

Date: 2nd June, 2007

Dear Mr. Director,

Sir, with full responsibility, may I please post few thoughts for a little talk with you?

1. **Whom would you be afraid of: an army of 100 Cows led by a Lion OR an Army of 100 Lions led by a Cow?** German war strategist, Karl Von Clausewitz, goes a step further and says “Who is going to lead the attack is more important than good strategy or bad strategy.”
2. **Is it not true that FOUR of your best employees were compelled to resign in span of only 3 weeks?** I am talking of Neerja Ma'm, Sunanda Ma'm, Isha M'am + One Undisclosed Person. Told reasons were fine examples of Human Insensitivity and Poor Communication. Employees will come and go but Sir, if this was accident there were too many causes for it, which requires understanding, change and judgment for a better future.
3. *“I'm the owner of this school, I am the parent, dad of this school, I will re-parent you, You are a child and you are bad, and you've done wrong, you don't know how to do your homework, you know nothing! I'm upset with you, and I'm disappointed in you, and I know that you've got your reasons, stories and excuses but I'm still disappointed with you”*

Sir, Is this Management? Is this Leadership? Is this Professionalism? Or Childish Tyranny?

4. **Clarification: Does Management mean manipulation?** You tell me, can it be done? Do you actually manage your people? Do we manage our relationships? People cannot be managed, Inventories can be managed, but people are led, said Mr. Ross Perot. I think, management simply means having an agreement between two responsible adults.
5. **Sir, Is it not true that** when leader leaves an organization, he takes away with him the knowledge and experience about the company? Especially in new/growing school?
Mr. Eisenhower said, “Leadership is the art of getting someone else to do something you want done because he wants to do it.” Can money does this for you?
6. **Why is it necessary for a leader to be egoless?** Is it a sin if a leader has a sufficiently healthy ego? His actions should not be in anxiety and defensiveness. He should be free, result oriented and not oriented towards self protection and defense. What do you think?

Permit me please to discuss case of Sunanda Ma'm. Is it not true that she was one of your best and multi tasking resource? A good leader? Motivator? One of your best employees?

Winners (like Mayawati) tell jokes, while losers hold press conferences. Some of the reactions were: “What? ***** is leaving us? Why? She’s quitting? Or is she also fired? Oh no, you can’t trust this school management. We need to prepare ourselves too. Forget all school work; I want to find out why so many are recruited. Why to unnecessarily work so much?!”.

No clarification or information from school widened the gap between you and your staff. Further, it fueled the insecurity in staff. Some are already concerned due to new recruitments. Also, lead to poor amateur psychotherapy and immature analysis of your policies.

Humanistic or Holistic approach which is core of your education philosophy should also be extended to the school’s worker community. Work culture should also serve the inner needs or individuality, their concern for social security, personal development, financial support and a feeling of participating in a cause for common good.

Most important thing for Vidya Sanskar is that employees do their best. Your school needs leaders, men and women, who are motivated and are willing to accept responsibility for planning and directing your school’s success. When two people are ready or willing to move on a stone from one place to the other, the role of administration, management and politics is reduced.

Oliver Holmes said, “People can be divided into two classes: those who go ahead and do something, and those people who sit still and inquire, why wasn’t it done the other way?” Your school also needs thinkers, to ensure that your business is not going in wrong direction.

Improved management-worker relationship is in best interest of both parties. Sorry if you find my letters with questions and complaints occasionally; I promise you to not make it a theme. We all have only one ambition, “To be the Best”. What else is there?

Best wishes.