

Synopsis
of the Course on
'Synergy through Self-Awareness and Personal Mastery'

For the Income Tax Department, these are times when tumultuous change is the norm and it is in the complicated position of being both the *part-causative driver* and the *recipient* of these movements. On the former front, it is essential to know what it is doing and why it is doing so (or must do so). On the latter, reactive strategies to fast-approaching changes could possibly be too little, too late. Therefore, as we go about our work as public servants dedicated to the cause of furthering national interest and bettering the public lot, *it is imperative that we exercise our minds on the 'know-whys' of our existence and objectives – professional and personal, individual and organizational.* Towards this, the following questions need to be carefully addressed: Why does the IRS exist and what must be its objectives and destination? Why have IRS officers chosen to be a part of the Income Tax Department and its larger setting, the Government of India? Why, in turn, do the twain (i.e., the IT Department and the Government) exist? Answering these and other questions in their asymptotically fullest sense(s) will help the Department know where it is and must be headed. **Only then will individual interests and actions embrace and envelop the organizational ones.** Only then will the road ahead be clear and intent and actions pure and effective. The answering of these questions will mean understanding ourselves and the organization. Consequently, the Programme seeks to:

- a) **Explore and understand the essence of Man**, including the spirit within, the physical-science essence of existence and the ways, philosophies and objectives of life. These will employ the accumulated knowledge and wisdom from areas that include Philosophy, Spirituality, Economics, Management Psychology, Education, Physics, Chemistry, Organic Sciences and Mathematics. In particular, the following will be discussed:

Descriptive probes that ask: What are we made up of? How and why do we live and breathe? What are the drivers of (human) life's objectives? Where are we headed, individually and as a race? What is Human Capital and how is it different from Animal, Plant and Mineral Life Capitals?

Normative inquiries that strive to answer: What is the right way to live – personally and professionally – and what do we need to do about it? How do we value and maximize productivity and efficiency?

- a) **Know the Organization** (read: the Department and the Government of India), its *raison d'être*, and its objectives. In particular, the following will be looked into:

Descriptive analysis: Employ the knowledge in Economics, Finance, Sociology, Political Science, Public Administration and Policy, Strategic, Operations and Marketing Management, etc. in dissecting, evaluating and valuing our Department and its work

Normative approach: What are the best ways to structure and run the Department? Are its current rationales, objectives and strategies good enough? If not, wherein – or 'whereout' – lies the ideal?

Knowing these will hopefully help learn important lessons, unleash the personality fires within, uncork the plugs of information-logistics clutters and get people to work constructively together towards maximal levels of synergistic productivity, efficiency and effectiveness, vital for all officers working at every levels of the Departmental framework.