Welcome to APHRDI
Personal Effectiveness and Motivation
Effectiveness

- The degree to which objectives are achieved and the extent to which targeted problems are solved.
- 4 Concerns of Effectiveness are:
  - adaptation
  - goal attainment
  - integration
  - latency
Global Challenges of 21st Century

- Socio-economic conditions have changed.
- World has become a small village due to Liberalisation and Globalisation.
- Needs have changed. Outlook has changed.
- Technology, Communications, Business, Commerce and Science have taken a giant leap opening avenues and opportunities to every one for global employment.
- Necessity and Need have become determining factors for education.
- Knowledge, Expression, Application and Skills are the necessities of a modern student.
- Human Resource has become the greatest Power.
- Competition has now become Global.

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Are we ready to face Stiff Challenges of 21st Century?
Are We Ready?

- Village Born
- Local Medium
- Poor Communication Skills
- Inhibitions
- Shyness
- Lack of Exposure
- Complexes
- such other many
Know

- Yourself
- Your Attitude
- Your Behaviour
- Your Character
- Your Strengths
- Your Weaknesses
- Your Society
- Your Nation
- Your Goals
Understand

• Where You were Yesterday
• Where You are Today
• Where You wish to Reach
• G A P
Where were we yesterday?
Glory of Bharath
India

- The World's first university was established in Takshila in 700 BC. Students from all over the World studied more than 60 subjects.
- When many cultures were only nomadic forest dwellers over 5000 years ago, Indians established Harappan culture in the Sindhu Valley Civilization.
- Maharshi Sushruta is the father of surgery. 2600 years ago he and health scientists of his time conducted complicated surgeries like caesareans, cataract, artificial limbs, fractures, urinary stones and even plastic surgery.
- Surya Siddhantha compiled in 3000 BC Showed the Earth's diameter to be 7,840 miles, compared to modern measurements of 7,926.7 miles. Showed the distance between the Earth and the Moonh as 253,000 miles, Compared to modern measurements of 252,710 miles.
- India invented the Number System. Zero was invented by Aryabhatta. The place value system, the decimal system was developed in India in 100 BC.
India

- Aryabhata was the first to explain spherical shape, size, diameter, rotation and correct speed of Earth in 499 AD.
- Aryabhata also propounded the Heliocentric theory of gravitation, thus predating Copernicus by almost one thousand years.
- Bhaskaracharya calculated the time taken by the earth to orbit the sun hundreds of years before the astronomer Smart. Time taken by earth to orbit the sun: (5th century) $365.258756484$ days
- In Siddhanta Siromani (Bhuvanakosam 6) Bhaskaracharya II described about gravity of earth about 400 years before Sir Isaac Newton. He also had some clear notions on differential calculus, and the Theory of Continued Fraction.
- Indians discovered Arithmetic and Geometric progression. Arithmetic progression is explained in Yajurveda.
- Govindaswamin discovered Newton Gauss Interpolation formula about 1800 years before Newton.
- Vateswaracharya discovered Newton Gauss Backward Interpolation formula about 1000 years before Newton.
- Parameswaracharya discovered Lhuiler’s formula about 400 years before Lhuiler.
- Positive and Negative numbers and their calculations were explained first by Brahmagupta in his book Brahmasputa Siddhanta.
- Long before Lorenz von Stein, a 1855 German professor from Vienna, is considered the founder of the science of public administration, Sage Valmiki gave us very efficient Public Administrative system.
India

- The value of "pi" was first calculated by Boudhayana, and he explained the concept of what is known as the Pythagorean Theorem. He discovered this in the 6th century long before the European mathematicians. This was ‘validated’ by British scholars in 1999.
- Algebra, trigonometry and calculus came from India. Quadratic equations were propounded by Sridharacharya in the 11th century.
- The largest numbers the Greeks and the Romans used were 10^6 whereas Indians used numbers as big as 10^{53} with specific names as early as 5000 BC during the Vedic period. Even today, the largest used number is Tera: 10^{12}.
- Long before Peter Drucker came into existence, Kautilya gifted us with a great Management Science.
“If there is a country on earth which can justly claim the honour of having been the cradle of the Human Race or at least the scene of primitive civilization, the successive developments of which carried into all parts of the ancient world and even beyond, the blessings of knowledge which is the second life of man, that country is assuredly India.”
How is it Today?

- Centuries of our Political Slavery has also reduced us as Intellectual Slaves and even Emotional Slaves.
- Urbanization has led to division of the joint family system leading to nuclear families.
- Thus, transfer of culture, age-old traditions, and the stability of the family have come under great strain.
- Our Noble Values ... We have given up for cheaper pleasures. Value crisis is a global phenomenon of our times.
- Ideals are lost, happiness is scant, Relations are breaking. Today the very first step of learning and acquiring knowledge in childhood has become corrupted resulting in a directionless life, which is breaking the glorious value system of Bharath.
- Education Scene today is intensely competitive exerting more stress and pressure on every young man and woman.
- Young Men and Women are turning Wrecks and Collapsing against this stiff competition, now Global.
What is required?
We require young men and women of our country to rise above the narrow corridors of caste, colour, creed and religion.

Transform themselves into Personalities of Excellence through practicing the eternal Values of Life

Exhibit excellence in every walk of the life they choose
HUMAN EXCELLENCE

Need of the hour is to transform the Human Resource we have in our country into a Dynamic Power of Human Excellence
How can we achieve Human Excellence ??
PERSONALITY

Constant Integrated Application of ABC Attitude, Behaviour and Character

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THE ICEBERG

HOW MUCH DO YOU SEE OF AN ICEBERG?
THE ICEBERG

ONLY 10% OF ANY ICEBERG IS VISIBLE.
THE REMAINING 90% IS BELOW SEA LEVEL.
THE ICEBERG

BEHAVIOR

IMPACT
VALUES - STANDARDS - JUDGMENTS
ATTITUDE
MOTIVES - ETHICS - BELIEFS

KNOWN TO OTHERS
UNKNOW TO OTHERS

SEA LEVEL
Power of Attitude

"Just like a great building stands on a strong foundation, so does success. And the foundation of success is attitude."

SUCCESS COMPONENTS

Attitude (85%)  Knowledge (15%)

A study by Harvard University found that when a person gets a job, 85% of the time it is because of their attitude, and only 15% of the time because of how smart they are and how many facts and figures they know.

"The greatest discovery of my generation is that human beings can alter their lives by altering their attitude."

- William James of Harvard University
WHAT MAKES YOUR LIFE 100%?

Let each letter of the alphabetic has a value equals to it sequence of the alphabetical order:

|   | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
|   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10| 11| 12| 13| 14| 15| 16| 17| 18| 19| 20| 21| 22| 23| 24| 25| 26|

SKILLS:
19 11 9 12 12 19

KNOWLEDGE:
11 14 15 23 12 5 4 7 5

HARD WORK:
8 1 18 4 23 15 18 11

ATTITUDE:
1 20 20 9 20 21 4 5

= 82
= 96
= 98
= 100
BEHAVIOUR

- Manassee kam Vachassekam Karmanyekam Mahaatmanam
Manas Anyath Vachas Anyath
Karman Anyath Duraathmanam

- Role Modeling, ideals, acceptable, un-hurting, soft, gentle, assertive, Lovable
CHARACTER

- *End of Education is Character:*
  Seelena Sobhathey Vidya.

- *Being truthful, Compassionate, Pious, Righteous, Peace Loving, Non-violent, Love, Living with Values.*
Five Attributes of Personality

- Physical
- Intellectual
- Emotional
- Psychological
- Spiritual.
Excellence

IQ ➔ EQ ➔ CQ ➔ SQ ➔ VQ

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The 5 Essentials for 21st Century Personality

Knowledge...
Skill...
Training...
Values...
Application...
KNOWLEDGE IS POWER

Learning gives Creativity
Creativity leads to Thinking
Thinking Provides Knowledge
Knowledge makes you Great
Who are you?
What you think you are......
What others think you are......
What you really are......
21st Century Skills

- Physical
- Intellectual
- Psychological
- Emotional
- Spiritual
Physical Skills

• Health and Hygiene
• Sports & Games
• Habits
• Civic Sense
• And such......
INTELLECTUAL SKILLS

- Self Awareness
- Knowledge Skills
- Presentation Skills
- Communication Skills
- Leadership Skills
Knowledge Skills

- Competence
- Thoroughness
- Depth of Knowledge
- Learning and Teaching
- Convergence
Presentation Skills

- Dress
- Appearance
- Smile
- Manners
- Etiquette
Communicative Skills

- L S R W
- Body Language
- Expression
- Public Speaking
Leadership Skills

- Assertiveness, Motivation
- Negotiation, Confidence
- Esteem, Aggressiveness
- Flexibility, Adoptiveness
- Team Building
Psychological Skills

- Decision making
- Problem solving
- Creative thinking
- Critical thinking
Emotional Skills

- Interpersonal relations
- Empathy
- Coping with emotions
- Coping with stress.
Emotions Wheel

- Love
- Acceptance
- Submission
- Fear
- Awe
- Surprise
- Disappointment
- Sadness
- Disgust
- Remorse
- Contempt
- Anger
- Anticipation
- Optimism
- Aggressiveness

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Spiritual Skills

• Love All :: Serve All
• Help Ever :: Hurt Never
TRAINING

To Develop the Qualities of a Winner
To Overcome Shyness - Gain Confidence
To Be Self Motivated
To Reduce Negativity - Develop Positive Attitude
To Develop Communication Skills
To Resolve Conflicts and Build Trust in Relationships
To Manage Time effectively
To Overcome the habit of Postponing
To Set Priorities in life - Plan Life and Career
To Take Effective Decisions
To Develop a strong Self Image, Self Worth and Self Esteem
To Be Assertive and Manage Anger and Frustrations
To Minimize Stress and Tensions
To Develop a Balanced Personality
VALUES

Truth (Sathya Harischandra)
Righteousness (Rama)
Peace (Martin Luther King)
Love (Jesus)
Non-Violence (Mahathma)
Compassion (Mother Theresa)
Kindness (Florence Nightingale)
Courage (Jhansi Lakshmi Bai)
What is Efficiency??
What is Effectiveness??
Efficiency is “Doing things Right”
Effectiveness is “Doing Right things”

.... Peter Drucker
| Efficiency is an input and transformation process question, defined as the ratio between resources expected to be consumed and actually consumed | Effectiveness, which involves doing the right things, at the right time, with the right quality etc., can be defined as the ratio between actual output and expected output | (Sink and Tuttle, 1989) |
| Efficiency is used for passive or operational activity, which is usually defined technically so that the system and its behaviour are foreseeable in advance | Effectiveness is basically used in active or innovative activity performed by a risk taker and based on a rather broad perspective | (Kurosawa, 1991) |
| Efficiency is the ratio of actual output attained to standard output expected, and reflects how well the resources are utilised to accomplish the result | Effectiveness is the degree of accomplishment of objectives, and shows how well a set of results is accomplished | (Sumanth, 1994) |
| Efficiency is a measure of how economically the firm’s resources are utilised when providing the given level of customer satisfaction | Effectiveness refers to the extent to which the customer requirements are met | (Neely et al., 1995) |
| Efficiency means how much cost is expended compared with the minimum cost level that is theoretically required to run the desired operations in a given system | Effectiveness in manufacturing can be viewed as to what extent the cost is used to create revenues | (Jackson, 2000) |
| Efficiency = ideal system dependent time/total time | Effectiveness = value added time/ideal system dependent time | (Jackson, 2000) |
How can We Amalgamate Personality with Efficiency to bring about Effectiveness??
Application
Personality of Excellence

Unify

Thought – Word - Deed
2 Sacred Principles

- Sathyam Vada
- Dharmam Chara
3 C's

- Constancy
- Consistency
- Continuity
4 ideals
And the 5th Ideal
Mithra Devo Bhava
5 D’s

- Duty
- Devotion
- Discrimination
- Determination
- Discipline
6 Noble Qualities

‘Utsaham, Saahasam, Dhairyam, Buddhi, Shakti, Parakrama
Shadete yatra tishtanti
tatra Devopi tishtati.’

- Enthusiasm, adventurous spirit, courage, intelligence, energy and boldness
  wherever these qualities are prevalent, God is sure to be present there.
WATCH

WORDS

ACTIONS

THOUGHTS

CHARACTER

HEART

YOUR

20 February, 2018  S.Koteswara Rao  62
10 ways to improve Effectiveness

• Clarity
• Don’t hesitate to be different
• Streamline your outer & inner image
• Self organization skills
• Commitment
• Constant Evolution
• Assertive communication skills
• Relationship building skills
• Spirituality
• Take responsibility
Motivation
• If you want to make things happen the ability to motivate yourself and others is a crucial skill.

• At work, home, and everywhere in between, people use motivation to get result

• Motivation requires a delicate balance of communication, structure, and incentives
20 tactics
that help you to maximize
Motivation
in yourself and others
1. Consequences

- Never use threats.
- They’ll turn people against you.
- But making people aware of the negative consequences of not getting results (for everyone involved) can have a big impact.
2. Pleasure

- This is the old carrot on a stick technique.
- Providing pleasurable rewards creates eager and productive people.
3. Performance incentives

• Appeal to people’s selfish nature.

• Give them the opportunity to earn more for themselves by earning more for you.
4. Detailed instructions

- If you want a specific result,
- give specific instructions.
- People work better when they know exactly what’s expected
5. Short and long term goals

- Use both short and long term goals to guide the action process and create an overall philosophy.
6. Kindness

• Get people on your side and they’ll want to help you.
7. Deadlines

- Many people are most productive right before a big deadline.
- They also have a hard time focusing until that deadline is looming overhead.
- Use this to your advantage by setting up a series of mini-deadlines building up to an end result.
8. Team Spirit

• Create an environment of camaraderie.
• People work more effectively when they feel like part of team
• they don’t want to let others down.
9. Recognize achievement

- Make a point to recognize achievements one-on-one and also in group settings.

- People like to see that their work isn’t being ignored.
10. Personal stake

• Think about the personal stake of others.
• What do they need? By understanding this, you’ll be able to keep people happy and productive.
11. Concentrate on outcomes

- No one likes to work with someone standing over their shoulder.

- Focus on outcomes — make it clear what you want and cut people loose to get it done on their own.
12. Trust and Respect

• Give people the trust and respect they deserve and they’ll respond to requests much more favorably.
13. Create challenges

- People are happy when they’re progressing towards a goal.
- Give them the opportunity to face new and difficult problems and they’ll be more enthusiastic
14. Let people be creative

- Don’t expect everyone to do things your way.

- Allowing people to be creative creates a more optimistic environment and can lead to awesome new ideas.
15. Constructive criticism

- Often people don’t realize what they’re doing wrong.
- Let them know.
- Most people want to improve and will make an effort once they know how to do it.
16. Demand improvement

• Don’t let people stagnate.
• Each time someone advances raise the bar a little higher (especially for yourself).
17. Make it fun

• Work is most enjoyable when it doesn’t feel like work at all.
• Let people have fun and the positive environment will lead to better results.
18. Create opportunities

• Give people the opportunity to advance.
• Let them know that hard work will pay off.
19. Communication

• Keep the communication channels open.
• By being aware of potential problems you can fix them before a serious dispute arises.
20. Make it stimulating

- Mix it up.
- Don’t ask people to do the same boring tasks all the time.
- A stimulating environment creates enthusiasm and the opportunity for “big picture” thinking.
Wish you an excellent success in your life.

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