

Akram Youth

March 2022 English

Dada Bhagwan Parivar



Teamwork

**The Biggest Factor in the Successful Execution of
Large Events Is Teamwork.**

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Editorial



Dear friends,

If one wants to win a game of cricket or football, or complete large projects on time, or successfully execute large events, the most significant factor in accomplishing all of this is teamwork. I am sure you must have heard about teamwork often. But, if we were to put it simply, teamwork means to successfully accomplish a task by collaborating with people who have different experiences and skill sets.

It seems easy. However; in reality, you must have experienced that while working in a team, you may not have achieved the desired results because of your inability to effectively use this special manage-

ment tool, right? But you will not face such difficulties after reading this edition of Akram Youth. Because we are going to talk about an essential aspect of teamwork in a unique manner. Yes, with the modern concept of management and the practical understanding of the Gnani, I am confident that this understanding will not only make you a good team member, but will also make you a successful team leader.

-Dimplebhai Mehta



If five people were to come to a decision
through mutual agreement...

Kinjal, Anvi, Ronak and Viral were sitting quietly. Forget about talking to each other, no one was even looking at one another.

Today was the second day of the Youth Development Seminar. Mr. Zala, the main moderator, and speaker of the seminar, came in the hall for the morning session.

“Good morning, all!”

“Good morning Mr. Zala!”, everyone said, standing up with enthusiasm.

Kinjal and Anvi were sitting in chairs with their backs facing each other. Ronak and Viral's eyes were glued to their phones. All four of them ignored each other.

“I am assuming that the work on the project is going great.”

One student stood up and said, “Yes sir, totally. You gave us twenty-four hours. Now we only have ten hours left!”.

“And remember. This evening at seven o'clock sharp, the twenty-four hours will be up. Then there will be a presentation.

But there is a surprise!”

The entire hall started buzzing. 'There is still so much work to be done, what is the surprise?' Everyone was perplexed.

“Don't worry. The project is still the same. But in this project, you will also get points for teamwork concept and presentation. And the surprise is that these points will be added to your semester grade as well!”

“Wow! It will be fun to work now!”

“This is very good! If we do well in this, then our tension during the exam will be less.”

“Oh no, we have to take it seriously now.”

Everyone's excitement doubled.

“So, friends ... let's get back to work. You all are the brightest students at this college, so I am sure that you will do well! Ask if you have any questions! I'll be around.” Mr Zala added.

Everyone quickly went back to their corner of the hall with their respective teams and enthusiastically resumed their work.

Anvi, Kinjal, Ronak and Viral were all in the same team.

"What shall we do now?" This question appeared on Anvi's face and remained there. 'If we don't work on the project, we will lose the marks this semester, and if we work...' all four of them were looking at each other.

"So, friends ... how's it going?" Mr. Zala knew what was going on, but asked the question with the intention of starting a conversation.

"Sir, can we change teams?" Kinjal came up with this idea so that the semester marks would not be at risk.

"No way, you have to work in the team that has been assigned to you. That was the condition." Mr. Zala would not budge.

"Ok then, I'm quitting this seminar" Ronak got up and started to walk away. Mr. Zala stopped him and asked.

"What happened? Will someone tell me?"

"Sir, it's not possible for the four of us to work together." Viral admitted.

"Why is that?" Mr. Zala asked, acting unaware.

"Sir, we were brainstorming yesterday. I even had a great idea. But these people ..." Anvi started talking.

"Forget that superb idea. Good, online marketing only happens when we have a product. And I had an idea for an innovative product. But ..." Ronak said cutting Anvi off.

"Well, Ronak, I had a better idea for a product than you, but if you would only listen" Viral said angrily

"Let it go, both of you. Viral's idea may be good, but its neither unique nor useful. Who wants to make a product that has no use? Listen to me ..."

Before Kinjal could finish, Ronak started, "I am senior. You have to listen to me."

"For your information. I am the topper of my class." Viral said while raising his collar.

"Boys, those who have become successful were neither seniors nor toppers. The idea should be useful."

"If you don't want to let go of your idea, I'll work on my marketing idea on my own."

"Go, go... Marketing is no big deal anyways. Anyone can do that job." Anvi's eyes welled up with tears when she heard Ronak's words.

Things got out of hand, and everyone was left with a bitter taste in their mouth. Everyone started claiming that their idea was better than the others.

"Okay, Okay, So the problem is that the idea has not been decided yet, so how can the work even begin?"

"Yes sir. We've been stuck on this since yesterday. You said that these marks will be counted towards the semester grades, so we are now stressed. How can we move the project forward?"



Gnani With Youth

Teamwork is the Best Solution

Pujyashree: Teamwork means, that all circumstances come together and the work gets done. It requires living beings and circumstances. How many spare parts is this car made of? There are three to four thousand small and big spare parts. Which part is more important? Is the large engine more important or the small screw?

Questioner: All of them.

Pujyashree: All of them. Even If one screw falls off, the radiator leaks and the whole car stops! So, in teamwork, no one circumstance is considered more important or less important. All are crucial. They are all important in their own place. All have to work together.

Yes, what is your circumstance? You are one of the evidences. If any decision is to be made, put your suggestion as one piece of evidence. Then whatever everyone feels from inside. When everyone works together, the best decision comes forth.

Dada says that if the decision is taken through mutual agreement by five people, it is said to be

taken as per the scientific circumstantial evidences. So, the work surely gets done well! So, we should all come together and consider everyone's viewpoint. We shouldn't have insistence that, "This is the only way it should be done." Or "Only what I say is correct." Nothing of that sort. "This is my viewpoint. What does everyone think?" Making the decision according to what everyone thinks is right. It is called teamwork.

No one is big in the team. No one is small. Everyone should have full involvement. Yet, no one is the boss, and no one is a subordinate. An appropriate decision should be made with everyone's involvement.

Everything in this world, even the smallest screw in a machine is im-



portant. Whether it is a bearing, a motor or a shaft, all the parts are important, but the importance of a small screw is not any less. Without it, things can go wrong.

Today's youth should understand that they should not devalue any circumstance. When our township was made in Adalaj, it was a lady from the village of Shertha who suggested, "Niruma, instead of looking around Gandhinagar, come to Adalaj. There is lots of open land here". Niruma said, "Where is Adalaj? Let's go see

it." See how important this small evidence was. Today, the entire Simandhar City has been built and hundreds of thousands of people are taking advantage of this satsang, Gnan, and the Trimandir!

Niruma would see the evidence and act accordingly. Her own opinion, authoritative control, or insistence was nowhere to be found. What does everyone have to say about it? What are all the evidences saying? By moving forward in this manner, she was able to bring about a satisfactory solution for everyone.

When everyone is satisfied and the work is done with everyone's involvement, the best result surely comes.

Understood?

Small but mighty!



All the engineers are checking the milk production machines and systems together.

It looks like the engine has malfunctioned. That is what has caused the machine to stop.

Yes sir, I have been asking for this machine to be replaced. If you had listened, then today ...



Hey, what is this?



Friends, you complete this story. What would have happened next? Was the machine fixed? If so, how?

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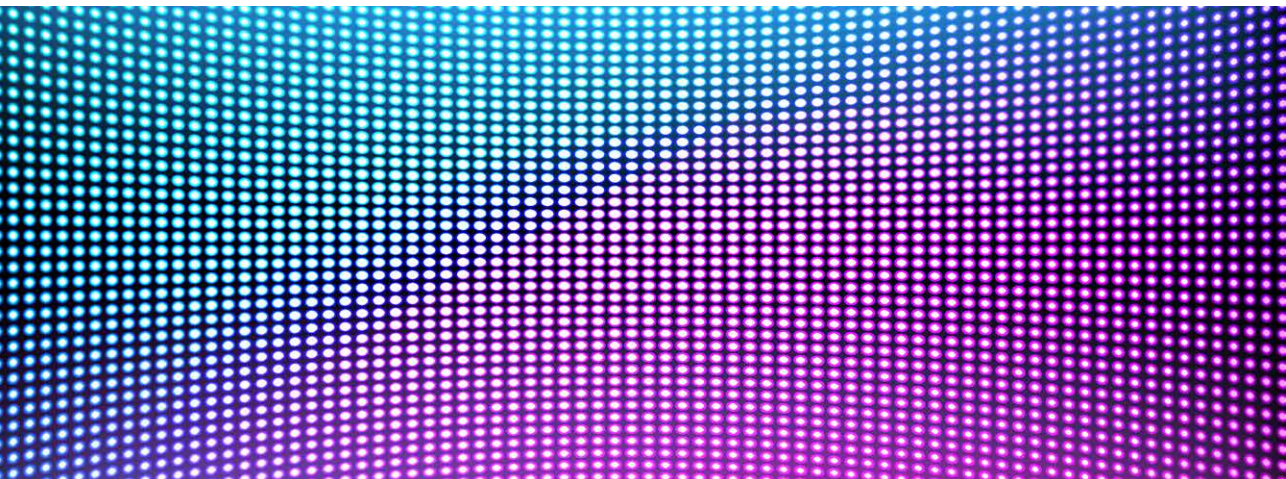
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Where is there no teamwork?



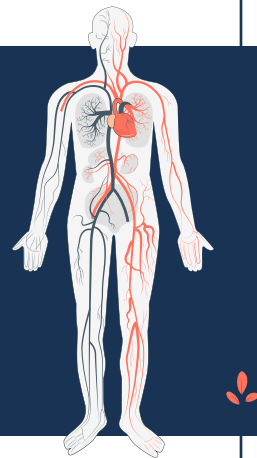
No one can see if a single LED is on. But if one by one, thousands of tiny LEDs come together, the illumination can be blinding!





In a musical orchestra, melodious music is produced when many instruments like the harmonium, tabla, drum, khanjari, flute, manjira are played together and in rhythm.

There is nothing but teamwork in our body. All the way from the feet to the head. The eyes, tongue, ears and hands all work in coordination throughout the day. While performing the pooja or aarti of the Lord, the right hand is doing the pooja and rituals etc. while the left hand is holding the plate. But the left hand never feels hurt that, 'I never get to do the pooja.'



Any large company has many departments like Purchasing, Manufacturing, Marketing, Sales, Accounts, Distribution, Retail, etc. Each department has a lot of teams, team heads and people working under them. When all of them work together, the product reaches the public.

Master Keys

To Work as a Team





Take It Forward From Where It Got Stuck

(The Gnani, A Living Wonder)

Once, a Jatra for Mahatmas to South India was arranged with Niruma. Niruma and the Mahatmas had reached their destination. But the kitchen van had not arrived yet. It had all the things needed for cooking and the kitchen utensils. Upon investigating, they found the van had a flat tire and it had stopped on the road. They had to wait for the van. To pass the time, Niruma asked Mahatmas to do garba.

Even after waiting for a long time, the van had not arrived. Niruma got the news that the kitchen van would not arrive on time. So, the first thought that came to Niruma was, how will we feed the Mahatmas in the evening?

She immediately called two ladies and told them that the kitchen van was stuck. "Now we will have to prepare dinner. Find a place to cook. Make lentils and rice, yogurt soup, and potato vegetable curry for the

Mahatmas today."

Then Niruma called an Aptaputra and told him, "You go to the market and bring lentils, rice, potatoes, curd, chickpea flour, spices, and everything. And ask a restaurant nearby if they will lend us kitchen utensils. We will pay for them." She quickly delegated the work to a few people. The other Mahatmas did not even know about it.

Thus, Niruma set up a fully functioning kitchen in a deserted place! In an hour and a half, the food was ready, and Niruma fed all the Mahatmas with love.

Niruma's insight was amazing! What a wonderful solution she found to such a difficult situation. **It was a practical example of the phrase, 'Take it forward from where it got stuck!'**

Improve It From Where It Got Spoiled



If we look closely, Mumbai has always been more challenging than any other city. If we want to organize a big event, then the rent for the ground is very expensive and the grounds are small, so the living arrangements, dining hall, and satsang hall have to be made on separate grounds. At the same time, transportation and safety of Mahatmas must be taken care of. Mumbai Janma Jayanti and the Trimandir Pran Pratishtha were going to happen at the same time. So, there

were a lot of challenges during preparation. But still, the Mahatmas of Mumbai did not give up. They had the ground ready and it rained, so everything had to be set up again. Eventually everything was completed.

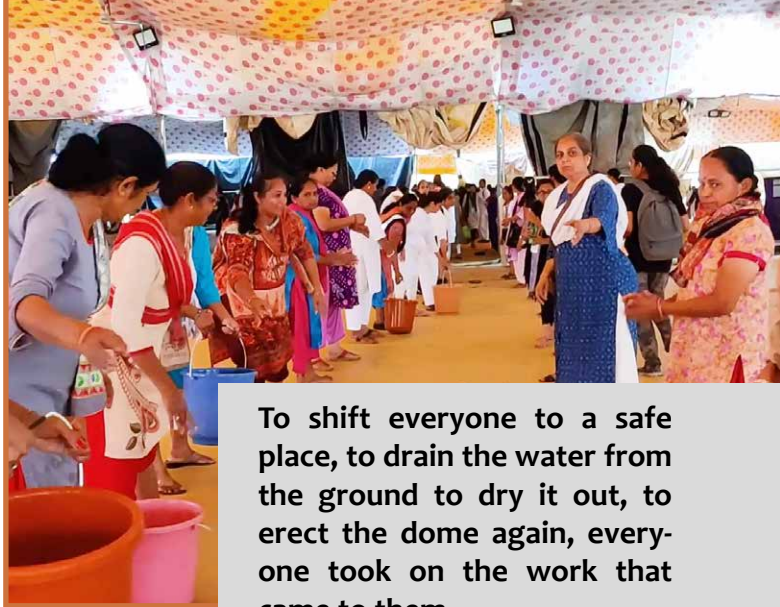
The start of the event was great. I remember when the cultural program was going on in the opening ceremony, it started raining heavily. Water started falling on the stage. At first it seemed to us that it was some special effect that was given for the program. Then



I remember when the cultural program was going on in the opening ceremony, it started raining heavily.

we realized that it was really rainwater. Everyone thought, 'It's all over now! Nothing can be done.'

When the rains stopped, the tent grounds that had been setup were drenched with water to the point where they could not be restored. Thousands of Mahatmas had to be shifted overnight. It was impossible. But by the grace of Dada, everyone found a place to stay. What happened was that, we started looking for places in the morning, and we found some at 9am, 10am, 3pm, and even 5pm. We found about 15-20 places. As space became available, buses shifted five hundred to a thousand Mahatmas. The Mahatmas had not been able to sleep all night. There were no food arrangements, their clothes were wet, they had to wait to find a place to stay, but everyone did penance. If this had happened in any other program, it would have been chaotic. But the Mahatmas were calm. There were no complaints, no negativity. Everyone was chanting Asim Jay Jay Kar. Every Mahatma said, 'It is our Dada's birthday. We will overcome these circumstances.'



To shift everyone to a safe place, to drain the water from the ground to dry it out, to erect the dome again, everyone took on the work that came to them.

Dada's Birth celebrations must go on. And they did!"

At that time, all the young and old Mahatmas and Sankul worked day and night. "It was like a war!" To save the Mahatma's belongings from getting wet, to prevent short-circuits, to save the electronic equipment, to shift everyone to a safe place, to drain the water from the ground to dry it out, to erect the dome again, everyone took on the work that came to them. You can't tell who did the work in the war. The only goal of everyone was to save everything. Volunteers worked day and night to improve what had spoiled.

And due to this cooperation and sense of ownership by everyone, we were able to celebrate both the Janma Jayanti and Pran Pratishtha despite many obstacles. This Janma Jayanti was celebrated with much more enthusiasm and adventure than expected.

- Mumbai Sewarathi

Fill in the Blank



Avni put her resignation letter on Mr. Shah's table and said, "Sir!! I'm sorry, I can't work with this team anymore."

Mr. Shah looked at Avni. There was a kind of irritation on Avni's face, who was always smiling and energetic. Not being able to understand why Mr. Shah said softly to Avni, "Please sit."

Avni pulled up a chair in front of Mr. Shah and had a seat. Looking at the resignation letter Mr. Shah asked, "What is this Avni!! Why did you suddenly decide to leave the company? If you have a problem, we can discuss it."

Avni was restless. She did not want to say anything or listen any further. She just said, "Sir! I can't adjust to this atmosphere."

"Avni," said Mr. Shah affectionately, "your performance in the company so far has been very good. It is not your loss that you will leave the company, it is the company's loss. And I will always regret that I could not take care of my junior."

"Sir, I have nothing against you but ..." Avni paused while saying this.

"But what? ... Feel free to speak. We will definitely come up with some positive solution." Mr. Shah said reassuringly.

"Sir, this team is unfair. Shruti Ma'am has made Aarav and Ishaan the leaders of the new project. They both have no experience. So far Radhika and I have done most of the work. Shruti Ma'am only considers their views. If we present our problems, she turns a blind eye. Even in this new project, all the responsibility will come on me and Radhika. I feel very frustrated. How can teamwork be done like this? We are also experienced. So how can she ignore us? I don't want to work where my work is not appreciated, that's all!"

Avni was speaking as fast as the Rajdhani Express train.

"Oh, so Aarav and Ishaan are not doing anything?" Mr. Shah asked softly.

"Those guys just do field trips; we do the rest of the work."

Mr. Shah said, "Avni, do you know how I got to the position of senior manager in this company? Would you like to know my journey from being an admin person to a senior manager?"

No one is in the mood to listen to someone's life story on the day of their resignation. Avni didn't know why, but she was curious to know about Mr. Shah's story, so she said, "Sure sir!"

Mr. Shah sat relaxed in his chair. He drank water from a glass and after taking a deep breath he began, "Avni, when I was studying management, our manager would always do the 'Fill in the blank' exercises. Once out of frustration, I asked him, "Sir, we did this in school a lot. Why do we have to do it in management as well? Is there any connection between management and this fill in the blank exercise?"

He said, "Yes, the concept of this fill in the blank exercise seems to work in every phase of life.

Fill in the blank just means to fill in the gap. Let's say, to complete a math problem one to ten numbers are required. I only have the numbers 1, 2, 3, and 4. You have 5, 7, and 10. And Radhika has 8, 6, and 9. So what should we do?"

"Radhika and I add our numbers to your numbers so the ten are complete, simple." Avni replied immediately.

Right! Fill in the blank means, irrespective of whether the task is small or big, more or less, wherever there is a need or something is lacking, you quietly join in and give support. When you get used to doing this, you will be able to manage any task very well. Because in doing so, you will have to be a leader somewhere, you will have to work twice as hard in some places, you will have to take a back seat sometimes, you will have to finish the work alone sometimes, and you will have to share your work sometimes. And the flexibility that comes by doing this will lead to faster progress."

Mr. Shah paused a little and looked at Avni.

"Interesting... this is something

new," she said.

"Avni, this is how I have worked in this company for so many years. Whether my views are considered or rejected, whether I get a promotion or not, the work of four people comes to me alone, or my work goes to someone else and I remain free, I give my full support to all those who are with me in the project. And because of this quality, I became famous as the 'Best Team Player' in this company. This is the quality that has made me a senior manager today. The key to success is teamwork."

Mr. Shah finished his speech and drank water. There was a big smile on Avni's face. She arose immediately. She started heading out.

"Where are you going?" Mr. Shah asked.

"To fill in the blanks of my project."
Avni walked out of the cabin smiling.



Use the intellect to solve the work not for individuals.

The Chief Engineer comes on his round. He looks at the cutting of expensive stainless-steel plates.

Chief Engineer (in his mind): Oh, it looks like the wrong plate was cut. Its thickness is 12 mm instead of 10 mm.



When you use the intellect for individuals...



Chief Engineer: Who did this? Where is the floor engineer? Call him!

Hearing the voice of the boss, everyone gathered around.

Floor Engineer: Sir! I cut this plate.

Chief Engineer: Don't you realize? You have cost us five lakhs!

When you use the intellect to solve the work...



The chief engineer said nothing. He made his rounds and then left. Then he called the floor engineer calmly.

Chief Engineer: Check the drawing for this. What size should it be? (The floor engineer shows the drawing)

Floor Engineer: 10 mm. Oh! Sorry sir! I think I made a mistake!

Chief Engineer: Hmm ... what can

Floor Engineer: S ... S... Sorry sir!

Chief Engineer: Sorry? The whole plate will be useless now. This is because people like you don't pay attention ... get away from me. Do not show up tomorrow.

Floor Engineer: But sir?

Chief Engineer: I said get out! The floor engineer, with his head held low, leaves with a sad face.

The people in the background are muttering.

"Mistakes happen. But should such a good engineer be fired because of it?"

be done now?

Floor Engineer: This plate will not work. We don't even have a new plate. But ... Sir, I have a friend who can get a plate urgently. Let's finish the work by ordering now, then let's do something with this plate.

Chief Engineer: Order a new one and keep this one on hold. I will see what can be done with it. (He leaves after saying this.)

Floor Engineer: Really sorry sir. Such a big loss to the company will never happen again.

People muttering in the background.

"We will be loyal to this company for the rest of our lives because of the kind nature of our boss."



Pujyashree: Dadashri says that the intellect should be used only for making work decisions, not in any other way or for others.

Niruma has also told us to not use the intellect for individuals, use it only for solving the work.

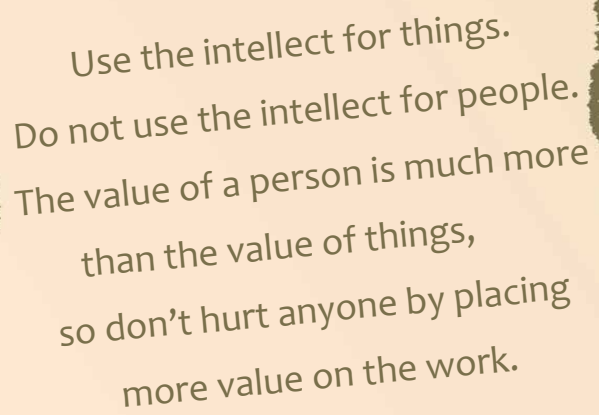
‘Adjust Everywhere’ also tells us that we should complement each other in work. Take it forward from where it got stuck, improve it from where it got spoiled, and use the intellect for solving the work, and see everyone as flawless through Gnan, see them as a pure Soul and as a non-doer.

If we do seva with this setting, then our sincerity in seva will remain, the seva work will increase, and our progress towards salvation will not be hampered. Instead of this, if you think, 'I am the only one that will do it', 'He does it wrong', 'He doesn't do it right', 'Remove him', that is considered as having used the intellect for individuals. Sincerity breaks there. The intellect interferes and doesn't let us work heartily.

We should recognize this intellect and say, "Hey intellect! You only do this much work." Treat the intellect like a servant and only have it do certain work, like cleaning. In the same way, use the intellect only for solving the work.

What does it mean to solve the work? If the lentil soup gets burned

while cooking, "Who spoiled it?", "Why don't you pay attention?" Instead of discussing this, think, "What can be done now?" Think in this way and move on to the next task, "Take the pot off the stove as soon as possible, remove the lentil soup from the top and discard the burnt lentils from the bottom. Transfer the soup into another pan, add cloves and cardamom to it so that the taste of the burnt lentils does not come through and use it." And make a new batch for another fifty to a hundred people." This is called solving it. This is what a wise person would do. And we already have the vision of the Gnani, it is scientific circumstantial evidences that spoiled it.



Use the intellect for things.
Do not use the intellect for people.
The value of a person is much more
than the value of things,
so don't hurt anyone by placing
more value on the work.

Global Teamwork

The Corona pandemic stopped the whole world in an instant.

The pandemic, which started in December 2019 had spread all over the world by March 2020. And the year 2020 became a year in history which changed the way people live. Jobs, businesses, schools, colleges, parties, picnics all shut down! No going out of the house or meeting anyone. The biggest question in such a situation was how to avoid this disease? Where to get treatment for family members? And for some, the most difficult question was how to make a living? How to run the house? Where to get the basic necessities of life from and what to eat?

Then the whole world came together to move forward the life that had come to a standstill.

Researchers from home and abroad began searching for drugs and vaccines. From doctors and nurses to the entire medical staff of hospitals, without thinking about themselves, engaged in the service of patients, day and night. Governments at home and abroad appealed for rules such as lockdown and social distancing to prevent the spread of the disease. They increased beds and oxygen supplies to hospitals. Police and army men risked their lives to warn people. Fire brigades and cleaners began



Humanity flourished on the other side of this scary pandemic!

sanitization work. Many people and organizations worked hard to deliver food packets and groceries to the poor and unemployed. People's spirit during the lockdown was high.

Slowly, slowly things started to improve. Online education began. Home-based groceries and medicine services began. In many places, telemedicine was used to treat diseases. Work from home started. The world that had come to a standstill seemed to gain momentum again. Humanity flourished on the other side of this scary pandemic!

This is called 'global teamwork', where we took it forward from where it got stuck and improved it from where it got spoiled.



Teamwork in Nature

We can learn teamwork from some animals who have never been to school or college.



Sea Otters:

Sea otters are marine animals that are mostly found in groups. They form groups by holding each other's hands in the water while sleeping, which is like a "raft". These "rafts" can be made by 2 or 200 or more otters coming together. It helps them stay together and off the coast. And it prevents them from getting pulled away by water currents or into the hands of predators.

Langur Monkeys and Chittal Deer:

In central India, Langur monkeys and Chittal deer live their lives by complementing one another. The deer can run fast on ground while the monkeys can quickly climb trees. They both use their abilities to help each other avoid tigers and other predators.

The Langurs have great eyesight. They climb tall trees and keep a look-out while the Chittal deer, have an impressive sense of smell. They watch out for predators on the ground. If any one of them senses any danger, they alert the others by running away or making sounds. Not only that, the Langur monkeys drop fruits from the trees for the deer to eat.



Meercats. (Trust)

The secret to why meerkats, who are as small as squirrels, can survive beautifully despite living in a very arid region, is teamwork. These animals live in groups of about 30. They have to dig in the ground to find food. Now if they dig in the ground and put their heads inside, any animal or snake can hunt them from the outside. To avoid this, when a herd of meerkats want to eat, one member at a time patrols from a high rock or a tree. Meanwhile they keep on sending signals to each other with different sounds. This is how they communicate. And when there is a danger that can't be averted, all the meerkats come together and form a great formation, to face the enemy together.



#Poem

Ek divas to dudh bolyu me cha kari...
Aag boli mara vagar jay badhu thari...

Vasan bolya amara vagar chale kem kari?
Pachi badha samji sathe bolya ame cha kari...

Aam aapna ekla thi na thay koi pan kaam...
Ekla chalta chalta to na aave dharya mukam...

Safalta e pachave jene potano bhaag khabar che...
Ane e sivay na sahu saathi sanjogo ni kadar che...

Nimit bane kalyan nu jene comission jota nathi...
Gnani o jane maan, yash, kirti kayami hota nathi...

Gnani o raakhe nahi koi maan mugat potana mathe...
Apamaan pachavi shrey vahechi de sahuma khula hathe...

Sahu sathe maline sahuna thaki ja badha kaam thay che...
Chare chakkare gadi chale, na kaho marathi aam thay che...



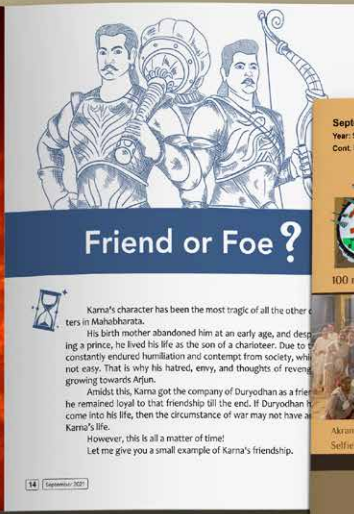
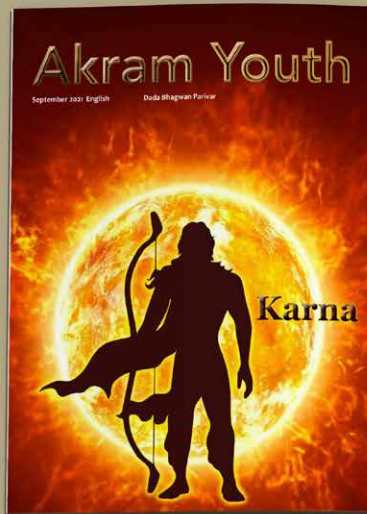
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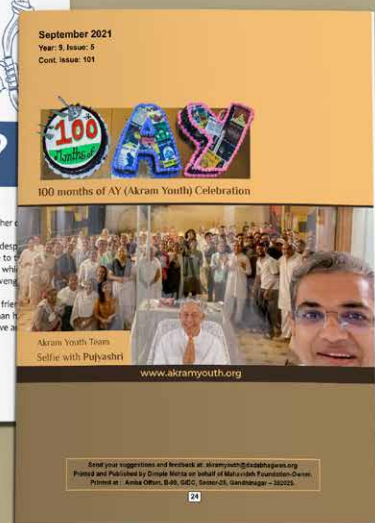
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