Dharmic Management Starter Pack

☞ ☞ 1. Role–Dharma Canvas

(Purpose-built for role alignment, clarity, and accountability)

Section	Guiding Questions	Example Entry (for a Project Manager)
❈ **Purpose**	What is the *sacred reason* this role exists? (Beyond function — what does it serve in the system?)	"To ensure projects deliver lasting value without ethical compromise or burnout."
❈ **Stewardship Commitments**	Who are your primary stakeholders? What are your duties toward them?	• Team: Protect wellbeing & clarity.• Clients: Deliver transparency & reliability.• Community: Ensure sustainable methods.
❈ **Boundaries & Redlines**	What *must never* be violated in pursuit of targets?	"No project shall exploit or mislead; no team member shall be overworked beyond humane capacity."
❈ **Metrics of Service (Dharmic KPIs)**	How will right action be measured — not just output?	• Psychological Safety Index ↑• Ethical Compliance: 100%• Client Satisfaction Integrity Score (truth in reporting)
❈ **Success Horizon**	Define *legacy measures*: what will this role leave behind after 1, 3, 5 years?	"A replicable process that nurtures mindful work and ethical delivery across teams."
❈ **Ritual of Renewal**	How will you renew awareness of duty?	Monthly reflection or gratitude circle with direct reports.

☐ *Use it as a one-page declaration — signed, shared, and reviewed quarterly.*

☞ ☞ 2. Dharmic KPI Dashboard (Google Sheet / Table Format)

(Multi-horizon measurement of stewardship capital)

Category	KPI Name	Formula / Measure	Horizon	Goal (Example)	Data Source
✹ **People (Ahimsa)**	Psychological Safety Index	(Positive feedbacks ÷ Total feedbacks)	Short	≥ 85%	Quarterly Survey
	Role Fulfillment Score	Avg. Role-Dharma compliance	Medium	≥ 80%	Role reviews
✹ **Planet (Prithvi-Dharma)**	Soil/Carbon Regeneration Ratio	(Restored hectares ÷ Total used hectares)	Long	≥ 1:1	Sustainability report
	Energy Circularity Index	(Recycled energy use ÷ Total energy use)	Medium	≥ 70%	Ops audit
✹ **Process (Satya)**	Ethical Incident Resolution Time	Avg. days to resolve ethical complaints	Short	≤ 15 days	Ethics team
	Transparency Score	% of public decision reports released	Medium	≥ 90%	Governance audit
✹ **Profit (Artha–with–Dharma)**	Retained Community Value (RCV)	(Local reinvestment ÷ Total profit)	Long	≥ 25%	Annual accounts
	Stewardship ROI	(Long-term value ÷ short-term cost)	Long	3:1	Strategic metrics

💡 *This dashboard turns ethics into data — measurable, comparable, reportable.*

☞ ☞ 3. Ritual Script Library (For Daily, Weekly & Crisis Use)

(Habit architecture for Dharmic Culture)

Ritual	Timing	Purpose	Simple Script
❋ **Morning Intention Round**	Daily, start of work	Align consciousness with purpose	"Before we begin, take a deep breath. What one intention will make today's work a service, not a struggle?"
❋ **Gratitude Reflection**	Weekly (Friday)	Reinforce appreciation and empathy	"Each of us name one person or act this week that upheld dharma in small ways."
❋ **Kurukshetra Pause**	Before any major decision	Restore clarity under moral pressure	"Pause. What is the right action, not just the efficient one? Whom might this harm?"
❋ **Earth Offering Ritual**	Monthly	Acknowledge ecological interdependence	"We offer gratitude to the land, water, and air that sustain us. What shall we return in equal measure?"
❋ **Dharmic Reflection Circle**	Quarterly	Collective ethical reflection	"Where did we drift from truth? What will we renew?"

ॐ *Each ritual lasts 5–20 minutes and rewires the organization's moral reflexes.*

☞ ☞ 4. Dharmic Leader 360 Template

(Assessment & growth tool for leaders — Character, Competence, Witness)

Domain	Indicator	Scoring (1–5)	Evidence / Notes
✹ **Character (Integrity, Humility, Courage)**	Keeps commitments under pressure		
	Invites feedback, admits mistakes		
	Acts against unethical shortcuts		
✹ **Competence (Craft, Systems Thinking, People)**	Demonstrates domain mastery		
	Anticipates long-term effects		
	Develops next-line leaders		
✹ **Witness (Accountability & Public Grief-Bearing)**	Accepts responsibility publicly		
	Leads restorative actions after harm		
	Balances firmness with compassion		
✹ **Dharmic Alignment Score**	Composite average (sum ÷ 9)		

☐ *Use in quarterly leadership reviews; couple with narrative reflections.*

☞ ☞ 5. Stewardship Compensation Mix Template

(Rebuilding reward systems around justice, merit, and service)

Component	Description	% of Total Pay	KPI Link / Notes
❈ Base Fair Wage	Ethical market rate ensuring equity and dignity.	50–60%	Benchmark vs. region
❈ Stewardship Bonus	Reward for dharmic contributions (mentoring, ethical leadership, innovation).	15–20%	Linked to Dharmic KPIs
❈ Community Dividend	Collective share from profit pool distributed by peer review.	10–15%	Measured via Stakeholder Council
❈ Learning Fund	Dedicated credits for continuous education or spiritual growth.	5–10%	Must show reflective output
❈ Freedom Credits	Non-monetary time off or flexible work earned through Stewardship Credits.	Variable	Internal ledger record

Ledger Example Entry:

Date	Action	Stewardship Credits (SC)	Reflection / Outcome
10 Oct 2025	Resolved team conflict with fairness	+20	"Preserved trust; zero attrition."
21 Nov 2025	Conducted Dharmic Onboarding	+10	"Two new members aligned quickly."
15 Dec 2025	Initiated soil regeneration project	+30	"Visible ecosystem improvement."

☐ *Reward as renewal, not dominance — wealth becomes acknowledgment of duty fulfilled.*