

# The Leadership Concept-as Explained In The 'Dasbodh'

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The great Saint Samarth Ramdas Swami was a great leader of his time with lakhs of followers. His enormous following earned him the title as "Samarth" - Leader of Leaders or a Great Leader. He was born in 1608 in Jalana, Maharashtra State. He traveled throughout India from 1632 to 1644 and established 1100 spiritual/Educational centers (Math) for social/spiritual and personal upliftment of lakhs of people from all classes, castes and communities particularly in Maharashtra and generally all over India. He was also one of the spiritual Guru of Chatrapati Shivaji Maharaj.

His very influential work were a Poetry book called 'Manaache Shlok', 'Atmaram' pure spiritual book and the "Dasbodh" a combination of spiritual and Vyahavar/Management based on 'Value System' and other literature of thousands of couplets, poetry. Apart from his writings in Marathi, he has also written Farsi and Hindi language to some extent.

His literature of about 50000 couplets/ovis etc is available in different forms. He left this world by taking samaadhi in

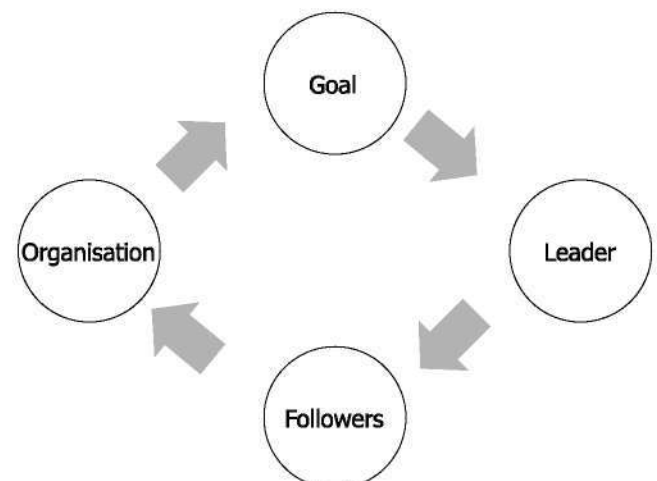
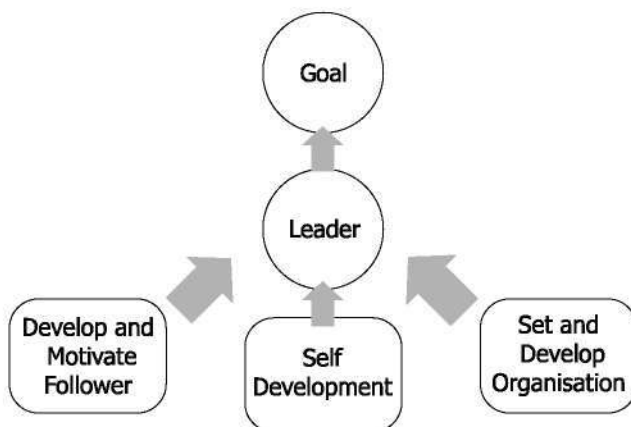
1682 at Sajjangad, near Satara.

**Dasbodh:** The great book combining Spiritual & Management Thoughts

Saint Samarth Ramdas Swami wrote the famous spiritual book called 'Dasbodh' in three stages from 1632 to 1680. In the first stage 'Dasbodh' was written at the age of 24 where 21 chapters are there and explains only about the 'Spiritual Sadhana' and related topics. In the second stage, he expanded it to 70 chapters and finally in 1680 he completed editing of this Book/'Granth' of 200 Samas/Chapters and with 7751 Ovis/Couplets which he addressed to his disciples and people from time to time.

The book is a great composition of spiritual and behavioral visionary thoughts and wisdom. The scripture is full of enlightening, powerful and motivating messages regarding

leadership & self-development/personal effectiveness, positive and smart work-culture, continuous improvement



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and learning, team-work and team-building, harmonious relationship through ideal interpersonal skills, positive attitudes/ habits, stress management and value-based management principles and several other important topics required in day to day life.

There are many principles of organizational building and Leadership Development in 'Dasbodh' and the 'Leadership Model' of Dasbodh is explained below. This is part of my study of fifteen years.

**Leadership Model of Dasbodh:**

The Leadership Model as expressed by Swami Samarth in Dasbodh as per my study is as follows

In the stanzas of Dasbodh, Samarth Ramdas has said that a leader has to always keep final goal in his mind and he must work hard towards achieving it. He should always think of developing himself and the organization for longer lasting. This will be possible only if he can Inspire and motivate his followers. This concept is same as what we think of modern management concept.

As per teachings written in Dasbodh for developing oneself as a leader, one should follow the steps two parts. First step is 'Personal Leadership/Effectiveness and the second is "Social/People Leadership"

**A)PERSONAL LEADERSHIP/ EFFECTIVENESS:** To be a good leader one has to change and develop himself first on 'Continuous and Continual ' basis as mentioned below:

- 1)He has to continuously go through introspection. This means he has to examine himself for his own 'Good and Bad traits, habits thoughts and feelings and be aware very sharply regarding his own right and wrong aspects.
- 2)He has to discover his strengths but more so his own faults/foolishness in himself in all aspects of life, keeping aside "Ego".
- 3)He should be honest to continuously remove the faults/weaknesses in him.
- 4)He should develop the habit of learning the new things and latest techniques.
- 5)Removing faults/foolishness is only first step but the second important step is to improve qualities and capacities in oneself all the time is extremely important.
- 6)He should be a role model for his subordinates.
- 7)First 'Kartutwa" (self-development) then 'Netrutva' (leadership) is the fundamental of 'Leadership through Dasbodh'. It is an ongoing process.

**B)CARRYING OUT LEADERSHIP:** For carrying out leadership successfully and continuously a leader has to follow the below mentioned guidelines.

- 1)Train and develop the followers.
- 2)Inspire and motivate the followers/ subordinates so that they will be enthusiastic to achieve the goal.
- 3)Leader has to create the next generation.
- 4)The leader has to maintain and build the organization and followers.

**C)EFFECTIVE LEADERSHIP:** The important points for effective leadership explained in Dasbodh are as follows:

- 1)Behavior of the leader has to be excellent.
- 2)Leader has to have a proper communication channel with all the subordinates so that there will not be any misunderstanding.
- 3)Team building and enhancing Team spirit in all the subordinates is very important for the growth of the organization.
- 4)Leader has to identify persons with required ability and give them work as per their capabilities and caliber.
- 5)Leader has to keep trying to achieve the best and the right. ('Do it right first time')
- 6)Leader has to keep on learning new things.
- 7)He should try to improve his own intelligence and should suggest changes in the working of organization.
- 8)Avoid criticizing and public humiliation of the subordinates even though they have made a mistake.
- 9)Leader has to insist on always selecting the best and avoid substandard by thinking properly.
- 10)The leader should be a visionary.

Samarth Ramdas has given many symptoms of 'Fools' ('Ashikshit Moorkh') and 'Learned Fools ('Sushikshit/Padhat Moorkh') which are very interesting 'ovis'/couplets. These will be very useful for the leader for introspection and to improve him self.

These thoughts, which Samarth Ramdas has written 350 years back regarding the leadership, are not outdated but they are same as what modern management Gurus have written in their books on modern management techniques. In the present age of globalization the same concepts are being used. The Dasbodh can be used as a guide to set the work culture in different organizations.

One has to see and study it without any prejudices.

