



Report on the Event on 2nd September 2017, Book Release of “Spirituality Leadership Competency Model” by Capt. Ajay Achuthan

The intention on 2nd September 2017 was to get DGS/INSA/MASSA/FOSMA/ICCSA alignment to:

- a) Get the book Spirituality Leadership Competency Model accepted as a program for our seafarers
- b) Create an awareness and trainers for the program
- c) Propose Chapter 15 and an amendment to IMO through our HTW committee

It was an honour and privilege to welcome Dr. Malini Shankar, I.A.S, DG Shipping as our Chief Guest along with all other dignitaries which included Shri Deepak Shetty, Shri D. T. Joseph, Shri S Hazara, Capt. P. S. Barve, Capt. M. M. Saggi, Capt. Sunil Thappar, Capt. Rajesh Tandon, Capt. Navin Passey, Capt. M. P. Bhasin, Capt. C. P. Athaide, Capt. K. Kekre and so many other dignitaries.

After the traditional lighting of the lamp Capt. Achuthan welcome one and all and posed a question on what Namaste meant. Respecting the vininty in one another, a mediation exercise to assist keep looking within was conducted.

Shri Bhaduria, Assistant Director General went through an explanation of Shivoham and its significance to Who am I?

Capt. Achuthan then went on to explain that everybody there normally arouses conflict.

Am I doing what I love? Am I doing what I am good at? Am I doing what the world needs?

Will the world pay for what I am doing?

When I do what I love and what the world needs we call it - MISSION

When we do what the world needs and are willing to pay for, we call it - VOCATION

When we do what the world is willing to pay for and what we are good at we call it - PROFESSION

When we do what we are good at and what we love- we call it - PASSION

However, even if one of these are missing there is a sense of Inadequacy.

When I am doing what I love; and what I am good at and am being paid for it – there is a feeling of SATISFACTION - but along with it a feeling of USELESNESS



When I am doing what I love; what the world needs, and what I am being paid for it – there is a feeling of EXCITEMENT but COMPLACENCY- but along with it a feeling of UNCERTAINTY.

When I am doing what I am being paid for; what the world needs, what I am good at – there is a feeling of being COMFORTABLE but EMPTINESS.

When I am doing what I love; what the world needs, what I am good at – there is a feeling of DELIGHT and FULLNESS- but no WEALTH.

He Thanked the Principal supporter IRS, Co-Host MMSI, Lunch Host MASSA along with so many other supporters have been generous and created the ability to have Synergistic Solutions invite and take care of all the guests.

When we get to do a combination of all these Mission, Vocation, Passion, Profession we are in synergy with our true nature. We discover our reason for BEING. **Spirituality Leadership Competency Model** is a program to assist the manifestation of such a BEING. It has Mission, Vocation, Profession and Passion.

He explained that he loved developing human potential synergising with nature to reach the zenith of their human potential. He declared that he was not a certified Psychologist or Psychiatrist but a self-taught LOGOTHERAPIST and still learning, AA Jeevan Vidarthi.

One of the most interesting phases of the event were the awards. Between Teacher's Day programs, every year, SS visit MTIs and Company Training Centres and scout for and identify talent with only one intention. What are the best practices they are following and whom should we reward. We normally reward one person every year. SS also has started rewarding Examiners with the intention of rewarding both Internal and external examiners. We have been advised not to award internal examiners and we request DGS to bring about such a practice, based on stated parameters, in the near future. This Year we haven't been able to carry out our survey for external examiners.

Synergistic Solutions awarded and rewarded three Maritime Teachers this year:

Capt. Sureen Narang (AEMA), Shri. Manish Jha (Samudra Institute) and Capt. A. P. Singh (Visiting Faculty MMA Mumbai) were requested to present the awards for the unique contribution each of them had made.

The Objectives of the book are:

- Meeting STCW 2010 amendments for LMMT and suggests future competencies in the subject area (STCW 2025)
- Promoting Spiritual practices and Spirituality Leadership keeping in line with the world adopting and accepting June 21st as World Yoga day.
- Creating resources, especially human resources, to transfer the competencies. (refer earlier Government of India Colombo plan in 1960s and action plan based on COMET report, 1991). We have announced our first TTT course on 26th, 27th and 28th September.



- Ensuring that the competencies are achieved and not delegated to invalid and unreliable assessments to convenience the examiner or manipulating MTIs/ RPS of our system.

The Chief Guest then released the book. In her address she explained the importance of having Spirituality as an anchor in ones lives. Shri Deepak Shetty shared the foreword he had written and how appropriate that such a well-researched book was presented at the right time.

Capt. Achuthan, Capt. Y. Sharma and Shri Uday Acharya had developed case study to help invitees to understand the SLCM concept.

Capt. Y. Sharma carried a case study on Spirituality in Leadership and Management on going inside out followed by Shri Uday Acharya's session on "Create your destiny and steer your course"

This was followed by a panel discussion wherein REVERSE Panelists:

- Dr. Bhavnani (MMSI and FOSMA)
- Capt. Rangnekar (Elegant Marine Services P. Ltd. and MASSA)
- Capt. Kapil Kekre (INSA)
- Capt. K. N. Deboo (AEMTC and HTW Committee rep.)
- Capt. Y. Chabra (Sailing Master)
- DGS Nautical (Capt. Muduli)
- DGS Engine Shri. Ashish Wankhede
- Capt. Kapil Kekre (INSA)
- Capt. Shrikant Limaye (MASSA)

Who asked questions to the author ably supported by Capt. Y. Sharma and Shri Uday Acharya. The FAQs on Spirituality was one of the outcomes of the discussion,

Capt. K. N. Deboo, India re at HTW committee, agreed that it could be included in the IMO model course which was being written for management level

The event ended with acknowledging the Panellists and support systems a vote of thanks and general acceptance of this Make in India initiative.



FAQ's on SLCM

What is Spirituality Leadership?

Leadership is about being on purpose and the *process* of driving resources- men, machines and money towards accomplishment of a goal or purpose, whilst being possibility.

Spirituality is a state of being in which the person/ team is connected with their higher self. It is the state in which all aspects of the self are balanced- we go beyond our mind, body and intellect & emotions into the realm of an infinite intelligence.

Spirituality leadership is the highest form of leadership exercised from that state of spiritual being, drawing strength from the innate self that is in complete harmony and in alignment with the purpose. It is the state when a person can have access to intuition-based thought leadership; being possibility whilst achieving purposes.

What Spirituality Leadership is not?

Spirituality leadership it is not about religion or Spiritual leaders or God or God men. It is not about one person being endowed with spiritual powers that he can exercise over others or about mumbo jumbo. It is also not about mesmerising or terrorising people to believing I am great and you need to bow, obey and follow.

What is Spirituality leadership based on?

Spirituality leadership is based on-

- Commitment to a “purpose” in life which is bigger than the commitment to “self”
- The ability of that individual and/ or team to ongoingly be on that purpose (*Detached Attachment*)
- The ability of that individual and/ or team to be aware & conscious under each and every situation (*Mindfulness*)
- The ability of that individual and/ or team to bounce back given adverse situations (*Resilience*)
- The ability of that individual and/ or team to create and work under conditions of Detached Attachment (*Egoless and with Humility*)
- The ability of the individual and/ or team to go beyond breakdowns & access (*Transformational leadership*)
- The ability for that individual and/ or team to access *Intuition* as a resource, which incidentally is beyond the realm of wisdom
- The ability to Communicate under any circumstances & conditions; especially when the stakes are very high, by blending IQ, EQ & SQ (*Crucial Communication*)
- The ability to resolve issues & create powerful futures (*Listening*)



Why is the word **Leadership** used and not **Leader**?

Great achievements are based on Clarity of **Purpose**, defined **Processes** and Motivated **persons** who **Execute** the required functions and tasks and monitor and take corrective action to achieve purposes. **Leadership** here refers to **Purpose**; **Leading** refers to the **Process** and **Leader** refers to the **Person(s)**. Every person needs to be clear of the purpose he is subjecting himself and his team to. The Leader and team serve the purpose, i.e., Servant Leadership.

What are the different types of leadership?

There are different types of leadership:

A. Based on **personality** we can classify them as Autocratic, Democratic and Laissez Faire

B. Based on **communication styles** we can classify them as transactional and transformational

C. Based on the **Being**... a Spiritual being with a human experience... we have called it Spirituality leadership. The competency of *Being* is achieved by understanding and practicing oneself as a possibility.

Why is it relevant today? Why should a successful leader learn spirituality leadership?

Every tomorrow demands a new version of you. We are all living in a world of increasing complexity- and this is more so in the maritime field- multicultural crews, tighter regulations, increasing automation, artificial intelligence and the looming threat of piracy. We deal with multiple, complex, unstructured problems, many of which demand ingenuine thinking and creative solutions. There may be no precedence to the problems that can be referred to for solutions or trends.

In such situations, the person who is a very collected, balanced self, completely aligned to the purpose because he/she is doing what he/she likes to do the most is the one who is able to 'think on his feet' and draw out his inner strength. He is able to access intuition through a calm and focussed mind and practice resilience.

What Can I achieve with Spirituality leadership?

Anything and everything in our lives, that we invent as a *possibility*, can be achieved with Spirituality leadership. It is important though, when working with teams and teamwork, each and every one is aligned to the purpose. Each one is a leader with differing responsibility, authority and accountability.



There is a famous Japanese example of Spirituality leadership. A person who was in charge of keeping the toilets clean was asked by a visitor as to what drives him to ensure that he cleans up the toilet after each and every user completes his work, and that he keeps it spotlessly clean? He retorted that I am a business owner.

It confounded the listener till he went on to explain: "You are a foreigner who has come to do business with our company. You will invariably use the toilet before or during or after the business meetings. When you come to a clean toilet, you will go happy, and this will help you make wise decisions, and most probably in favour of our company. So, I am running the business affairs of our company, but in a different way."

THE PROGRAM





"SYNERGY FOR SUCCESS"

Synergistic Solutions®



Our solutions are expressed in red font below

The frequently asked concerns are addressed in black below

Connecting ships and people with Spirituality Leadership Competency



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