
How to Reach New Heights ?

M. V. SASTRY

*Retd. Director General (Road Development)
Ministry of Surface Transport, Govt. of India*

Introduction

Building up a country is dependent on educational institutions. When there is proper understanding between the teachers and the students, the pursuit of education becomes a rewarding experience, and we can achieve the objectives of education. Teacher should see that the student progresses both in *studies* as well as in *wisdom*. A teacher who is enthusiastic inculcates in students enthusiasm, curiosity to observe, inquisitiveness to learn, logical thinking, reading good books, and trains them to face issues in life righteously with self-confidence. Education is a multifaceted ornament. One of those faces is games and sports. The other is absorbing hobby like music, painting, writing etc;. Students should be encouraged to take part in those as also in community activities. Teaching needs three qualities. They are (i) Knowledge (ii) Ability to pass it on to others (*communication skill*) and (iii) Aptitude. Teachers should update their information and keep teaching new things. The need is for teacher who not only teaches what the students want, but also those which will assist them in overall development of the personality. One should cultivate a cheerful and happy disposition. If an individual is happy, he would do a better job at the work place. An attempt has been made to cover in this article some points, which would inspire a person to work sincerely and scale new heights.

How to Keep the Employees Ticking

While recruiting employees, apart from general aptitude and technical skills, communication skills are very important. The work environment must

be highly charged and employee-friendly. An open-door policy, where employees have full freedom to perform to their optimum in a highly conducive environment, should be followed. They should be provided with:

- A good work environment with facilities for recreation, creativity, convenience and team- building.
- A recruitment system that selects the best performers and ensures that they are suitably rewarded in the organization, keeping in mind their career aspirations and strengths.
- A system for training and equipping them with the right skills for a job, combined with motivational systems to retain and reward the best.
- An objective and comprehensive Performance Appraisal System that assesses an employee's capabilities both on the deliverables they are able to give today and their potential for future growth.
- An environment that promotes honesty, integrity and accountability for all actions.

A set of values such as: customer delight, total quality, dependability, people empowerment, corporate governance, global mind set and sustained growth; will illuminate, inspire and energize the corporate life of employees.

Conflict Management

In order to optimize the achievements of an organization, people in general and division

heads in particular need to interact and function as a well-knit team. Conflict can be destructive but avoiding conflict may cause more problems in the long run. With submerged/silenced differences of opinion, interactions may be purely functional but they would not engage one another with joint responsibilities on such issues as resourcing, human development, budgeting and communications.

Everyone needs to take responsibility for speaking and listening in a way that not only ensures clear communication but also makes it easier for others to speak up. You need to create a space-public or private-to talk about the unspoken differences. Leadership teams often need help developing the skills of active listening and reflexivity that make productive conversations about conflict possible. The more thorough the discussion of a company's strategic and key operational goals, the less the likelihood that significant differences of opinion will go unexpressed. The same goes for individual accountabilities. When the conflict is between two people, do not look to a third party rescuer. Don't recruit supporters for your point of view. Try not to personalize issues.

Way to Win

If you wish to make a way up in any line, hard work is the only way. Follow the 'Us versus Them' theory to win. Forget the competitors. Concentrate on yourself, your plan, your preparation- on what you want and need to do. Every individual should know his role clearly, make a game plan and decide the best way to execute the plan. The 'Us versus Them' theory subtly shifts emphasis instead of looking at the strength of competitors (and getting paralyzed by fear), people concentrate on their own strengths. Reduced to basics, it is a tool to enhance confidence and keep an uncluttered mind in moments of extreme stress.

Detachment is the Key to Happiness

A detached approach to life is the key to happiness. Spirituality lies in what you do. And it should reflect in your life as well. Walk, pray and meditate regularly. Love your work, put your whole heart in the assignment, but do not let the work control you as it can kill your peace of mind.

There is no short cut to success. Hard work, commitment, perseverance, dedication to selfless service, ability to take decisions and having nerves of steel will enable a person to scale great heights.

To be Happy

Work is most satisfying when your ability and the task at hand are closely matched. Health, creativity, productivity and even altruism are all higher in happy people. Happy people do better at complex and creative tasks because they are more likely to search for new solutions, while depressed people are more vigilant against making errors. Happy people are more reliable workers and make higher salaries. Money doesn't really buy happiness. After basic needs are met, money has a very small effect. The right ingredients for happiness are: social relationships; temperament; and having long-term goals that are congruent with one another, and that are pleasurable to work for.

Qualities of A Leader

- Unwavering courage
- Self-control
- Having thoughts of justice
- Having a definite plan
- Taking firm decisions
- Having the habit to work more than the salary he gets
- Skills of presentation and effective communication
- Having a happy and cheerful disposition
- Having the capacity to understand with sympathy
- Having control over details
- Being prepared to take full responsibility
- Helping others

Way to success

Many of us do not use even 10% of our capabilities. We utilize our thoughts also very rarely. If we utilize our abilities fully by keeping the following points in view, the results will be spectacular:

- Continue making efforts without loosening the grip and with perseverance

- First decide your dreams and try to realize them
- Serve others. Take up projects, which help others also.
- Do not hesitate to take help of others, wherever needed
- Keep away from bad habits that attract you towards a wrong path.
- Do not postpone works. Follow the motto 'Tomorrow's work today, and today's work just now'.
- Ability to manage people is a key factor behind success. One should not only empower one's people but also keep them motivated.
- One should observe manners and etiquette while dealing with others. Good manners make the working pleasant. They are tools to get ahead and negotiate a successful life. Etiquette leads to better interpersonal relationships.
- Praise every improvement in your people, even if it is slight.

Keep Busy

If you do not get immersed in some work, you will get rusted. Laziness leads to diseases. Make your efforts firmly with strength and determination. By doing bit by bit, you will achieve something.

You are as You Think You Are

Swami Vivekananda said 'What you would become depends on how you think. If you think you are strong, you will become strong. If you think yourself to be weak, you will turn out to be weak'. Strength and weakness are states of mind.

Power of Smile

Smile has a profound effect. It elicits friends, improves kindness, can convert sorrow into happiness and bring back smiles from others. When you ask for a help with a smiling face, you will certainly get it. A confident and reassuring smile will take your business to great heights. It is a significant asset to sales persons. It helps you to remain happy. With a smile, life becomes worth living.

Conclusion

All round development of the personality is essential to get along well in the present hectic and competitive environment. Parents/ teachers should be prepared to sacrifice their time and energy, and also love and guide the students to make them worthy citizens. The importance of values in life should be inculcated in them. Encourage him when he shows signs of being independent, self-assertive, creative and loving but make it clear when he is timid, uncooperative, violent and destructive-that these are unacceptable. Prepare him for the day-to-day tests of life. Teachers/parents should concentrate on how to free students of fear. Talent, technique and attitude (sound temperament) are must for success. A sense of humor helps one to see things in broader prospective. A calm approach in dealing with difficult situations will greatly help in solving them. One should: seek divine grace, go on the right path, become a better human being, be happy, conduct himself in a pleasant manner, perform his duty conscientiously and to the best of his ability with a firm resolve and self-confidence, be also of help to others and develop a philosophical approach to tackle different situations with courage and confidence. A person who is happy is capable of remarkable achievements. In conclusion, the following words come to mind:

- A wise man will make more opportunities than he finds.
- The more you use creativity, the more you have.
- *One who conquers his mind becomes the conqueror of the world.*
- Self-belief is quite the key ingredient in any success recipe.
- Great works are performed not by strength but by perseverance.
- Knowledge is power. It is the antidote to fear.