



**Research Monograph**

# **Competing Through Talent**

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## TALENT MANAGEMENT - A PANORAMA OF INDIA'S PAST

Talent Management is part of India's rich cultural heritage from times immemorial. A panorama of India's past presents a stock of a trove of wisdom found in the Vedas, Upanishads, Ramayana, Mahabharata, Panini, Patanjali, Kattayyan, Buddhism, Jataka tales, Jainism, Panchatantra et al.

The Panchatantra tales are a venerable and enjoyable relic of India's heritage. It is a reservoir of animal tales from which several foreign countries of Western Asia and Europe have drawn a lot of inspiration. The quintessence of the Panchatantra hovers around interpersonal dynamics and relationships, imprudence, gaining friends, loss of gains and of crows and owls. Thus, competing through talent requires that, the human assets at a country or corporate level should avoid folly, haste and disintegration. Instead patience, wisdom, unity, intelligence and friendship are the core values to be imbibed. Talent can contribute to humanity by practising dharma (rectitude and righteousness). Various talent management strategies have been identified through the Panchatantra stories. The concept of pre-emptive move to attain and maintain the competitive edge is well said in the Panchatantra as follows: "He survives who anticipates a danger and acts to avert it. He who does not, comes to grief." This applies to enterprise too *a fortiori*.

Further Kautilya's Arthashastra, which is a guide on governance along with Brahaspati Sutra and Mahabharata, identifies the attributes required of a successful organization viz. Leadership, Strategy, Structure, Execution, Culture, Innovation, Strategic Alliances, Talent, Temperament and Technique.

Thus, talent is an important component of governance and hence talent management key for successfully 'Competing Through Talent'.

Again Manusmriti provides insights into the values or conduct that one is capable of following because of one's special ability or talent or position (*sakti-pradhanya nimittah*).

Indian heritage gives a wonderful message on Talent Management by saying, "Man must grow to his full potential, in conformity with his own inner law of being - his *Svadharm*a. Such self-actualization is consistent with the complete unfoldment of the specific gifts, talents and qualities that one is blessed with and results in the true fulfillment of one's life's potential as well as bestows these special gifts and talents to those surrounding such a person. This flowering of a human being is also Dharma - this developing of an inner potential and possibility to its full height and range of expression, this unfolding of human genius consistent with the individual's own inner law of being and action, and this manifestation in physical reality, the power of the human mind, thought, feeling and action." (Source: [www.hindupedia.com/en/Dharma](http://www.hindupedia.com/en/Dharma))



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