

Skills, knowledge and business experience

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Abstract: In this article Lord Krishna says to Arjun about perfection, meditation and a mind devoted to him. Arjun as a manager when practices his sermon achieves his objectives in all the areas such as quality and best management practices.

The route is simple but hard to practice. The philosophy of design followed by implementation and a product which looks perfect. Work practices are standardized to reach a specific level of quality. Bigger leader challenges this product level and achieves a better quality level or a product which is altogether different for the same application. Skill improves the product or makes a work practice simpler and knowledge becomes the outcome and business experience becomes the result of time.

Lord says I am the eternal seed of being and I am the intelligent of the intelligent. This leads to Karma for achievement of perfection in product and quality and is sublimation of God. We work for God who is always to be realized in the form of best product or a good service.

INTRODUCTION

“Lord Shri Krishna said: Listen, O Arjuna! And I will tell thee how thou shalt know Me in my full perfection, practising meditation with thy mind devoted to Me, and having Me for thy refuge. I will reveal to this knowledge unto thee, and how it may be realised; which, once accomplished, there remains nothing else worth having in this life. The manager has to likewise realize the ultimate goal using perfect management practices.

In a specified product or services the method becomes standardized and the managers at all levels follow them

to reach the end result. To reach the end result one has to practice the method besides the quality requirements of other inputs. The perfection means that there will be least production loss or no loss besides better cost and quality. While working the manager has to detach himself from all bondages including the ego of a doer so that he can practice dispassionately. The knowledge is needed to understand the design and then the doer knows the limitations of his design to reach the perfection of that particular product. You cannot reach any other product with the same design. Then what is common is the spirit of doing minus the ego which is the spirit of God.

Among thousands of men scarcely one strives for perfection, and even amongst those who gain occult powers, per chance but one knows me in truth. The leadership is limited and the leadership in leaders is still limited and rare. The truth is design and the design is truth for a particular output or outcome. The element of God is common after one loses the desire or attachment of the product or the method or the people in a line and yet works up to reach world class products or services which is different from the previous one as per six sigma levels of quality.

Earth, water, fire, air, ether, mind, intellect, light, sound and personality. This is the ten-fold division of My Manifested Nature. The physical and the meta-physical. There is always a conflict between the two about superiority of one over the other.

This is My inferior Nature; but distinct from this, O Valiant One, know thou that my Superior Nature is the very Life with the operating mechanism which sustains the universe. The universe lives in the world of differences and then how to manage the differences.

The unit level differences club to become universal differences. The difference of gender is the cosmic difference of moon and the sun. It is the lord who manages the difference and who is your lord is your imagination and reverence. Your lord is who takes you ahead out of your own differences. Then there is another question of the difference between your god and my god. How do I know your god and my own god? It is the final equilibrium out of supreme sacrifice when once created is different from yours to give a common output in its volume.

The difference becomes the difference in the technologies or the inputs or the application. The product is nothing but the level of satisfaction and whether you envy your neighbour-hood possession. The envy leads to difference and then again we have to work up. The serial of karma goes on. You have to fight your personal six sigma or the quality products around you.

It is the womb of all being. For I am He by Whom the worlds were created and shall be dissolved. He is unseen and unsaid and let us not worry about who created whom if you wish to enjoy your journey. The journey of realization and sat-chit-anand, the ultimate bliss of solitude.

O Arjuna! There is nothing higher than Me. All is strung upon Me as rows of pearls upon a thread. The saint calls it a spiritual line and the man calls a lifeline and when the two merge there remains only one supreme goal. You can meditate on this line or create beautiful useful products.

O Arjuna! I am the Fluidity in water, the Light in the sun and in the moon. I am the mystic syllable Om in the Vedic scriptures, the Sound in ether, the Virility in man. You can not change the properties of the basics of god under the same name since his designs are

supreme. The manager contemplates, manipulates and manifest the great earth to make himself and his community happy and comfortable. His designs leads from comfort to misery and miseries makes him to work further for newer designs. All these designs are a part of the universal designs which are almost constant and in equilibrium.

I am the Fragrance of earth, the Brilliance of fire. I am the Life Force in all beings, and I am the Austerity of the ascetics. The manager uses them to tailor his own needs and adds value in the constant value of the supreme which is infinite. All the products have a life cycle and as you get down to create basic products or find the elements you cannot not change. There are things you cannot change or manifest and they are absolute without manifestation.

Know, O Arjuna, that I am the eternal Seed of being; I am the Intelligence of the intelligent, the Splendor of the resplendent. The managers differ in intelligence but the leaders know the purpose and the limits of intelligence.

I am the strength of the strong, of them who are free from attachment and desire. O Arjuna, I am the desire for righteousness. The manager pursues his designs and his infinite righteousness. He manifests them for products and services to meet his ambitions and the satisfaction level accrued thereafter for human welfare. You have to enjoy the journey and the destinations as well otherwise the life will be a series of intermittent dis-satisfactions and the imperfections.

Whatever be the nature of their life, whether it be pure or passionate or ignorant, they are all derived from Me. They are in me, but I am not in them. The managers have to submit his failures to the supreme lord as his achievements.

The inhabitants of the world, misled by those natures which the Qualities have engendered, know not that I am higher than them all, and that I do not change.

The managers have to constantly change as the change is permanent. The variables in the life change and the constants do not. He lives in the constants as he does not change. He is the soul and the infinite.

Verily, this Divine Illusion of Phenomenon manifesting itself in the Qualities is difficult to surmount. Only they who devote themselves to Me and to Me alone can accomplish it.

The manager works in the illusion to accomplish his missions with his teammates to work in the name of God for finite results.

The sinner, the ignorant, the vile, deprived of spiritual perception by the glamour of Illusion, and he who pursues a godless life – none of them shall find Me. The bewildered and the disintegrated team manager deprived of spiritual enlightenment will reach dissatisfied stakeholders and un-comfortable results. The environment may be conducive but still the results will be far away since the route is without spiritual direction.

O Arjuna! The righteous who worship Me are grouped by stages: first, they who suffer, next they who desire knowledge, then they who thirst after truth, and lastly they who attain wisdom.

The manager lives in these groups or teams who suffer, who just desire knowledge without spiritual path or desires after knowing truth and the ultimate the best teams for best products who are relatively dispassionate while taking actions and their results.

Of all of these, he who has gained wisdom, who meditates on Me without ceasing, devoting himself

only to Me, he is the best; for by the wise man I am exceedingly beloved and the wise man, too, is beloved by Me. By this wisdom, the manager gains the control of his mind and he will be able to focus on the continuous improvement in all functions including strategic planning and implementation. There is nothing possible if he does not believe himself and the god sitting inside him with his own perception of almighty.

Noble-minded are they all, but the wise man I hold as my own Self; for he, remaining always at peace with Me, makes me his final goal. The manager keeps on achieving his small goals which align him with his spiritual pursuits.

After many lives, at last the wise man realises Me as I am. A man so enlightened that he sees God everywhere and is very difficult to find. In the process enlightened soul becomes the super-soul and merges with the ever-pervading super-consciousness.

They in whom wisdom is obscured by one desire or the other, worship the lesser Powers, practising many rites which vary according to their temperaments. But whatever the form of worship, if the devotee have faith, then upon his faith in that worship do I set My own seal. The thinking of righteousness makes him pursue quality and other key result parameters.

If he worships one form alone with real faith, then shall his desires be fulfilled through that only, for thus have I ordained. The manager will become what he is persuing.

The fruit that comes to men of limited insight is, after all, finite. They who worship the Lower Powers attain them; but those who worship Me come unto Me alone. The journey is from finite results to policy in the infinite and which gives himself a finite linkage between reality and policy.

The ignorant think of Me, the un-manifested spirit, as if I was real in human form. They do not understand that My Superior Nature is changeless and most excellent.

This is the best thinking for the manager to treat Krishna his friend and imagine that he is your team member or the group leader. He works with you, eats with you and sleeps with you. He is omni-present and he is tangible for his happiness and motivation and marriage of manager to reality.

I am not visible to all, for I am enveloped by the illusion of Phenomenon. This deluded world does not know Me as the Unborn and the Imperishable. This is quite similar to managers scientific thinking as he is not able to see the men, material and the machine at sub atomic level but knows everything by their characteristics. Even in the real world, we do not become the other man or his wife or a brother but we feel and think about what he does or think or make you feel and so is the god.

I know, O Arjuna, all beings in the past, the present and the future but they do not know Me. This makes every life finite and there is a total dis-connection between two consecutive lives and he carries with him the only infinite being.

O brave Arjuna! Man lives in a fairy world, deceived by the glamour of opposite sensations, infatuated by desire and aversion. But those who act righteously, in whom sin has been destroyed, who are free from the infatuation of the conflicting emotions, they worship Me with firm resolution. The manager has a tight rope walk for the policy with his dispassionate actions and he can anytime fall in the ocean of sins but he is cautious and links his actions with the almighty and omni-present.

He need not tell this phenomena to anyone since every manager has his own god with whom he lives with

personal spiritual contact. The conceptual leader loses functional viability and for him everything falls to fact and figures. Ultimately he works for his realization and actualization to become part of his God. The journey is therefore from finite to infinite to finite. The cycle goes on.

Those who make Me their refuge, who strive for liberation from decay and death, they realise the Supreme Spirit, which is their own real Self, and in which all action finds its consummation. The action leads to thoughts and thoughts lead to actions, The ratio keeps on changing till thoughts are divided by the dead man to become infinite.

Those who see Me in the life of the world, in the universal sacrifice, and as pure Divinity, keeping their minds steady, they live in Me, even in the crucial hour of death.” The minds become fearless and steady since they know the variable world and the constraints equally well.

However the manager needs all quotients in different proportions including Intelligence, Emotional, Physical and Spiritual. An emotionally intelligent leader will handle any crisis, big or small, better than someone without EI competencies. The four domains of Emotional Intelligence — self awareness, self-management, social awareness, and relationship management — each can help a leader face any crisis with lower levels of stress, less emotional reactivity and fewer unintended consequences.

SELF- AWARENESS

You demonstrate Self Awareness when you're conscious of your own feelings and your thoughts about them. The adage, “Knowledge is power,” holds true here. Being aware of your own feelings puts you in charge, not your emotions. But with thoughtful awareness of those feelings, one can choose to handle

them in a constructive way in the future. The self-awareness means Krishna Consciousness and more you are spiritually conscious, the bigger will be your actions. Action is an outcome of consciousness and inaction is darkness. Actions need courage and inaction leads to misery.

SELF -CONTROL

Likewise, Jack feels frantic about the tech mess confronting him. Without self-control, Jack will be in the grip of an amygdala hijack concept and will be at the mercy of his feelings. The amygdala, the “fight or flight” section of the brain, responds rapidly to threats, real or perceived, and during a hijack can overwhelm the prefrontal cortex, the area of the brain responsible for planning and strategizing. In the book, *The Brain and Emotional Intelligence*, Author calls the amygdala the “bad boss” of the brain and the prefrontal cortex the “good boss.” Gita helps in the management of self including Emotional Intelligence. The relationship of Radha and Govind can give insight about emotions and their use in relationships.

SOCIAL AWARENESS

The managers sense major challenges in dealing with the crises problem and its potential effect on their colleagues. Much of the work before he involves dealing with people who are worried or upset, including potentially sick staff members, the panicky building crew and public-health officials. If the manager approaches each of these people with empathy for their concerns, he will be much more successful in obtaining their help to resolve the crisis. Likewise, if he has a sense of social awareness for all the ways in which this crisis impacts the business, people, and systems involved in correcting the problem, he will be much more likely to succeed in handling it without missing something important. The Gita Management helps in

the understanding of society with love and compassion. The crises management is the time when the awareness is put to test. Crises can get a good management if you are dispassionate about finding solutions and response time reduces.

RELATIONSHIP MANAGEMENT

When crisis strikes, it is essential to manage many relationships among many people. I call relationship management “friendliness with a purpose,” the ability, through inspiring others, managing conflicts, fostering teamwork, and other competencies, to moving people in the direction you desire. Each of these competencies requires self-awareness, self-control, and social awareness. Developing the competencies will take time and effort, but you will be rewarded for your work. You may not be able to undo a crisis this moment, but emotional intelligence will help make the process of getting through the next one much smoother. Let us not forget that the crises is not repeated with respect to time and every crises leaves behind good or bad experience. In management education most of the factors are known yet the crises managers are different. The Krishna Consciousness gives you an insight in the relationship and it is tested at the time of crises and conflict management.

SCARCITY MIND-SET TO THE ABUNDANCE MIND-SET

The scarcity mind-set is most of the time defensive about each need and he thinks that the re-sources are scarce. He has to strive hard due to his pre-set mind. The Abundance mind has the same environment but he thinks that God has left for him sufficient resources and he has the ability to find and use them for his benefit.

THE SCARCITY MIND-SET

We can learn about the scarcity mind-set from Stephen Covey's book *The 7 Habits of Highly Effective People*.

Most people are deeply scripted in what I call the Scarcity Mentality. They see life as having only so much, as though there were only one pie out there. And if someone were to get a big piece of the pie, it would mean less for everybody else.

The Scarcity Mentality is the zero-sum paradigm of life. People with a Scarcity Mentality have a very difficult time sharing recognition and credit, power or profit – even with those who help in the production. They also have a very hard time being genuinely happy for the success of other people.

Such people also create sadness and jealousy. If someone else got that one raise at work, I didn't get it. That other person got that special thing and I did not. A person can take from that a feeling of jealousy toward the person who got the raise or a feeling of sadness that somehow you were not rewarded with that perk.

Personal finance is very hard with the scarcity mind set. A scarcity mind set pushes you to spend your pay check as soon as you get it before someone or something takes it from you. A scarcity mind set causes you to be paranoid about taxes and also causes you to avoid investing. Usually, people with this mind set find ways to blame "the man" in order to explain their personal finance failures, as though the system is causing them to spend their entire pay check well before the next one arrives.

THE ABUNDANCE MINDSET

On the other hand is the abundance mind set. The Abundance Mentality, on the other hand, flows out of a deep inner sense of personal worth and security. It is

the paradigm that there is plenty out there and enough to spare for everybody. It results in sharing of prestige, of recognition, of profits, of decision making. It opens possibilities, options, alternatives, and creativity.

Typically, the abundance mentality focuses on the long term. It involves a deep understanding that just because you don't get to have something right now does not mean you won't be able to have it later. Skipping a party right now doesn't mean you will never be able to have a good time again. Someone else getting a raise does not mean you will never get a raise.

It also tends to create positive feelings towards others. If you feel as though someone else's perk is not taking away from anything you have in your life or anything you may yet receive, it becomes much, much easier to feel happy for that person. **Another person getting a raise or finding a nice relationship is not a source of jealousy or internal pain - it's a source of genuine happiness for that person, because you know that person's perk does not take anything away from you.**

Obviously, personal finance is much easier if you have an abundance mind-set. You don't feel the need to spend money as soon as you get it because you know there will always be more of it. You become less paranoid about taxes, less afraid to invest. Eight Tactics for Switching to Abundance and Cultivating it. Naturally, it makes a lot of sense to adopt an abundance mind set. Not only does it help out your financial situation and make frugality and investing both make more sense, it also helps you in many other aspects of life such as friendships, romance, career success, and skill building.

There are many things you can do to build up and cultivate an abundance mindset, pushing the scarcity mentality off to the side and out of your life. Here are

eight things I do regularly to help keep my mind in the right place.

1. *Have Appreciative Conversations*

Rather than talking about the things you don't have, try to engage in conversations with friends and family about the multitude of things that you do have. Ask your friends about the things that have gone well for them in the last week. Focus on the big things they're working on. Don't be afraid to share the same things about yourself. Talk about personal achievements and personal successes and personal experiences and leave talk about the things you don't have and the things you'll never achieve out of the conversation.

Naturally, you can't shift entirely to this mode, but keep these ideas in mind as conversation starters. Look for times when the conversation shifts to jealous talk or discussion of material things that someone wants and then try to shift the conversation away from those topics. The Gita teaches us to deal with the people with compassion and identify positive and negative relationships. It has different treatment for different situations.

2. *Organize Your Home and Your Life*

The simple process of getting your possessions, your time, and your information better organized does a lot to cultivate an abundance mind set. By doing this, you begin to see how many things and how much time you actually already have in your life.

Whenever I reorganize my closet, I'm often shocked at all of the things that I find. I feel incredibly abundant and I often wind up selling off a few things. Whenever I adopt a new time management tactic, I feel incredibly productive for a while because I've realized how much time I actually have in my life. Organization exposes you directly to the riches you already have in place.

3. *Reduce Your Media Consumption*

Almost every form of media, in some way, revolves around cultivating desire for things you don't have, which is a key element of the scarcity mind-set. Advertisements are particularly nasty in this regard, but that's just the first piece of the equation. Quite often, the programs themselves (or the articles, if you're looking at written media like websites and newspapers and magazines) are written in a way to cultivate desires. The best way to battle that onslaught is to simply reduce your media consumption. Take an hour where you might have watched television or browsed the web and instead spend it doing something outside with your hands. Use that time to do something to improve yourself in some way. This is a part of external environment scanning and Gita helps you in building relationships and finding business opportunities.

4. *Share What You Have With Others*

By sharing what you have with others, you begin to see several things. First, you often feel good about what you've shared - you've improved the other person's life. Second, you often find you don't really miss what you've shared. Third, when you share regularly, people are very willing to share right back with you.

This isn't just about sharing money or possessions. It also includes sharing time and knowledge and connections with the people around you. Spend an afternoon helping a friend. The change is permanent and continuous. We need to have an open mind to notice the change, cause and effect. You can have an open mind if you are not attaching yourself with the self-interest too much.

5. *Stop Comparing Yourself to Others*

In the scarcity mind-set, all that matters is how you compare to others. In the abundance mindset, what

matters most is how you compare to yourself - how you live out your own ideals in your day-to-day life. Social media makes this much more difficult. On social media, people often post a highlight reel of their life, showing off all of the good things going on, but avoiding the mundane things and (usually) the bad things. If you spend time comparing the whole of your life to someone else's highlights, you're going to naturally feel inadequate. It's not a fair comparison. Gita helps you to manage the materialist differences with your partners and colleagues. There are solutions for basic defects such as jealousy and dis-honesty about relationship with others.

FINAL THOUGHTS

When you have an abundance mind set, the choice to spend less doesn't feel like that much of a sacrifice because your life is already full of good things. When you have an abundance mind set, investing just seems like you're giving a gift to your future self - and that feels good.

Remember, your life is full of wonderful things, more than you can ever possibly explore. When someone else gets a reward, it doesn't mean you're going without - it just means someone else had a good thing happen in their life and that's something worth celebrating at this time. Time is important for luck to take a turn. Gita teaches us to count our blessings.

BASIC TACTICS FOR CULTIVATING PERSONAL HABIT OF FEELING ABUNDANCE IN LIFE.

Naturally, it makes a lot of sense to adopt an abundance mind set. Not only does it help out your financial situation and make frugality and investing both make more sense, it also helps you in many other aspects of life such as friendships, romance, career success, and skill building.

There are many things you can do to build up and cultivate an abundance mind-set, pushing the scarcity mentality off to the side and out of your life. Here are eight things I do regularly to help keep my mind in the right place.

1. *Positive Conversations*

Rather than talking about the things you don't have, try to engage in conversations with friends and family about the multitude of things that you do have. Ask your friends about the things that have gone well for them in the last week. Focus on the big things they're working on. Don't be afraid to share the same things about yourself. Talk about personal achievements and personal successes and personal experiences and leave talk about the things you don't have and the things you'll never achieve out of the conversation. Naturally, you can't shift entirely to this mode, but keep these ideas in mind as conversation starters. Look for times when the conversation shifts to jealous talk or discussion of material things that someone wants and then try to shift the conversation away from those topics. Organize Your Home and Your Life. The simple process of getting your possessions, your time, and your information better organized does a lot to cultivate an abundance mindset. By doing this, you begin to see how many things and how much time you actually already have in your life. Whenever I re-organize my closet, I'm often shocked at all of the things that I find. I feel incredibly abundant and I often wind up selling off a few things. Whenever I adopt a new time management tactic, I feel incredibly productive for a while because I've realized how much time I actually have in my life.

2. *Media Exposure and Internal Personal Changes*

The media revolves around cultivating desire for things you don't have, which is a key element of the scarcity

mind-set. Advertisements tell us what we don't have and cultivate desires.

The best way to battle that onslaught is to simply reduce your media consumption. Take an hour where you might have watched television or browsed the web and instead spend it doing something outside with your hands. Use that time to do something to improve yourself in some way.

3. Gratitude Journal in the Lord Krishna

Spend time each day noting blessings in your life that you're grateful for. Every day gives us moments that fill us with joy and show us how much life has on offer for us. Keep note of it.

I must write down ten things I want to remember about each day. Those things are almost always gratitude-oriented - things in my life that made that day better. That constant reminder of the good things in my life, done at the end of each and every day, lets me know that I have more good things in my life than I can possibly ever explore in full. That's abundance in its truest sense.

CONCLUSION

When you have an abundance mind-set, the choice to spend less doesn't feel like that much of a sacrifice because your life is already full of good things. When you have an abundance mind-set, investing just seems like you're giving a gift to your future self - and that feels good. Remember, your life is full of wonderful things, more than you can ever possibly explore. When someone else gets a reward, it doesn't mean you're going without - it just means someone else had a good thing happen in their life and that's something worth celebrating.

Thus, in the Holy Book the Bhagavad Gita, one of the Upanishads, in the Science of the Supreme Spirit, in the Art of Self-Knowledge, in the Colloquy between the Divine Lord Shri Krishna and the Prince Arjuna, stand the article, entitled: Knowledge and Experience.

Keywords: Skills, Knowledge, Perfection, Virility, Splendor, Manifestations, Consciousness, Abundance, Scarcity

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