



सत्यं त्वं युष्मन् आयातुम्
केन्द्रीय विद्यालय संगठन

केन्द्रीय विद्यालय संगठन
KENDRIYA VIDYALAYA SANGATHAN
क्षेत्रीय कार्यालय / BHOPAL REGION

E.Mail: acbhopal@yahoo.com

Phone:2550728 (DC)
2551678 (ACs)
2551699 (AO/FO)
Fax: 0755-2553126

Opp. Maida Mills
Bhopal-462011

ISAMPAL
DEPUTY COMMISSIONER

F.DO/2015-KVS(BPL)

Dated: 17/08/2015

Dear Principals,

I, in my earlier DO, told you about the story of a horse, how you can take it to the pond, but can not make it drink. A horse can be trained to jump, race and pull heavy loads. However, the same horse sometimes kicks back, goes in the wrong direction, and of course drinks only when it pleases. Therefore, the question why this horse doesn't drink remains pertinent even today. Is it a problem or a symptom? It is surely a symptom, not the problem. The problem could be lack of thirst, stubbornness, fear or refusing the way you are forcing it to drink.

Similarly, human beings refuse to work or lose interest in performing for various reasons like lack of interest, stubbornness, fear, conflicting demands or behaviour of the superior. To find out the reasons that lead to dissatisfaction, following situations can be related with, and solution found out.

01. It is the importance of the reward that motivates. If the reward is attractive to the team, it will put in best efforts. Also the reward will confirm if the team is putting in efforts in the right direction. It is, therefore, necessary for you to set the direction for your team. You should make sure that your team knows well what is expected and how it will be achieved and appraised. And lack of interaction with the wise leads to lack of direction.
02. It is the golden rule of the management: 'Credit is for team, and debit is for seniors'. During Samudra Manthan when poison was churned out, it was Lord Shiva who kept in his neck. The message is we should give credit for a good job done to our team, and accept debit in case of failures, if any. Your team will not only accept that these results are generated because of extra efforts put in by you but also give credit for you. By this you will not only keep your team motivated but also command their respect. This feeling will help you to establish your leadership.
03. The golden rule of managing team: 'Praise in public and criticize in private'. Give credit in public for a job well done. However, criticize or reprimand in private. While being critical, explain what the team should do to improve or not repeat the same mistake. The objective of criticizing is to bring it back to work and not to demonstrate and take it away from putting its heart into the work.
04. Life brings a variety of pleasant and challenging experiences; one day every thing goes smoothly, but another day is filled with obstacles. You may feel constricted by past experiences or hopeful about a new possibility. You want to find true happiness, but you are not sure how to achieve it. All these different kinds of experiences bring opportunities to see fuller life. So, see the life in that perspective and go ahead.

The situations, used as above, shall make your team eventually to increase its productivity.

Please remember the door was locked only in Houdini's mind. That is the only place it was locked. If you think that you can not overcome this problem, the only place where it is impossible is in your thinking. That is the only thing that is locked. Unlock it and find the problem solved.

With regards,

Yours sincerely,

The Principal
All Kendriya Vidyalayas
Bhopal Region

Copy to:

01. The Assistant Commissioners, KVS, RO, Bhopal for information and necessary action.
02. Smt. Gitanjali Pandey, Hindi Translator, KVS, RO, Bhopal with the request immediately to put up Hindi translation of the DO, through Dr. (Smt.) B Kaur, Assistant Commissioner.