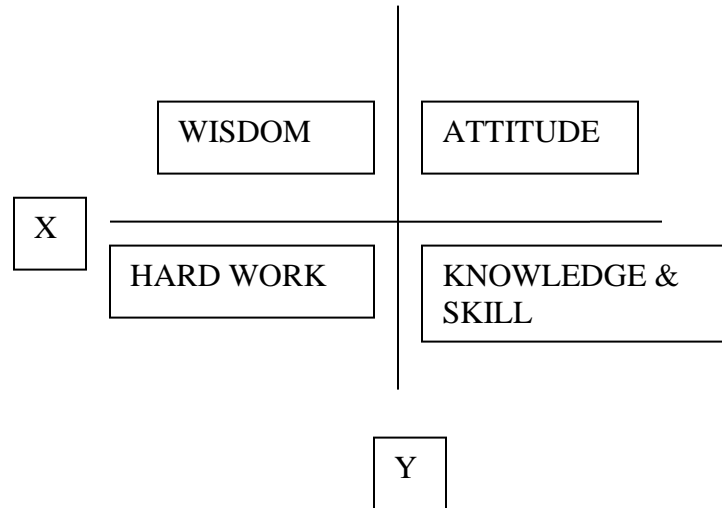


SUCCESS

According to me, success has four quadrants and every person has to strengthen each quadrant for success. They are the **attitude, knowledge & skill, hard work and wisdom**. This can be easily plotted in our favorite x-y axis as below:



I have put the attitude in the first quadrant because it is the first and most important factor success. Attitude determines all other factors and put them in motion. It is also determines how we look around the world around us, opportunities knocking at us. It is looking to glass of water as half full or half empty. Once one shoe company recruited two young MBSs and sent them separately to an island to launch their product i.e. shoes and chappals. After one week both the executives came back and submitted their report to the CEO. One came with the conclusion that there was no scope for the company because no body in the use foot-ware and walks barefoot; the other came with the conclusion that there was tremendous scope for the company and sky was the limit as no body in the island use foot-ware and company should lunch their product immediately so that capture the market before any other company enters there. Same situation, same factors but different conclusion only because of different attitude.

Once we have a positive attitude, we have to work hard to acquire skill and knowledge. Skill and knowledge an only be acquired through reading, practice and doing it with own hand. Skill and knowledge must be complementary to each other. Either bookish knowledge or great skills in a particular trade/activity alone are not sufficient enough for success. I have many friends who had done excellent results during school and college days securing top positions in Board and University Examination. At that time we used to thought that one day they would be like C.V.Raman, Homi J Bhaba or J.C.Bose etc if not like Einstein, Max Plank or Rutherford etc. But today all of them has gone to oblivion and I have not found that any one has achieved something worth

mentioning. They have completed their studies like any Tom, Dick or Harry and probably now working in some private or government organizations like Tom, Dick and Harry. So acquiring only the bookish knowledge is not enough for enduring or bigger success. Similarly I knew some people since my school days who were very well known for their skill in our area and district. They are Surya Mistri (carpenter) and Moni Sunari (goldsmith). Though they are very highly skilled people in their trade, but till today they have remained in the same status or position, as I saw them 30-35 years ago. This is because even though they have the skill required for the trade, they do not have the attitude for success and hence never tried to update their knowledge. But in contrast to them I have also another friend name Raju Mechanic (a motor mechanic) who used to repair Fiat and Ambassador Car in one of his small garage after being unable to clear his Matriculation examination. When Maruti came to the market he went to Maruti factory and took training for repairing Maruti car also and tried to enhance his skill and knowledge. Later on he succeeded in becoming an authorized Maruti repair shop and slowly enlarged his business. Today he is proud owner of a big workshop employing hundred of people, few engineers and earning several lakhs every month. Certainly, now doing better than my friends who had secured positions in Board examination, where Raju had failed. This is because Raju had the attitude, he acquired skill and updated his knowledge and so succeeded in life.

Though attitude, skill and knowledge are important factors for success, there is another factor called wisdom which is must for endurance and continuity of success. Without wisdom, success has no future and may crumble any moment. Because for many people success enters the head and they think that the key is now in their hand, world is in their feet and then lose the key in the ocean went to oblivion as a defeated hero to the prison. They had the attitude, they had the skill, they had the knowledge but yet they failed even after seeing the gold mine. The only reason for this is that they did not acquire wisdom in the course of their journey to success.

Most of us had read the story of the Lion Maker Brahmins from Panchatantra. Long times ago in a certain town were four Brahmins who lived in friendship. They went together to a far-off place to learn new things. The first one learnt how to assemble skeleton of dead animals. The second one learnt how to supply skin, flesh, and blood to the skeleton. The third one learnt how to give life to the dead animal. Unfortunately the fourth friend did not learn any thing new except wisdom. After some time they decided to come back to their own place. During return journey, while crossing a jungle they found the bones of a dead lion. They then decided to experiment their skill and knowledge. The first one assembled the skeleton; the second provided the skin, flesh and blood. While the third was intent on giving life to the lion, the fourth friend with wisdom advised against giving life to a lion. But as the three friends did not listen, he immediately climbed a near by tree. When the lion was brought to life, rose up and killed all the tree friends. The friend with common sense and wisdom, after the lion had gone elsewhere, climbed down and went home. So it is said that scholarship is less than sense; therefore seek intelligence and wisdom.

There are people who are pioneers, adventurers, willing to leave the present and venture into the unknown. This is one of the reasons why some of my friends who were not intelligent or hard working than me, today is in far better position in US and other

countries. During the year 1984 when we graduated as an Electrical Engineer opportunity came to us to enter the field of computer software or hardware completing M.Tech or such other course. But we thought that it will take at least 15-20 years to boom the computer field and we should stick to conventional electrical engineering. But our friends like Shakti, Jyortimoy etc decided other wise and entered the field of computer giving bye bye to electrical engineering and are shining today.

Winning Friends

The art of winning friends

The art of motivating others

The art of developing good communication skills.

We have witnessed the emergence and usage of some scientific methods like job analysis, job enrichment, manpower planning, competency mapping etc. for optimizing human performance. However critical such methods might be for regularizing the human resources in an organization, they do not guarantee better performance. The scientific methods of human resource management ensures that the right people got the right job.

Attuning individual needs with organizational needs and goals is important.

Freedom of work at work place

The right words, however few could trigger many brilliant idea. Wrong words at wrong time have been equally catastrophic.

Vocabulary improvement is important for better communication.

Japanese would rarely cheat his country. If citizens are treated with honor and dignity, they will also perform with best effort. The Japanese accept people the way they are instead of expecting them to have similar qualities and giving them necessary training programs whenever they need to upgrade their skills.

A recent research done on successful Indians in America goes to on to prove that successful Indians in America are not necessarily the happiest people. NTPC spend up to Rs. 5 crores on the medical expenses in US for one of its drivers and his wife who were affected by incurable diseases. The flexi timings to people during sickness of family member or distress.

Commitment is always a two-way process and organizations which expect their people to be committed without they being committed to their people need to restructure their philosophies.

Saam, daam, dand bhed (equality, price, punishment, division)

Success is about giving your best effort on what you believe in; it is not about how much you earn from it or whether you actually achieved what you set out for. Success for me is about having a clear goal in mind, which has achievable possibilities and for which you have put in your best effort.

Take Time

Take time to laugh
It is the music of the soul.

Take time to think
It is the source of power.

Take time to play
It is the source of perpetual youth.

Take time to read
It is the fountain of wisdom.

Take time to pray
It is the greatest power on earth.

Take time to love and be loved
It is a God-given privilege.

Take time to be friendly
It is road to happiness.

Take time to give
It is too short a day to be selfish.

Take time to work
It is the price of success.

ANONYMOUS

Are We Really Growing?

In our career, in our life when we get a promotion or celebrate our birthday we consider that we are growing. But are we really growing or only taking false pride of growing. Here is an excerpt from writings of Bonaro W. Overstreet:

“We grow as our relationships grow.

I believe that such portion of the psychic universe as is housed in me—that is, my person, myself—will be frustrated and distorted in its growth to the extent that I frustrate and distort other lives. I believe that to do to others as I would have them to do to me is not simply a law of duty, it is also a law of health that we violate at our own risk. Where we violate it, we injure ourselves; inhibit our powers; blunt our sense of reality; condemn ourselves to fear, guilt, and hostility; and progressively isolate ourselves from our human kind, so that we feel alone and under threat.....

Where my relationships to others are soundly growing, I am growing. Where they are halted in their growth, I am halted. Where they are twisted in their growth, I am twisted in mine.

This belief about human involvements leads to another: that self respect and respect for other go together. I do not believe it is possible, except superficially, to think well of ourselves and ill of our human fellows, or to think well of them and ill of ourselves. Our attitude toward ourselves and toward others is one: it is our attitude toward human nature.

As an extension of this, I believe the best situations for us to live and grow in are those geared to equality; equality of respect; equality of rights. I do not believe we can attain our psychological stature, our real human stature, either by leaning on others or by trying to outdo others and gain power over them. I am for the level look of equality and the cordial look of friendliness between man and man.”

Was it worth going?

During the First World War a soldier in the trenches saw his friend out in no-man’s land—the ground between our trenches and those of the enemy—stumble and fall in a hail of bullets. He said to his officer, ‘May I go, sir and bring him in?’ But the officer refused. ‘No one can live out there’, he said. ‘I should only lose you as well’. Disobeying the order, the man went to try and save his friend, for they had been like David and Jonathan throughout the whole war. Somehow he got his friend on his shoulder and staggered back to the trenches, but he himself lay mortally wounded and his friend was dead. The officer was angry. ‘I told you not to go’, he said. ‘Now I have lost both of you. It was not worth it.’ With his dying breath the man said, ‘But it was worth it, sir.’ ‘Worth it!’ said the officer. ‘How could it be? Your friend is dead and you are mortally wounded.’ The boy shrank from the reproach, but looking up into his officer’s face he said, ‘It was worth it, sir, because when I got to him he said, “Jim, I knew you’d come”’

(Leslie D. Weatherhead)

I was traveling with my wife from Guwahati to Channai for treatment of my wife at Apollo Hospital. Along with us another family of husband and wife was also traveling in the same compartment. After about three and half hours journey, the train stopped at New Bongaigaon railway station. The man became restless and along with his wife came out of the coach to the platform and was looking for some one in the platform. Five minutes passed and his wife told him 'There is no point in waiting for him. Let us go to the coach. I told you, I have doubt whether your so called best friend will come or not.' They board the coach again, but the man stood in front of the door looking to the road hoping that his friend may come in the last moment. In the mean time the train gave a long whistle and started moving. After few minutes, the man came back to his "Rajiv really did not come to meet, I was 100% sure that he will come to meet me". During the journey he did not talk with any of us after leaving New Bongaigaon. After few days we met them in a Guest House as they also came to the same Guest House where we were staying. Slowly we became friendly and from his wife we came to know that the man was detected of liver-serosis and came for treatment at Chennai. Now doctor had informed that there was very little chance of his cure and survival. She cried and told us that the man was more disappointed that his best friend did not come to meet him nor he gave a phone call till now rather than the fact that he is suffering from an incurable disease. When I told her the above story of First World War, she requested me not to tell it to his husband, because it will hurt him more. We came back to Guwahati and after about two/three months, one day saw the photograph of the man we met in the obituary column. We rang up his wife and condole his death. Due to utter curiosity, we inquired whether his friend came to meet him before his death, she replied in negative. May be his friend thought it was not worth going to meet a dying friend.

During my stay at Guwahati, I used to travel to a place called Numaligarh, which is about 250 KM from Guwahati. Though the place is well connected with Guwahati by public bus, the local conveyance in Numaligarh is very poor. Once I decided that this time I will travel by bus as my wife refused to accompany me and I was not willing to drive the distance alone. Due to my own mistake, I put on a new pair of shoe that I bought previous day. While traveling by the bus I started feeling the pinch of new shoe (the wearier knew how much the shoe pinches) and when I got down in between stoppage for a cup of tea, I feel that walking with this pair of shoe shall be difficult. When I got down at Numaligarh and walked few yards for the Guest House, where I had booked my accommodation, I realized that walking to the Guest House with the pair of shoe was just impossible. I