MANAGEMENT LESSONS FROM RAMAYANA

Last week I was sitting with my family when I got to know that DD National is going to have a rerun of ‘Ramayana’, it instantly brought all the good memories of our childhood. It then clicked my mind that ‘Ramayana’ being one of the greatest epics of ancient India why not we seek to learn from it with respect to our professional life.

"As long as the mountains and even rivers flourish on the surface of the earth, so long the legend of Ramayana will flourish in this world. (verse 36b-37a, Sarga, Book 1, Bala Kanda)

Ramayana is a Sanskrit epic written by Maharishi Valmiki, who was a Hindu sage and also a Sanskrit poet. Ramayana is considered as one of the two major works of ancient Indian Literature, the second one is Mahabharata. Maharishi Valmiki collected many songs and stories which were connected to Lord Rama and penned them down in his version of the Ramayana back in 400 BC. To tell the tale of Lord Rama, Maharishi Valmiki had written 24,000 verses for this epic poem in 500 chapters known as ‘Sargas’ and seven books known as ‘Kandas’.

A Clear Goal

Rama had a clear goal to rescue Sita by defeating Ravana. This clear goal was drilled down to his followers and enabled a better understanding of the team and which gave them direction to work towards a common goal. Similarly, in an organization, there should be a clear goal.

Motivation is Essential Aspect

Motivation acts as a stimulant for everyone to act as desired to achieve organizational objectives. Without which the workforce will never be pushed to give their best and work towards common goals. Lord Rama had an army to fight Ravana. The army comprised of several tribes who were not trained warriors. But Lord Rama motivated them to the extent where they were ready to fight the daemons and win against all odds.
Outside the comfort zone

Rama and Sita had to leave their palace and live in the forest for fourteen years. This was taken as an opportunity by them to live with the common man and understand the ground realities. Likewise, if we want to excel in life, we have to leave our comfort zone and find opportunities where we can excel.

Creating more Leaders

Lord Rama entrusted his followers to a great extent. When Hanuman discovered Sita’s location then Hanuman with his own will set ablaze Ravana’s city. Though Lord Rama was not happy with his decision however he distanced himself from that event and allowed Hanuman to keep taking his own decisions. Later Hanuman used his intellect and rescued Rama and Lakshman from Mahiravan. Like a true leader, Rama created leaders during his journey to save Sita. However, all the leaders should work towards a common organizational goal.

Effective Communication

Communication is the key to success, and one should stick to it. Like in the battle between Bali and demon Mayavee where Bali had ordered Sugreeva to wait outside till any one of them comes out. While Sugreeva waited for almost a year and when neither of them came outside then he went back to his kingdom and married Bali’s wife and took over the throne. When Bali returned, he felt betrayed and fought with Sugreeva. The root cause of their enmity was miscommunication and the lesson here are to be aware of the fact that clear and effective communication should be made to everyone in the organization.

Succession Planning

Every successful King plans the succession of his Kingdom to the rightful heir. King of Ayodhya and Lord Rama’s father Dasaratha’s had planned to have him as the successor to his throne. Though the plan was interrupted by Kaikeyi however later in the Ramayana, Lord Rama also divided his kingdom into two equal parts within Lava and Kusha. A successful corporate is the one that has succession plans in place for every managerial level in the organization and ensures they are trained for the position through career development programs.

Optimal Utilization of Resources

Lord Rama was a great leader who was skilled in managing the available resources and using them optimally to get the most out of them. Even during the journey to save Sita he used stones to build a bridge over the sea to reach Lanka. Rama ordered Nal and Nila to supervise the construction of the bridge as they were skilled in construction works. Likewise, in every organization we should have the right person at the right job to get the most out of them, also providing them the right resources to further excel their performance.
Conclusion

Ramayana is an epic which guides every individual on how to lead an ideal life and be able to manage your work or personal life. It shows the importance of having a strategic vision and how we can further the one big goal into small time-based targets and making the best use of the available resources. Lord Rama is considered as an epitome of righteousness and is hailed as the perfect man. We can learn so many lessons from Ramayana and Lord Rama which can relate to effective management.

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