

De - designate Yourself First

"My Experience with the Performance"

By Sharad k goel... Traveller



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Contents

Father's Forward

Words from RK's wife as she understands him

Foreword

My experience with PERFORMANCE

His Theme

De-Designation

Ushering Into Unknown Territory ... The New Learning

The story of Passion & Continual Improvement

A New Challenge and a New Business Work .. Smaller Family organization

Catching up by SK

A New Short Journey Again in search of improvements

Gratitude list for my book

Father's Forward



The Book “De-Designate yourself First” ...My experience with performance.....By Sharad k Goal..is a real story of passion, Team building and productive communication and many more organizational traits. This is a true story of a person who is an engineer by profession and very active and still working on his passionate Improvements of small start ups and troubled ideas.

His thinking and theme engraved in his heart since childhood. “IMPROVEMENT IS POSSIBLE OVER EXISTING EVERYWHERE AND ALWAYS” His life’s basic is continual improvement. The writer hadn’t mentioned the name of that person because of his request not to disclose the identity. The name adopted in the book is RK all around. I recommend that all organizational leaders and Engineers other Leaders must read it once because it is a real life story of MOVE FORWARD. I know the person very Closely. He at his small age learned Discipline from his Father with a time Targetting, His Mother taught him the Persistence. I wish him ALL THE BEST for his new assignments. May be he would bring more such texts in his life.

A CEO EVOLVING A SIMPLE GREAT MAN. I know Rk Personally and his Family. They are a Family with renowned Engineers and hail from Dehradun,

Uttarkand.

Ambrish K Goel
Chief Enginner .Retd

My experience with PERFORMANCE



This is the true story of a person called RK in short (For the sake of anonymity as the writer has no permission to declare the name of the person whose true story is this). Lets begin...

In the year 1962....The day is not clearly known as RK didn't wish to declare, he was born in a middle class family or the right narration is actually Lower Middle class family. The society around Rk was of the clear opinion that any family or a person in the society around who is affluent, groomed or has money to full fill needs, MUST have made it through some unfair means and chopping other's share. That is why few in the society were like poorer or hardly able to make both ends meet. RK was growing in such family and in the middle of the society which had no dreams and in fact no accomplishments through education except the searching of jobs with the idea of just keeping through life with no goals and clear objectives. Talking about improving the current situation was almost a crime. The families and also the environment of adjoining society was a kind of confused but sure with lot of responsibilities on the Bread wieners.

These families were of high discipline levels but acquiring no good through these hard tunnels and it looked like Honor killing at times. It was impossible to understand as to why this kind of behavior goes on in these Families, societies all the time. Affluence was a criminal idea and planning life wasn't at all a good talk.

Asking God was the essence of daily life but not the action really. So in brief RK was getting young in this environment of utter confusion and high expectation from kids and younger generation but with no guidance and planning of life. This was generally the DNA of almost hundred percent of the younger lots in there. The young aspiring God kids though not really weaving their own dreams instead following tightly coupled instruction of Parents or seniors.

One more important issue, which is essential to narrate here that RK was really poor in Arithmetic and more over he disliked it but but....tragedy under the force of family he tried hard to do practice on it because he comes from a Business Cast family. He was so poor....He wouldn't be able to calculate the price of a Kg of a material if the rate of 100 grams is given....Dam difficult for him like hell because he did feel that.. Numbers just make no sense to him...Also one thing became evident to him that numbers need context to prove them....the point here is...GOD created different DNAs in the same family like RK & he was no match in his own family so one thing he learnt since his child hood.....Every body needn't follow the convention because all have different DNAs created by the creator of this universe.

He was also not good at sketching I mean drawing as popularly known.....always scored 33% in the subject till he cleared class 6th in the school. This all....had made the parents worried that RK is poor in math and sketching too...what is his future.....very scaring picture before them “I SUPPOSE.....” One day RK was trying to work hard on sketching on simple paper sheets with the given home work from his school. The issue was always with the Art home work which RK wasn't interested in at all. He felt the home work was something which made him bounded and stopping his creativity. That is why he never scored beyond 33%. Something happened the same day...he thought to sketch something which wasn't his home work. He found a wrapper of a soap and gradually started to draw a small butterfly...and to his surprise the butterfly came up very well and he felt that it was really swimming in air his imagination felt true to him, and from that day his practice brought good quality work. His passion of DRAWING the objects grew bigger. He was able to use any paper/card board/envelope sheets. Gradually he started on Ply boards and then on to CANVAS. It was his heart felt work in free time. It looked like he was now seeing his life Canvas clearly.

He at that age was almost sure that Imagination and Creativity has some link though clueless technically.

RK did earn a nick name too “Mitti ka Madho”..That means Idol of clay..simply means...with out common sense and a fool. Probably in those days the nick name was depicting a person who had no common sense and generally looked with less of Brains and that was RK in the eyes of his parents...at times they were calling him

this name. The icon for RK was Krishan gopal and hence he never felt disgraced by the Nick Name of “*Mitti Ka Madhao*” because Madho means Madhav that means Sri Krishna and Surprisingly RK had a belief that Krishna Gopal is always with him and takes his care.

The Childhood of RK as I know of him

We will try to know a bit more about RK’s childhood time...(The readers might think why there is a need to know about RK’s Child Hood...I am sure the readers would certainly appreciate this at a later stage of reading.)

RK used to be sick with no apparent medical cause. He would get bout of high fever frequently and parents were after him all the time with a Thermometer. But RK would run and hide with out any kind of worry. In one of his Summer vacation time he went terribly sick with high fevers, kind of fainted with his eyes glued to the ceiling of the room in which he was on bed. Doctors were coming and returning with out any remedy and clue. It was also declared by the board of few doctors that RK was on the last breath. Rk had a feeling that he was floating in air gradually hearing the cries of his near and dear ones who thought finally to depart RK. He was able to see down that everyone in the room was sad and gloomy but he himself was not at all..why. SOME STRANGE & IMPLICIT THING was happening to RK..he was cool with out any fear of dying as doctors were explaining to parents and seniors. He was courageous to see all as an event. It was a flash to him...which means IN LIFE YOU GET FLASHES UNEXPLAINABLE THOUGH BUT FELT DEEPLY (This became true and more true in his life later as he grew older.)

The time went by RK was growing and regularly spending his time in the backyard of his house. In sharp summer too he was there right at the back of his house. On one of the hot summer day RK was trying to assemble a broken toy car. Few of the screws went missing which was making difficult to complete assembly. RK thought to rest a while. He paused his work and glanced the summer noon sky with a falling sun. He saw that SUN was on a chariot operated by a operator and seven horses were running with high speed. The wheels facing RK were very vivid and very near to RK in burning orange gold color almost protruding from infinite sky. The chariot was running and sun on the chariot was growing dark in orange color which means it was towards sun set. The chariot vanished leaving RK as if he knew already about this FLASH. The seeing was like a film uninterrupted and real. Meanwhile he found the right screws in his accumulation box completing the Toy car assembly and sun was almost at the Horizon and mother calling him for evening fruit. RK was cool and happy once more that he witnessed the suspense of nature though unexplainable in language.

All that UNEXPLAINABLE things were giving RK a different MENTAL MAKE UP

having a bit of creativity with imagination with an art of envisioning things. The model did not match with his own sisters and brothers which explains that *EVEN IN A SAME FAMILY MENTAL MODELS NEED NOT BE SAME* that is why we are all different in feeling & thinking even if we are observing the same object. He amongst the school friends was different.. Poor in maths but strong in mental make up of “Doing things”. This has brought **ENDURENCE AND EXECUTION** at an early stage in RK’s life. This was a small satisfaction to his parents. Tolerance and toughness became major part in his mental makeup because of being frequently sick. RK a quiet child was a Biased For Action kind with a silent manner.

I also realized that RK saw patterns in his flashes like a... A continuous cloth Sheet-spread being weaved day in and day out with out a break.

On a day of his summer vacation, way back in his child hood of class 6th.....

RK had finished reading all his story, comic books and none was available now to Read. But the child needed something to read. Rk’s reading need was like need for the food. Mother couldn’t provide immediately any book for reading. RK was in search mode to find out some how some way A GOOD BOOK. Mean while his mother lifted GEETA from her home temple place and handed to RK with an intention that RK would be quiet for at least a two three weeks period. RK was happy to see a thick book. He immediately started on it sitting in his favorite corner in the house. It was almost 10 am when he started the reading. While reading he felt himself in the pages he was inside it with out wasting his time on lunch period and went on upto 7 pm in the evening same day and the reading was over. Not even 12 hours it took to him. THAT WAS A SHOCK TO HIS MOTHER...She felt that RK was a high speed reader with a *FOCUS towards bringing an end*.

*Same duration I mean those summer vacation period...*Rk was also busy in his another hobby GEOMETRICAL SHAPES AND CUT SECTIONS DRAWINGS. He was at that age when cut sections are not taught as course.. He had very clear cut visibility in sections of solids like Cones/spheres/quiboids etc. He could develop surfaces which later helped him surface integration mathematics. Arithmetic was of no interest to him, which parents felt a LACK. RK was best at other mathematics types like Calculus/algebra/three dimensional geometry. He was also master at Sketching/speaking/remembering names and shapes easily...The STRENGTHS. *He was actually building on strengths....* Though implicitly that age.

With all those traits RK was growing to become teenager with good writing skills, low in Arithmetic, High see through ability in geometrical shapes, very good in languages...He reached high school. His teachers found him excellent in physics/chemistry/abstract mathematics/experiments specially electricity. It was evident that “all the lacks were being covered by strengths”. Probably every one

should have done this but children were victims of crude thinking of their own seniors of their own families that.....identifying the strengths of children and use them as BASIC BUILDING BLOCKS & STEPPING STONES.

RK had one strange but IMPORTANT mental frame work...“He would do what matters most” keeping the incipient mind deviations under strict control. This also strengthened his personality with the idea that at large one should not wait for the public approvals. He used to keep his TO DO points in a small diary striking out which ever got completed. One day he felt that IT IS IMPORTANT AND NECESSARY TO MAKE BLUE PRINT OF LIFE WHICH HE WANTED TO CREATE. With that notion RK took some used but one side blank white papers cut to a size of small note book sewed on the side to use as a NOTE BOOK. He named it “*MOVE FORWARD*”. That day onwards all important heart felt points for RK’s life started pouring into MOVE FORWARD NOTE BOOK. It gave him a running track though little obscure at times but there was a TRACK since then. It was year 1974 class eighth. RK started moving forward on TRACK of his own. He used to have dreams that he was walking and walking on infinite paths over the hills, unrecognized long terrains. He never saw him stopping somewhere on the walk...HE WAS A TRAVELLER ETERNAL. Probably he never wept and waited even if he failed in some tasks. He always felt that emptiness or silence used to say a lot...He was generally quiet.

RK felt frequently that he was less of this world, he comes from some other world completes his Task at hand and frequently returns to other world. He was innocent and would forgive those who used to hurt him. Some times the friends called him Fool. He never minded that and just smiled. He did not need much of the material to feel happy. It looked that his ultimate aim was “To feel one with oneself....UNISON”. Feeling happy after the accomplishment of each Task was important to him. Hence whatever he was doing, it was with full attention and good intention and undeviated mind.

RK’s school corroborated his strength that is experimentation. He felt the basic experiments were essential to be practiced. One point was very clear as to why RK’s understanding about engineering was crystal clear compared to many though all were graduate engineers. Even as student RK had sound explanations and clean laboratory work. Experiments brought creation/innovation and improvement methods. It also brought clarity in BASICS of every thing. He would write pencil notes on the sides of pages of his course books and also on the scriptures. He never sold his books but gifted them to the needy. His mother was an inspiration to him for a reason that she learned all Arithmetic from the school books of Children though she wasn’t a science student and only a high school pass. She taught all arithmetic to her three children.

One day RK asked his mother what is called Focus, she replied it is same as Arjun listened Krishna during Mahabharata war with undivided attention and finally won the war with all honesty. The sermons became GEETA and Arjun had all war strategy learned. RK learned it for life from that time his mother told him. He learnt to Focus on his thoughts and questioning them one by one. This practice gave him patience and attention stopping the wandering of mind.

- Focusing on thoughts & Directing them towards the Targets.
- Understanding the difference between Thinking and wandering. The mind is friend as well as enemy. If it is chained it is friend and vice versa.
- Eliminating the cluttering is essential. Removing cluttering is an art which he learnt at small age.

RK was then completing his intermediate and launching himself for the preparation to go for engineering. *It was 1979 when he entered Engineering school for Electrical engineering.* All the traits and endowments of RK were suitable to become an engineer. All four years he stayed good at speaking/geometrical art/and his specific engineering courses. RK completed the Engineering in the year 1983, the great recession period in India. His basic theme was yet protected.....

- Bring over all improvement all around.
- Stay simple.
- Stay focused.
- Undivided attention on the work and targets.
- Learn always.
- Do what matters most in life.
- Write your blue print.
- Leave your legacy.
- Be an observer.
- There is abundance of every thing, no need to snatch and Brood over.
- When god created you, he arranged lively Hood for you.

One day RK hit a line somewhere “What you think you are” it was still difficult to make out completely. Pondering over gradually started bringing some meaning to him. In his after noon sessions in the back yard of his father’s house he started thinking straight like a meditation practice. The clouds of obscurity started to vanish slowly and meaning emerged. It became evident that Thoughts have profound and long lasting effect on us. Thinking good and positive makes the personality positive, strong and worthwhile and opposite is also true. Having ill and unhealthy thoughts makes every thing in life DOOMED.

SILENT MIND IS THE SOURCE OF POWER, RK’s mother had taught him. It is still his GURUMANTRA

Timelessness...

RK also felt that the CHRONOLOGICAL TIME generally used to bring anxiety and pressure on the mind creating a kind of fear of failing. How to get out of this precarious feeling was the question for him those days. Answer wasn't evident that time. He always felt that why he couldn't be a clock builder not just a TIME TELLER. The change of Days and nights must not effect him. This thought had a profound effect on his life...BUILD A CLOCK of his own. He had a clue that "By the actions and work probably the clock of his own could be build"...That is Timelessness.

Interaction with YOGA teacher. (year 1980)

During his engineering school days...RK had opportunity to continue with YOGA sessions with very good educators. With the YOGA teacher he continued and specially practiced the MEDITATION. He also had chance to interact with the program director freely and longer hours. One day after the training sessions the teacher sat with RK and said "what is a positive mind and also a negative mind". RK had the standard answer but the teacher explained that a positive as well as a negative mind, both are only interpretations and some times the difference between them is Hair thin. A positive mind can become negative in the blink of an eye and vice versa. RK asked "we all the time listen that BE POSITIVE AND HAVE POSITIVE THINKING..THEN WHAT IS ALL THAT". The teacher paused a little with a smile and said "RK Both are turbulent minds. Though positive is always better than negative one. MORE IMPORTANT THAN A POSITIVE MIND IS A SILENT MIND. It was really some thing to ponder over.....A SILENT MIND.

RK *Sir! Do you mean eliminating cluttering from the mind to make the mind silent. But it keeps estimating/assessing/giving judgements about others and on and on though it may be yet positive.*

Teacher *RK what you said is partially correct. One must learn to go beyond.*

RK *Beyond what sir!*

Teacher *Beyond both, I mean beyond both a Positive and a negative mind too in order to become silent.*

RK *HOW..?*

Teacher *you should become Non judgmental, non analytical, non interpretive mind.*

RK *Sir! This is impossible because we as engineers need to all what you said not to be. This is our so called work and job.*

Teacher *True not only an engineer but most of us need an analytical mind most of the time. But the key is DO NOT GET ATTACHED TO THESE WORLDLY HABITS ALL THE TIME. This simply means all such traits need not become your DNA. Become a silent witness. While you do silent witnessing you only observe not estimate and analyses. This gives you an inner peace. You don't question the Happening but flow with it. You do not search that what is in it for me.*

RK *Seems difficult*

Teacher *Yes today it looks so but it is a matter of practice in Life. It is a silent connect with All pervading consciousness. Gradually you start feeling that THERE IS NOTHING THAT IS NOT ME. You become evolutionary and spontaneous. Your inner self will be awakened to reply and inner energy awakens spontaneously and bring about correct transformation for all the situations in front of you. one has to GROUND oneself in the Wisdom of who really is he or she. This is not just Intellectually but Experientially.*

Teacher was continuing..to RK..

Our attachment to OUTCOMES always?

We certainly want outcomes of our actions but we cling greedily to the outcome only thinking in our favor which means our being is in state of ANXITY and Despair because we are Hoping and Hoping the result. When there is HOPE that means there is a Despair or Fear. For example a gardener doesn't doubt that there is tree in a seed. He does not try to sprout the seed to get the tree. He also does not need to take the opinion of some one else to strengthen their conviction of GETTING A FOREST out of all the seeds planted by him. He continues whole life with this conviction. Gardeners are never lost in the attachment to the result because they know the result is there.

Teacher addressed RK again....What does that mean to you. RK was still quiet in order to continue to listen from learned teacher.

It simply means we relinquish our attachment to the results when it comes to our own desires. This does not mean that we do not want results. We certainly want the result but we do not rigidly attach our being with it. Actually our attachment is indicative of OUR FEARS, DOUBTS AND WORRIES. Some time our Love to our Kids also become so much of an attachment that we start doubting their competency and we interfere too much with their BEING.

Another point is that we do not keep our patience and start interfering with the nature's intelligence which simply means COSMOS has made a plan for us from

the time we released our intention and desires silently. It makes a superior plan for everyone who intended properly to it.

RK...Think can some one of us make a bud bloom before the time what nature planned for it. If someone tried it then you know it did more harm than blooming the bud. Same is true for our life too. We aren't intelligent enough to really understand the intelligence of cosmos in which we are alive. We should understand this way..

When you or me or any one intends to carry out something and wishes to achieve some particular target...you know what it means..it means that cosmos or universe is expressing the desire through us. It means universe is conscious of which we are an extended body.

If you have a GOAL then keep it in your awareness, also give it your attention too which is your duty but have no doubt. Just simply follow the nature's way of working..effortlessness so you be the same way and the desire will manifest.

RK...you must realize that DESIRES are like seeds left in the soil. They just wait for the right season and surprisingly they sprout and depending on their natural programming they bloom into beautiful flowers and magnificent trees and then finally...Forests. THIS IS ALL DOING LESS, BUT ACCOMPLISHING MORE.

RK...The power of good intention will always bring the outcomes as you expect, if not exactly same then very nearer to the expected. The FEAR OF UNKNOWN by most of us keeps us awake nights after nights and we live with a doubt but a gardener is never having an element of doubt and the trees come out of the seeds planted in the soil.

RK with his high focus on Basics of Engineering, projects and various work shop activities assigned to him time to time completed the course with Honors in April 1983. After two months, the job search started in a job market where the offers were almost nil in that period of the year 1983. The entry to the new comers were not really accepted by the companies and every one wanted experienced engineers.

Rk joined on temporary basis a pharmaceutical company in his home town. It was an assignment only for four months. Though temporary but RK used it as a launching platform for primary experience. He learned with Supervisors and technicians and also taught them reading drawings and making proper reports of shift operations and faults. It was a WIN-WIN situation for both RK as new comer and the existing team members who were little unmoved initially. Gradually RK understood that BEING EDUCATED IS WORTH ONLY WHEN YOU EDUCATE OTHERS who are less fortunate. It became a good team. RK was very conscious of safety hence he taught Basic safety to workers. The unit manager also was happy

and gave small incentive to RK for his teaching to the team. RK also started feeling confident on technical and administrative matters. Rk was getting clarity..Learning by doing is important. The assignment was extended by one more month but with a *little increment*.

The job market was still not showing any improvement. The only opportunity was Govt. organizations which used to conduct their All India Level Tests and interviews.

Those days the most predominant myth or statement flying in and around all kinds of industry was “whatever you have learned in Engineering Degree course is no way useful in Industry” and the engineers who were on job already felt proud of repeating this statement time and time again. Irony.. Irony and (vast Irony of life which is still continuing and in Vogue in our country). RK was always confronting this statement by countering that “what ever has been gained as knowledge during study must be used to convert the involvement into practical experience”. Learn the BASICS deeply and with high focus. This is going to stay whole life and help in understanding the subject. RK could gather what was different in industry working and why new engineers used to get troubled easily. It was clear to him that New engineers had a baggage of DEGREE over already experienced but low qualified persons and an ambition to go ahead and control much before a little of any understanding is gained and on the other side Experienced persons carried no feeling of GIVING WHAT THEY LEARNED OVER THE YEARS TO THE NEW ENTRANTS. It was simply a barrier of EGO both sides. *RK thought of his way forward in the industry.*

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