

**MANAGEMENT LESSON: THEORY 'ASN'**  
**The Second Lesson: Ghor Khonei Asol Sikhar Thai**

**Devajit Bhuyan, Management & Career Guru**  
**[www.devajitbhuyan.com](http://www.devajitbhuyan.com)**

During our school days, we had a lesson where we were taught a simple thing “Ghor Khonei Sisur Asol Sikhar Thai”. The same is applicable to management education also. The basic foundation of management education can only be laid in the home. Further reading and acquiring higher degrees only help to fine tune the basic concept and attitude that develop in childhood. This does not mean that one should not go to management institution to study management, this only means that unless one have the sound foundation of basic concepts and attitude he can never become a good manager. Fortunately JRD Tata, Dhirubhai Ambani and Bill Gates are not management degree holders to support my argument. When Laloo Prasad Yadav turned around Indian Railways and invited to speak in IIM he told that what he had applied to turn around Indian Railways are nothing but age old management lesson learnt from grandmother and popular ‘Kahawat’ of Bihar.

There are many small but important lessons that can be taught only by a mother when a child is young. One of the basic thing any modern day corporate houses always emphasis is core values of a human being. The core human values like honesty, integrity, commitment, truthfulness, discipline, hard work etc can be inculcated in the young minds by mother through real life examples and stories of religious and other text. There is a popular saying in Assamese “Gayonor Ghororo Kukureu Raowchi Dieya”. This Assamese concept of management is having far reaching consequences than any big theory of management school. The son of Dhirubhai Ambani can certainly carry forward the flag of Reliance Industries to become the richest man in the world, or Indira Gandhi can carry forward the legacy of Jawaharlal Nehru. There can always be exceptions but the general rule is that one has lead his children to become leaders through his own example and not by giving good advices to their children what is to be done and what is not to be done. In every Assamese household we always speak “Upadeshot koi arhi bhal” but how many of us actually follow this. If we adopt the **second lesson of Theory-ASN** namely “Ghorkhonei Sisur Asol Sikhar Thai” and “Upadeshot koi arhi bhal” we can produce many good managers and leaders than by sending to management schools.