

# **The Art of Self Discovery:**

## **Management Technique derived from Gurubani**

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Excalibre, the movement and the organization, were initiated by our team of management professionals who have been inspired to share their experiences with all those who wanted to excel and do better, through an intervention workshop - *The Art of Self-Discovery*.

"Self-discovery," an interactive interface, is based on spiritual quotient. It endeavors to assist one in restructuring his life, finding self-esteem and love, so as to effect a quantum leap in his productivity domains. We believe the greatest challenge for the humans, in the present millenium, is to be a little more human, and to introspect before we invest.

One is exposed to processes, techniques which sensitize a person, makes him aware, feel - as to who is he, where is he, where does he want to go and what steps he should take to get there. It also helps him, to remove those demons, - real or imaginary - that he believes are constraining him.

Values like compassion, humility, fostering team spirit, establishing harmony with the individual goal and organizational/family needs, where the achievement of organizational/ family achievement is more sacred to the individual achievement, are imbibed. Thus, one needs to be a part of the 'value chain' and not be an exclusive value chain by himself. While the achievement of macro objectives is vital, it however, should not be at the cost of self-esteem, joy and self-satisfaction.

The aim is to induce the child like behavior where there is: transparency, sharing, empathy, joy and inquisitiveness, rather than being childish; where one is transformed to a self-centered, focussed person - with only knowledge as a academic brilliance and experience in form of pride, his constant companions.

Hence, mere achievement of the Key Result Areas, (KRAs) does not spell success. What is more important is the Extra Value Proposition (EVP) contribution in the slated objectives. KRA achievement is maintenance only, whereas in the present dynamic conditions, consistently evolving frame is the buzzword

Self-Discovery imbibes techniques of inculcating creativity in one's profession, where one is an eager aspirant for multi-tasking and multi-skilling, a skill which the present scenario is wanting desperately. Ironically, majority of us are spending more and more time in our respective domains, with dwindling productivity.

Since niche marketers are creating small markets having an extremely definite life, aspiring for a maximum share, they invariably are falling to the paradox of - getting more and more of less and less. Hence obsolescence is high and so is the burn out, coupled with frustration and dejection.

The same is also happening as regards our interpersonal and relationship management where we tend to be misers in making relationships but are extremely charitable in breaking them.

While effecting a convergence outside in the IT world, strangely, we have become more disjointed, fragmented, fractured, where one has ceased to listen to others. Also, like a rat on the wheel driving at 100 miles per hour, we cease to admire and unwind, to induce lateral thinking in our domains, eventually thus creating more limitations - first for us, and then for the team.

Result is that when the miniscule knowledge and experience was outdated, pink slips became the order of the day, a fact presently pervading, in all domains. We thus became obese in creativity; little realizing that in each of us lies a beautiful sculpture, if only we could shed the excess marble in us.

Extensive breathing techniques, meditative analysis, usage of energy cycles, Behavioral and Transactional analysis, blended with team participation games, helps one to break, from the box mentality. Hence he transforms his vision from a keyhole to a visionary one - inculcates a proactive and responsive approach and not a reactive one.

Crash the cycle time, induce newer techniques of increasing productivity evolve continuously, steadfast improve on the best fit, while being a human, are the end desired results.

A 24-hour 'Help Line' follows the workshop where one can seek clarifications, guidance when needed. A monthly meet of 2 hours is effected where one shares experiences with all, thus inducing the concept of sharing is caring, while effecting complete transparency. Let our failures be the lamp-posts for others and we should be more proud to share our non-successes than achievements, as more fascinating is not to be at the apex but the road taken.

**Excalibre conducts customized workshops for the following:**

- Corporate.
- Professionals.
- Students from class 10th onwards.
- Management Institutions.
- Academicians.
- Spastic children parents, Siblings & their Educators.
- Women -including victims of abuse.

In addition, **individualized counseling sessions** are undertaken to help effect solutions for the following:

- Martial adjustments & incompatibility.
- Relationship & conflict Management.
- Setting of Goals.
- Effective handling & guiding children.
- Adolescence issues.



### **Annexure**

#### **PARTIAL LIST OF CORPORATIONS WHO BENEFITED FROM THE WORKSHOP:**

- E Serve International Limited - member of Citi Corp.
- HCL Technologies Limited
- Sheela Foam Pvt. Ltd.
- Power Finance Corporation.
- Mines and Mineral Trading Corporation Ltd.
- Indian Oil Limited.
- Power Grid Corporation of India Ltd.
- Gas Authority of India Limited.
- Escorts Heart & Research Institute.
- EEL Limited.
- Shipra Group of Hotels.
- East West Constructions Ltd.
- Bala Communications.
- Connecting Dynamics.

MIX OF THE ATTENDEES:

- Students from Class 11th onwards.
- Students preparing for IIT, Chartered Accountants, BBA & MBA course.
- Professionals - CA, ICWA, Clinical Psychologists, Interior Decorators & Software Specialists.

*Excalibre is also associated with NGO's like Spastic/ Special schools, ICFAR & The Brotherhood Foundation.*