

### Workshop on Management by Values

#### Storyline...

MaGC® (formerly NCRCL®) in association with INEVAL Foundation, Spain is promoting a unique concept called Management by Values (MbV). One such one-day MbV workshop titled the "Power of MbV, Why Management by Values is for you" was conducted exclusively for a group of MaGC clients.

#### Once upon a time...

Studies have found that irrespective of technology, size, nature, and type of Organisation, it is the management method that makes the organisation successful. This thought is the base for the series of workshop planned by MaGC with INEVAL Foundation. The power of MbV is structured as a one day workshop which would facilitate as an orientation for the implementation of Management by Values in an organisation. The objective of the workshop was to provide the full picture about Management by Values and to create awareness on the practical advantages of Management by Values in day to day business life.

#### Moving on...

The action plan by MaGC involved an in-depth discussion with the Chairman of INEVAL foundation for structuring a one-day workshop called the 'Power of MbV'. This was followed by arranging and coordinating for the workshop with key clients of MaGC, finalising the venue, preparation of reading materials for the participants, certificates, brochures, schedule for the programme etc.

The actual workshop involved an introduction to the need for MbV in an organisation by Dr. R S Murali. Emphasis was laid on how MbV is a way of life, is our philosophy. MbV is not just action (karma) based but value (dharma) based. Prof. Jordi Griera of INEVAL took the group forward with the different management styles and the advantages of using MbV. The other sessions included the visualisation of the ideal world by the participants with a discussion on MbV for change.



Focus was on giving solutions for the mind and body problems which were discussed. The solutions included exercises for the body and meditation for the mind. A new and innovative concept of activating the five lumbar vertebrae of the spinal cord was described and how the posture of a person defines his characteristics were addressed. The highlight of the workshop was linking the functions and characteristics of the lumbar vertebrae to the five concepts of right action, peace, truth, love, and non violence. The workshop concluded with visualisation and the method of application of the concepts learned earlier in the participant's respective organisation. This was followed by a meditation session and feedback was obtained from each participant. A certificate of participation was also given to the participants.

#### Finally...

The workshop enabled the participants to identify the characteristics of individuals and thus understand their functioning capacity and role in the organization.