Mentor's Energizer

INSIDE THIS ISSUE

Inauguration of the RIT Workshop January 2016

Back issues of the Mentor Energizer and the full Energizer Compilation are available on the website. If you've missed an issue, please feel free to download it at www.bahaiacademy.org

"If you want to go fast go alone. If you want to go far go together."
~ African Proverb ~

A CLEAR CONSCIENCE IS THE SOFTEST PILLOW IN THE WORLD

NARAYANA MURTHY

Contributing to Social Progress

Some of us contribute to social progress by donating money to good causes. Others participate in the political structures of community or volunteer their time and capacities to organizations and groups. However, with a solid foundation of Universal Human Values, no one has to wait for external organizations or programs to contribute to the betterment of society. The paths open to all of us for selfless service are numerous. Most of these paths are local and close to home. Our students are good examples of this premise, offering their services in a variety of ways—as mentors to younger youth, as children's class teachers, as Happy Hippo Show actors and facilitators of consultations in villages across Maharashtra. In their Service Learning Projects the seeds are being sown for them to develop their personal capacities while dedicating themselves to the wellbeing of the community. Our students have become a vibrant source of social advancement. They are learning to empower themselves and others while incorporating the arts, music, drama, consultation, planning, leadership, etc. They are showing, in their manner of involving not only all of the students in the classes but all of the inhabitants of villages, that efforts of local people matter and that progress will not occur when an external source sweeps into a community and bestows a "gift" which will "fix" what's wrong. Transformation requires a new paradigm, one of universal participation and finding the resources to meet actual needs rather than perceived needs. Our students may not have money or material goods to offer, but they have energy, time and basic skills that can benefit communities. Beyond those things, they have the desire to bring unity, to do what is right that will benefit all. While structural reform may be necessary in many areas, ultimately, it is the ability of people who enforce regulations or ignore them, who translate plans into action or hesitate on the sidelines, who uphold value-based leadership. It is the ability of the individual to tap into his/her Universal Human Values and reach out to others.

Core Values in Leading Corporate Companies

Core values can be defined as the guiding principles which lend the foundation upon which the corporate companies base their internal working and shape its relationship with the external world. Core values are the essence of a company's identity. It helps initiate trust and harmonious working environment among company employers along with business counterparts. It is beneficial for company decision making process. Some of the very basic core values are accountability, empowerment, integrity, commitment, fairness, excellence, and transparency to name just a few.

Values are the essence of corporate culture because it sets the do's and don'ts. And also it is of great importance for any organization because in the competitive world people are constantly choosing one organization over the other because of its stress on values. During stressful times it is the values that offer guidelines for action. It also helps the organization to succeed in an ever changing global environment.

Here are few examples of the leading companies and its core values:

1. Infosys International Inc. is dedicated to
- Client value: To surpass client expectations consistently
- Leadership by example: To set standards in business and transactions, and be an exemplar for the industry and ourselves
- Integrity and transparency: To be ethical, sincere, and open in all transactions
- Fairness: To be objective and transaction-oriented, and thereby earn trust and respect
- Excellence: To strive relentlessly, constantly improve ourselves, our teams, and our services and products to become the best

Sources:(http://www.infosysinternational.com/)https://www.infosys.com/careers/culture/our-values/)

'We never compromised on ethics'

2. The Tata group is committed to
- Integrity: aims to conduct business fairly, with honesty and transparency
- Understanding: strives to be caring, showing respect, showing compassion and humanity for colleagues and customers around the world, and always work for the benefit of the communities served
- Excellence: constantly works to achieve the highest possible standards in day-to-day work and in the quality of the goods and services that are provided
- Unity: makes efforts to work cohesively with colleagues across the group and with customers and partners around the world, building strong relationships based on tolerance, understanding and mutual cooperation
- Responsibility: strive to continue to be responsible, sensitive to the countries, communities and environments in which work is carried out, always ensuring that what comes from the people goes back to the people many times over
  Source: (http://www.tata.com/)

The Toyota Way — 5 Core Values: Challenge, Kaizen, Genchi Genbutsu, Respect, Team Work

3. TOYOTA's aim to
- Become a good corporate partner that is trusted by the international community.
- Earn a reputation for quality and integrity, as well as a commitment to responsible management and environmental practices
- Extend ethical behavior beyond legal requirements. It means honesty, equity, social responsibility and integrity in everything said or done
  Source: (http://www.toyota-indus.com/)

MS. CORE VALUES — COMMITMENT, LEADERSHIP, INTEGRITY, EXCELLENCE, TEAMWORK

4. Microsoft stresses for
- Integrity and honesty
- Passion for customers, partners, and technology.
- Open and respectful with others and dedicated to making them better
- Willingness to take on big challenges and see them through
- Self-critical questioning, and committed to personal excellence and self-improvement
- Accountable for commitments, results, and quality to customers, shareholders, partners, and employees
  Sources: ([PDF]Standards of Business Conduct - Microsoft download.microsoft.com/.../Microsoft%20Standards%20of%20Business...)

"Price is what you pay. Value is what you get."
-Warren Buffett

5. Mahindra and Mahindra values
- The dignity of the individual
- Uphold the right to express disagreement and respect the time and efforts of others
- Nurture fairness, trust, and transparency


6. Accenture strives to
- Respect and support the communities and environment
- Encourage active involvement in charitable activities
- Foster a fair and positive environment in which people can grow and succeed
- Seek to understand different points of view
- Commit to what it can deliver and deliver on what it can commit
- Follow consistent global standards
- Protect the privacy of personal information and comply with data privacy laws
- Foster an inclusive environment that values individual uniqueness
- Treat each other with respect and do not tolerate harassment or intimidation
- Maintain a safe and non-threatening workplace
- Not offer bribes or make questionable payments
- Not give or receive inappropriate gifts or hospitality
- Avoid conflicts of interest
  Source:http://siteresources.worldbank.org/INTETHICS/Resources/Accenture.pdf

Rise: House of Mahindra

7. Tech Mahindra
- Values the individual
- Upholds the right to express disagreement
- Respects the time and efforts of others
- Nurtures fairness, trust and respect
- Imparts freedom and the opportunity to excel and to grow
- Supports innovation and well-reasoned risk taking
- Respond to customers speedily, courteously and effectively
  Source: https://careers.techmahindra.com/Forms/CoreValues.aspx
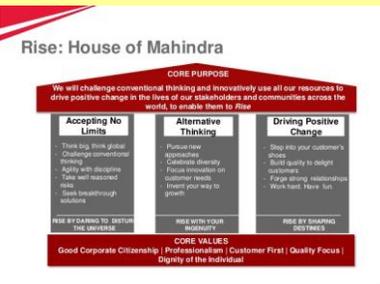
Energizer: Common Goal

When visiting villages or even working with families, it's sometimes difficult to get everyone to work together. Sometimes a leader might make a personal comment to get a person on his/her side. For instance, he/she might comment on the person's hairstyle or clothes as a way to engage in conversation. Going deeper is better. Shallow comments receive shallow responses, but if you get to know the things you have in common with someone else, you'll more likely be able to have deeper conversations about important things. Here's a quick game for delving into commonalities.

Participants at Tasgaon workshop February 2016

What's Beneath the Surface?
Divide participants into groups of four. Give each group a pencil, paper and a hard surface to write on. The group should choose a reporter. The task is to think of things that they have in common with all the other members of the group, but the catch is that the things can't be visible to anyone in the room. So, for example, we all have a nose, but people can see that. They have to look deeper. Perhaps everyone in the group has a pet, or has traveled to a certain town or country, or has the same birth month or speaks Japanese or likes Italian food or has artistic dreams. You can give them some hints, but you want them to come up with their own ideas. After about ten minutes, have the groups read their lists and give the group with the longest list a small prize. Then, have the members of the winning group go around and take five more minutes to help the other groups make their lists the same length. This way, cooperation helps everyone win and they all get the prize. (Small snack) Discuss how learning about people on a deeper level helps you connect with them more and help them in better ways.

Participants in the above picture are playing games in Karad workshop February 2016

Do we really need more spice?
Food tastes good when it is well spiced. Take some potatoes, add a little salt, pepper and masala and wow! Suddenly your mouth wakes up and your senses are alive. After a while, when your taste buds get used to the flavor, perhaps you feel the need to add a little more. Later, you add a lot more. Finally, you can't even taste the food unless it's so hot that it could set fire to your kitchen. That's the trouble with spices. Over time, we get desensitized to the taste and the only way to get the same effect is to increase the amounts. A little is good, more is helpful, a constant spicy diet is addicting and too much desensitizes us to reality. Think about the media in the same way.

Good: The media—television, newspapers, the internet, cell phones, advertisements—they can be good for example they enable us to communicate, to know what is going on in our neighborhood and the world. They show us what is available and give us more choices about what we buy, do and think.

Helpful: Community radios helps unify communities, educate people and unify villages to save the environment, grow healthier crops and weave science into religion. Cell phones become connections to the outside world and expose both children and adults to more possibilities. Computers bring education where there is none.

Addicting: When the average time between checking the cell phone for any reason (text, email notification, music, etc.) is every six seconds, there's a problem. When people choose and promote only the negative and damaging.

Desensitizing: When the things looked at are violent, disrupting to the nervous system, lies and propaganda, too loud, morally corrupt, and worse, the brain stops seeing them as problems to be worried about, to fight against or to resolve and just lumps all notifications (an earthquake kills thousands, a bomber destroys a train, a politician steals millions) into a category of pseudo entertainment. How are these things not devastating? They *should* cause distress and an innate compassionate desire to help, to fix things, to reach out to those in need.

The most distressing thing is that you can't avoid the barrage of sensory input. Walking down the street, detestable music blares into your ears. You didn't ask for it. Go into the bus station and billboards advertising the latest horror movie assault your senses. Turn on your computer and a picture of a death scene fills your screen. You look before you realize and the impression becomes indelible. To protect yourself, you have to be mindful—refuse to listen, look or read anything that aims at raising your adrenaline reflex to a dangerous level unless you really are going to respond—you're going to fight the injustice or flee from the danger. What if all our sensory inputs were positive? What kind of a society might we have? How might our levels of trust go up?

Next month: How can we help students develop leadership qualities?

UN Security Council Resolution on Youth

RIT workshop in progress January 2016

The United Nations Security Council on 9 December adopted an historic resolution on youth, peace and security, which for the first time in its history focuses entirely on the role of young men and women in peace building and countering violent extremism. The resolution 2250 (2015), sponsored by Jordan, represents an unprecedented acknowledgement of the need to engage young peace builders in promoting peace and countering extremism. It also positions youth and youth-led organizations as important partners in the global efforts to counter violent extremism and promote lasting peace.

The resolution expresses concern that among civilians, youth account for many of those adversely affected by armed conflict and that disruption of youth's access to education and economic opportunities has a dramatic impact on durable peace and reconciliation. It recognizes the important and positive contribution of youth in efforts for the maintenance and promotion of peace and security. It affirms the important role youth can play in the prevention and resolution of conflicts and recognizes that youth should actively engage in contributing to justice and reconciliation.

PKV Students, Akola engaged in pair discussion December 2015

It notes the important role youth can play further as positive role models in preventing and countering violent extremism. It acknowledges that the protection of youth during conflict and post-conflict and their participation in peace processes can significantly contribute to the maintenance and promotion of international peace and security.

Urges Member States to consider ways to increase inclusive representation of youth in decision-making at all levels in local, national, regional and international institutions and mechanisms for the prevention and resolution of conflict, including institutions and mechanisms to counter violent extremism, which can be conducive to terrorism, and, as appropriate, to consider establishing integrated mechanisms for meaningful participation of youth in peace processes and dispute-resolution.

A youth reflecting his experience during the workshsop in Ichalkarangi February 2016

Calls on all parties to armed conflict to take the necessary measures to protect civilians, including those who are youth, from all forms of sexual and gender-based violence.

Reaffirms that States must respect and ensure the human rights of all individuals, including youth.

Exhorts Members States to facilitate an inclusive and enabling environment in which youth actors, including youth from different backgrounds, are recognized and provided with adequate support to implement violence prevention activities and support social cohesion.

Stresses the importance of creating policies for youth that would positively contribute to peace building efforts, including social and economic development, supporting projects designed to grow local economies, and provide youth employment opportunities and vocational training, fostering their education, and promoting youth entrepreneurship and constructive political engagement.

Encourages Member States to support, as appropriate, quality education for peace that equips youth with the ability to engage constructively in civic structures and inclusive political processes.

Reference:http://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/s_res_2250.pdf

The three pictures are showing youth engaged in community project in Murgud neighborhood