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On Day 3 Of HINAR, Isha Shows By Example How Human Is Not A Resource, But A Possibility

June 13: At Isha, the focus is not so much on the outcome as is on fostering an environment that nurtures and inspires every individual, Isha's Maa Gnana said to the participants on the third day of Isha Leadership Academy's (ILA) "Human Is NOT A Resource" (HINAR) online program.

"Our HR department is called 'Human Possibilities'; we look at each human as a possibility. Feedback is not outcome-centered but on creating an atmosphere of nurture and inspiration for volunteers to give their 100%", Maa Gnana, in-charge of Human Possibilities department, told over 150 participants from 11 countries on the final day of HINAR program.

Maa Gnana, who joined Isha 17 years ago from Lebanon, says that the complete alignment with organisational priorities allows us at Isha to see beyond departmental boundaries, moving people vertically or horizontally as per the requirements of the time.

"As Isha volunteers, we are not wedded to a role or designation. Any change is viewed as an opportunity to grow, push our limits and capabilities. We come out of these experiences as more willing and capable," she said.

<https://twitter.com/IshaLeadership/status/1403965520592871424>

Yuri Jain, who is currently spearheading the Cauvery Calling initiative by Isha Outreach, said corporates should not undermine their relevance in the society as they can completely uplift the regions they are working in.

“You can uplift your corporate goal and make it larger than life. If you do this, people will become more involved. Profits and revenues will increase automatically if you make yourself more relevant towards the society,” he said.

On building teams for Isha projects, Jain added, “We look for commitment, not capability. Putting inexperienced volunteers in unfamiliar terrain enables dramatic personal growth by making them work outside comfort zones. They realize the enormous trust the leader has placed in them.”

<https://twitter.com/IshaLeadership/status/1403958297695191042>

Talking about the importance of leadership and effective communication, Moumita Sen Sarma, Director, Isha Leadership Academy, said, “At Isha, Sadhguru takes the WHY of things to a completely different level, effectively communicating his vision to us. In breaking our likes and dislikes, he has nothing else on his mind, but an individual to realise his full potential.”

<https://twitter.com/IshaLeadership/status/1403972238605312002>

After an inspiring session from Isha volunteers, the keynote speakers engaged with participants in a question and answer session.

During the session, Rajeev Dubey, Former Group President (HR and Corporate Services) and CEO (After Market Sector), Member of the Group Executive Board, Mahindra & Mahindra, told participants that organisational layoffs indicate whether employees are viewed as short-term costs or long-term assets.

“Layoffs reflect the purpose and culture of an organisation. It reveals whether humans are viewed as short-term expenses to be avoided or as long-term assets with the potential to be conserved for future gains,” said Dubey.

<https://twitter.com/IshaLeadership/status/1404026973563748352>

Raj Raghavan, Senior Vice President, Human Resources, IndiGo (InterGlobe Aviation Ltd), shared similar sentiments, viewing his employees as “long-term possibilities.”

Responding to how to deal with mavericks, Lt. Gen. Alok Kler, PVSM, VSM, Former General Officer Commanding In Chief, South Western Command, Honorary ADC to President (Retd.) explained: “A maverick may not believe in the process, but believes in the goal. If he has a better way, he has to be heard rather than be knuckled down. We should channelize his energies towards the purpose of the organisation.”

<https://twitter.com/IshaLeadership/status/1404030909557346306>

The thought-provoking sessions weaved together by program hosts Ashutosh Pandey, Managing Director and CEO, Mahindra First Choice Wheels and Sunil Buch, Non-Executive Independent Director, Orbit Exports, also saw insightful guidance from Resource Leaders.

NextWealth CEO and Co-Founder Mythily Ramesh highlighted the importance of giving constructive feedback to employees.

“While providing feedback, you must instill in your employees a sense of belief, trust, and guidance in order for them to achieve the organisation's goals. As a result, during each feedback session, each employee maintains their self-esteem and can return inspired,” she said.

One of the participants, Hema Mani, Regional Director, Lennox India and Asia, shared, “It was a stimulating 3 days of group learning, group mentoring by experienced Resource Leaders and group sharing by some exemplary achievers.”

Sadhguru had kicked off the opening day of the event on Friday, speaking at length about the possibilities and opportunities for business leaders to create impact in the world. He urged entrepreneurs to turn the challenge of the pandemic into a time of exploration, innovation and inspiration.

The three days saw experiential learnings from Rajeev Dubey, Former Group President (HR and Corporate Services) and CEO (After Market Sector), Mahindra & Mahindra; Aditi Bhosale-Walunj, Co-Founder, Repos Energy; Lt. Gen. Alok Kler, PVSM, VSM, Former General Officer Commanding In Chief, South Western Command; Ruchira Chaudhary, Founder, TrueNorth Consulting, Saugata Gupta, Managing Director and CEO, Marico and Raj Raghavan, Senior Vice President, Human Resources, IndiGo (InterGlobe Aviation Ltd).

Guided by industry veterans, the participants deep-dived into seeing human beings as not a resource but as possibilities and learning structured approaches towards building their organisations with a deep sense of passion, purpose and culture.

Human is NOT a Resource (HINAR) is an annual leadership program organized by Isha Leadership Academy. The proceeds from this year's edition will go to Isha COVID Action, an initiative to provide critical assistance to vulnerable groups affected by COVID-19.

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