in achieving their goals. Maybe because: most of us do not document our strategy; we do not document it in its entirety; and we do not have strategic leadership with a strong foundation. It includes a leader with a shared vision (with the team); innovation culture; relentless pursuit of truth, knowledge, application of knowledge and wisdom; and collective decisions and decisive actions within the agreed non-negotiables; culture of living by values; learning, mentoring for excellence; and nudging refinement/fine-tuning. Micro-managing and reacting can only be a minor fraction of this large strategic effort. Can we try 012345? Personal Vision and Plan; Destination/Vision; Current Reality; Building on Ladders and addressing Snakes; Servant leadership team and learning architecture as the vehicle; and working to Strategies-Activities Matrix with responsibility, timeline, cost and support. Can we reserve 25% of time and energy for 'shift' – learning, thinking, conversing, planning et al for a shift? and can we graduate to 50%? Can we begin this journey today, now?

It is easy to acquire cognitive abilities, tools and techniques. Can we get them? Can we attempt the most crucial – transformation within? Behavioural transformation. Can we try? Reflect, say no to yes by yes people, and help ourselves to be self-aware.

Can a farmer earn Rs. 1 million an acre? Possible. Examples are there. A1 farmers with multi-layer (multiple heights of the plants, multiple lengths of the roots) multi-crop round-the-year farming. Water usage does not increase. Photosynthesis is maximized. Can we generate at least one example in each farming situation, in each village? Value-addition, tapping additional shares in the value-chain is additional.

What works? Farmer direct sales? Local Enterprises pooling up produce? SHGs-VOs aggregating, adding value and sales? Stalls? FPOs? Feeders to large buyers? Hybrid versions, co-existing various possibilities?

Most of us are neither fully extroverts, nor fully introverts. We are in between. Maybe both. Extroverted introvert, ambivert, omnivert, or none. We can exercise both tendencies with practice. And we need both. We need to read, write, analyse, listen in, converse, talk/speak, work alone, work in teams, with friends, with strangers, react, and respond. We need to achieve balance in some way and to some extent.

Can we make an inventory of all our unfinished agendas? Can we take a view of what we want to do with each item? Can we act accordingly? Can we ask ourselves what if we succeed, what if we fail in these items?

Yes, we can—a possibility to our potential. We need to co-exist, learn, love and lead. The flow of N. For 7L.

Join us in the yoga of true potential coexistence, co-living and co-action in nature – vyuhayoga for 7L. 25012023

## 278. Ways for the Future

Nirmala Sitharaman presented the 2023-24 National Budget. First Budget in Amrit Kaal. In perspective is India 100 vision of a prosperous and inclusive India. India's G20 Presidency: does it benefit 85% of the world? Does it benefit India? India is the fifth-largest economy and third-largest in purchase parity. India's per capita income is Rs. 2.0 lakh. This means Rs. 8.0 lakh a year. Is this true? Does it represent a real level? Women in 80 lakh women SHGs are journeying to change their destinies through Krishi?

The Government's Rs. 45 Lakh Crore India Budget is guided by Saptarshis – inclusion, last mile, infra, potential, green, youth and finance. Digital public infra for agriculture would be built as open source, open standard and interoperable public goods. An Agriculture Accelerator Fund would be set up to encourage agri- startups by young entrepreneurs in rural areas. India would be a global hub of Shree Anna, with a base in the Indian Institute of Millet Research, Hyderabad. Government would facilitate setting up cooperatives in uncovered GPs. National Digital Library would facilitate access to quality books across genres. Government would like to launch "PM Programme for Restoration, Awareness, Nourishment and Amelioration of Mother Earth" (PM Pranam) to incentivize States and Union Territories to promote alternative fertilizers and balanced use of chemical fertilizers. A humble beginning is being made to transform 1 Crore farm families into Natural Farming. Government would also like to facilitate BPK Bio-input Resource Centres. Some beginning? Hope the budgets are embedded somewhere.

We are now going to have Aspirational Blocks, in addition to Aspirational Districts. A particularly vulnerable tribal groups mission is being launched. Government would like to move to results-based financing. Let us see whether it improves the things on the ground.

Digital Payments got rooted. 76% transactions and 91% value. Presumptive taxation threshold has been raised to Rs. 75 lakh for professionals and Rs. 300 lakh for companies. Personal income tax slabs have been revised and reduced. Rs. 15 lakh and above is going to get taxed at 30%. Standard deduction is now available to all.

Hindenburg report bugs Adani. It may bring in more disclosures and deliberations. Who is laughing away, with this, at this juncture?

K Viswanth, 92, Legendary Director, Sadgati. Vani Jayaram, 78, Singer, 10000+ songs in 19 languages, Sadgati.

Sarada and the family went through a serious accident some 4 weeks ago. As Sarada says – they were touched by providence. Seven of them walked out finally unscathed from the accident. A miracle. In the strange and infinite workings of the universe, there was a benediction that was rendered to us.

Chat Generative Pre-trained Transformer, ChatGPT. Is it laying off people? In software, in social media, in media, in teaching? Are farming, weaving, crafts, and entertainment the ways of the future?

Slowly Companies have started building their own platforms. Is this the way of the future?

Human body is made of some 37 trillion cells, interconnected and integrated as a holistic whole. Born from a single cell. If we nourish the spirit, it can heal the body, mind and entire being. We just need to be awakened, activated or consciousness has to be enhanced. Maybe through contemplation, mediation, and reflection? Be rest assured that true masters appear when we are ready. To let us live, learn, link, lead, and love fully and completely.

A sense is growing in me that I needed a break; a break from the usual. Break for co-existence, co-journey. 10,000 hours, 10,000 kilometres, 10,000 people, 1,000 villages, enterprises, and organizations. Reading 10,000 pages, writing 1,000 pages. 10,000 pictures, 1,000 video minutes. In multiple situations. Can we be comfortable with the uncomfortable?

Yes, we can. This is a possibility. Our potential. We need to coexist, and co-journey. The flow of N. For 7L.

Join us in the yoga of co-working coexistence co-living co-action in nature – sukhantayoga for 7L. 05022023

## 279. For Tomorrow

18 February night is Maha Sivaratri. The day of upavas and jaagaran for the end of the old life and the beginning of the new life. Regeneration.

Nandamuri Tarakaratna, Sadgati. Too young to rest. 😞

Harsh Mariwala concludes: a leader's role is not just to make decisions but also to build a culture that allows for the free flow of ideas, and experimentation. It is important to embrace innovation in every aspect. Product, Service, Process, Intelligence, Team, etc.

Many members of a team continue to follow precedents in process without fully comprehending why they do what they do. There is always an opportunity to improve on the existing processes – better ways are available, or solutions emerged that make these processes redundant, or original situations cause the processes to change.

If we put our best foot forward, the universe will respond. This trust in something larger than ourselves makes us optimistic; allows us to focus on the present; helps us to accept things we cannot change; takes our ego out of us; and makes us happy. A leap of faith takes us forward.

Older generations understand more and younger generations know more. Experience in elders and knowledge in youngsters make them arrogant. Values, understanding, appreciation and respect can seam the old and young together. With lower will and/or strength, elders surrender to the wishes and demands of the youth. If elders can dive in a bit more to be physically fit, mentally fit, intellectually abreast with new, technology and modernity, and spread more understanding, love, patience et al, the youth close in.

People say generations are 24 years apart. Older generations traversed a significant journey in their life and therefore, their life view tends to be historical and reminiscences. Younger generations have yet to live their life and their life view tends to be futuristic, dreamy, and full of fantasies. This gives rise to a generation gap. Can we merge these two life views? Can we have happiness in appreciating and wanting what we have/ we have got?

Let us be careful. There is no security in our lives from those who want to steal our time, energy, emotion and peace of mind. Let us shield ourselves with extra care. Can we move into messaging, rather than into calls, for example? Creativity is the loss. Productivity is the loss.

Are we not making money from money? Producing wealth on paper without producing any products and any tangible services. We sell words. We sell services that are not needed. We sell junk as worthy products. We sell poison as food and ambrosia. We sell toxins as nutrients. We create demand that is not needed in the first place and we supply. Are we not? We are not looking at the crunch coming. In the crunch, all these do not matter. What matters are real products and real services? Air, water, food, clothes, and shelter. Not plenty, just a minimum. More is harmful and not OK. And less is deprivation, and not OK. Is it not?

Can we sacrifice what we have, what we are for, what we could have and what we could become? Can we lose ourselves? Can we lose our identity that has been built over such a long time? Is it worth it? Are we sure? We can be butterflies only if we sacrifice the caterpillar's identity. Can we see that we can be butterflies? Without losing our core, and core purpose. Can we take this leap?

Past cannot hurt us any longer unless we let it. Regret, guilt, loss, pain, injustice, victimization et al are anchored in the past. They may be unhappy feelings but of the past. If they are in the present, they will become of the past very soon. Can we stop dwelling there? After we learnt our lessons from the reflection(s). We can choose what we want to become. By thinking about it. Therefore, let us let go. Dump them. Ignore them. Be occupied in the present and future. Can we?

Yes, we can. Butterflies are our potential. We need to transform to coexist, co-journey. The flow of N. For 7L.

Join us in the yoga of co-transformation coexistence co-living co-action in nature – rachanayoga for 7L. 23022023



## 280. Our Default Level

Why do we not do investment pitches in the beginning, say in the first half of our tenures?

Can we offer patient capital to micro-meso-macro start-ups, enterprises – partnership finance, equity, and risk capital? Can we give them wings?

Surla Venkata Naidu, Sadgati.

Natural Farming in Telangana: Farmers are coming in, in a trickle. NGOs are joining hands in a small way. Some Community Resource Persons are going to other states to help. Consumers want NF produce. Philanthropies are getting ready to respond. Government of India is ready to respond. Are there signs of the Government warming up?

Rythu Sadhikara Samstha – AP Community-managed Natural farming is one of the most disruptive innovations (social) as part of Innovation for India 2023 by Marico Innovation Foundation. Others include CoWin (Global Game Changer), Dhruva Space (aerospace), Ishitva Robotic Systems (waste separation), Dozee (contactless health monitor in ICU), Qure AI (early detection of abnormality in lungs and brain using x-ray and CT scan), India Development Review (information and knowledge platform for development community), and Khushi Baby (digital integrated community healthcare platform). The winners are selected from 500+ entries, based on four pillars – uniqueness, impact, scalability and sustainability. These are considered the world's first solutions, in some sense. Rajiv Kumar, former VC, NITI Aayog presented the award to APCNF Leadership.

Chemical-free regenerative nature mimicking natural farming offers a way forward to face the existential crises in farming in terms of production/productivity, livelihoods, soil nutrient integrity, biodiversity and global warming, and climate emergency. We need to transit to NF 365-day green cover with multi-layered multiple crops of diversity quickly, substantially, and worldwide. We need a cultural shift in farmer and consumer mindsets. This is about scaling behaviour change, through some kind of de-addiction methods. Can we stop looking at chemicals as a necessary evil? Can we ensure continued exposure to NF practices and principles to the transformed? Can we ensure a fair share in the value chains, fair payment for the carbon/eco-credits, and a fair share in the subsidies saved for the transformed? Can we transfer transformation ownership to communities? Do not we see a tipping point, maybe 30-40%, in a location/geography, after which NF makes strides towards becoming a default farming?

Can we afford NOT to do it?

Why do we see deviant behavior in individuals, families, teams and organizations? Maybe motive (greed, pressure, fear, need, etc.); maybe opportunity – lack of oversight, lack of controls, checks and balances, lack of reviews and internal, concurrent, statutory audits, automation, daily reconciliation, data access controls, finance policy, etc.; or maybe rationalization – not aware, benefit of the organization/team, following instructions, no alternative, etc.; or hubris – normal rules do not apply to 'some privileged'. Is it not an exaggeration, inflated figures, a problem we should not tolerate? Don't we need a forensic audit? Can we have a black commando team screen these? To screen them out.

Can we be intimate, physically, socially, emotionally, psychologically and spiritually? With our partners? Intimacy gives longer life. It heals skin blemishes. It is a workout. It is the stimulation of a significant portion of the nervous

system. It increases immunity. It increases bonding. It connects at a deeper level. It syncs with each other spiritually. Can we co-exist?

Anything valuable, and worthwhile takes time, energy, effort and patience. This would mean we need to like the journey. Can we co-travel? Only then, we go the long haul. Can we make sense of this?

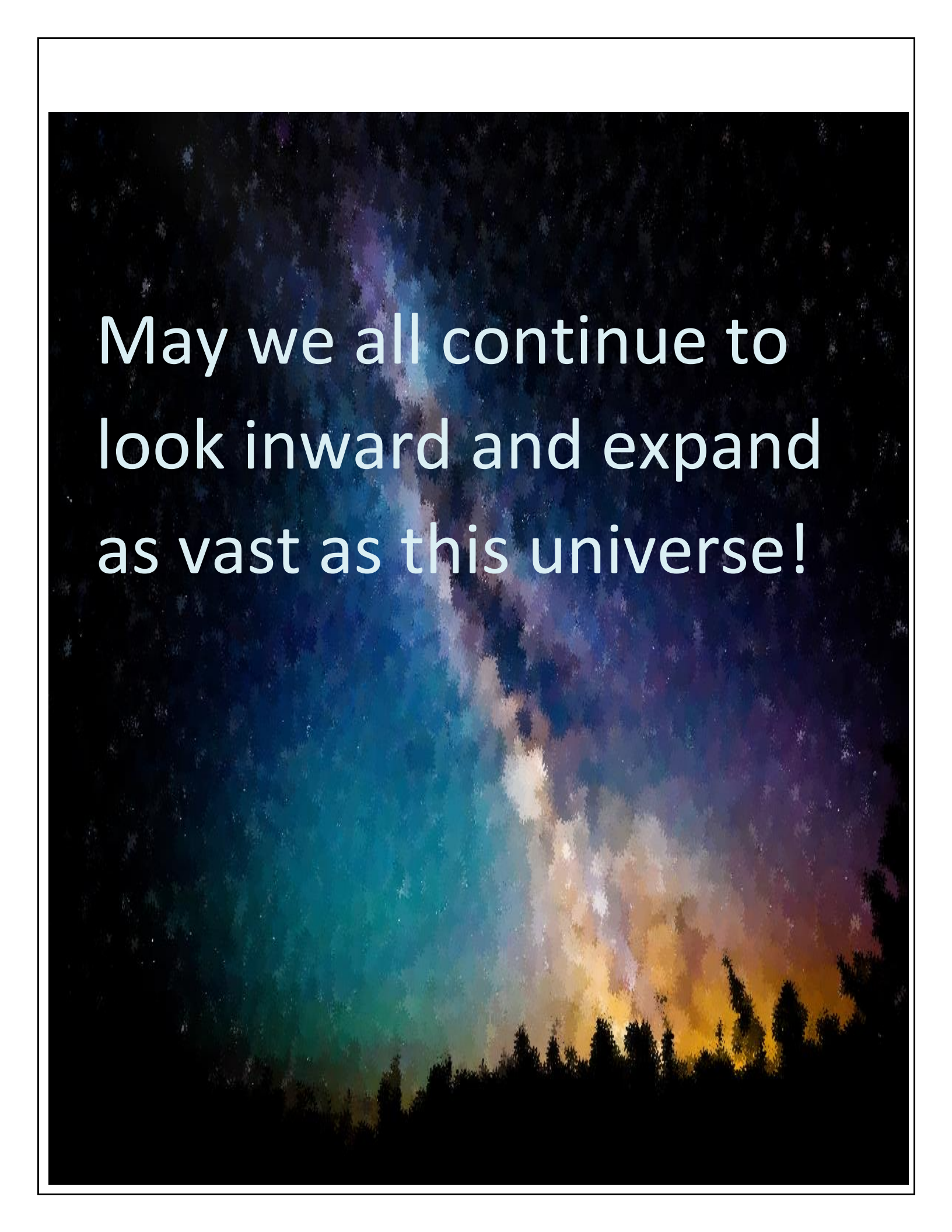
Yes, we can. Being together is our default. We can transit to our default. To co-travel. The flow of N. For 7L.

Join us in the yoga of default coexistence co-living co-action in nature – nityasatyayoga for 7L. 03032023

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## Walked/walking with us

G Muralidhar	Mansi Kaushik
T Venkateshwarlu	P Mahesh
V Aravind Kumar	V Murali
M Bhavya	D Narasimha Reddy
K Chayadevi	Naval Shaini
S Laxman	G Pulakeshi
S Mahidhar Reddy	M Nilendu
K Ramesh	T Nirmala
G Swathi	LB Prakash
S Himabindu	M Raja Srinivas
T Vina	Ch Ramesh
V Ankith	R Ratna Madhavi
T Aparna Gayathri	G Ravindra
K Bharathi	Ramanjaneyulu
G Bhargava	S Rekha
Bhima Shankar	B Ramya
Chandranshu Gupta	B Sai Srinivas
G Dayanandu	M Siddhardha
Deepthi	K Sridevi
Dharmendhar	P Soumya
Glen Shewcheck	R Swati
Ira Rambe	M Vijaybhasker
S Janaki	A Venkata Ramana
K Krishna Chaithanya	K Visweswar Rao
P Kishore	A Uma
Krishna Murari	
M Lavanya	
P Madhavi	
B Madhusudhan	
P Madhusudhan	
G Madhu Vamsi	
Manjula	

A vibrant, multi-colored aurora borealis (northern lights) display against a dark night sky. The aurora shows a spectrum of colors including deep blue, teal, green, yellow, orange, and purple. The bottom of the image shows the dark silhouettes of trees against the glowing light.

May we all continue to  
look inward and expand  
as vast as this universe!