



“10 Gita Sutras for the Workplace”

THE 10 SUTRAS — Quick Reference

Each sutra = 1-line meaning + 1 action + accountability owner

1. Nishkama Karma — Act without attachment to outcomes.

Action: Set 2–3 process KPIs before starting any task.

Owner: Individual + Team Lead.

2. Svadharma — Do the work aligned with your role.

Action: Weekly 10-minute role clarity standup.

Owner: Manager.

3. Samatvam — Stay steady in success & failure.

Action: After every win/loss, run a 2-minute learning + gratitude circle.

Owner: Team Lead.

4. Tapas — Sustained disciplined effort.

Action: Block two 90-minute deep-work sessions weekly.

Owner: Leader + Individual.

5. Jnana — Action guided by right knowledge.

Action: Run a weekly 20-minute assumption test.

Owner: Decision Owner + Data/Ops.

6. Yajña — Work as offering to a larger purpose.

Action: Add a “Mission Tie” to every project/ticket.

Owner: Product Owner / PM.

7. Mitahara — Measured consumption & restraint.

Action: Implement No-Meeting Wednesday or 20-min default meetings.

Owner: Operations.

8. Dhyana — Single-pointed focus.

Action: Adopt a daily Focus Hour with zero interruptions.

Owner: Individual + Team.

9. Sangha — Choose your company wisely.

Action: Add values-fit question to hiring; run 30-day peer feedback.

Owner: HR + Hiring Manager.

10. Karma Yoga Governance — Duty + repair.

Action: Run blameless postmortems with 3 explicit owners (fix/root cause/comms).

Owner: Leadership + Ops/Engineering.

RITUALS CHECKLIST — 6

DAILY/WEEKLY TEAM RITUALS

Use this as a one-pager for team rooms / standups.

1) Start-of-day Intent (2 minutes)

- One intent for today
 - One guardrail
- Metric:** % intents completed

2) Weekly Assumption Test (20 minutes)

- Pick 1 high-risk assumption
 - Assign 1 test & timeline
- Metric:** Assumption tests per project

3) Midweek Focus Hour

- No meetings
 - No pings
 - One deep task
- Metric:** % focus hours honored

4) Blameless Postmortem

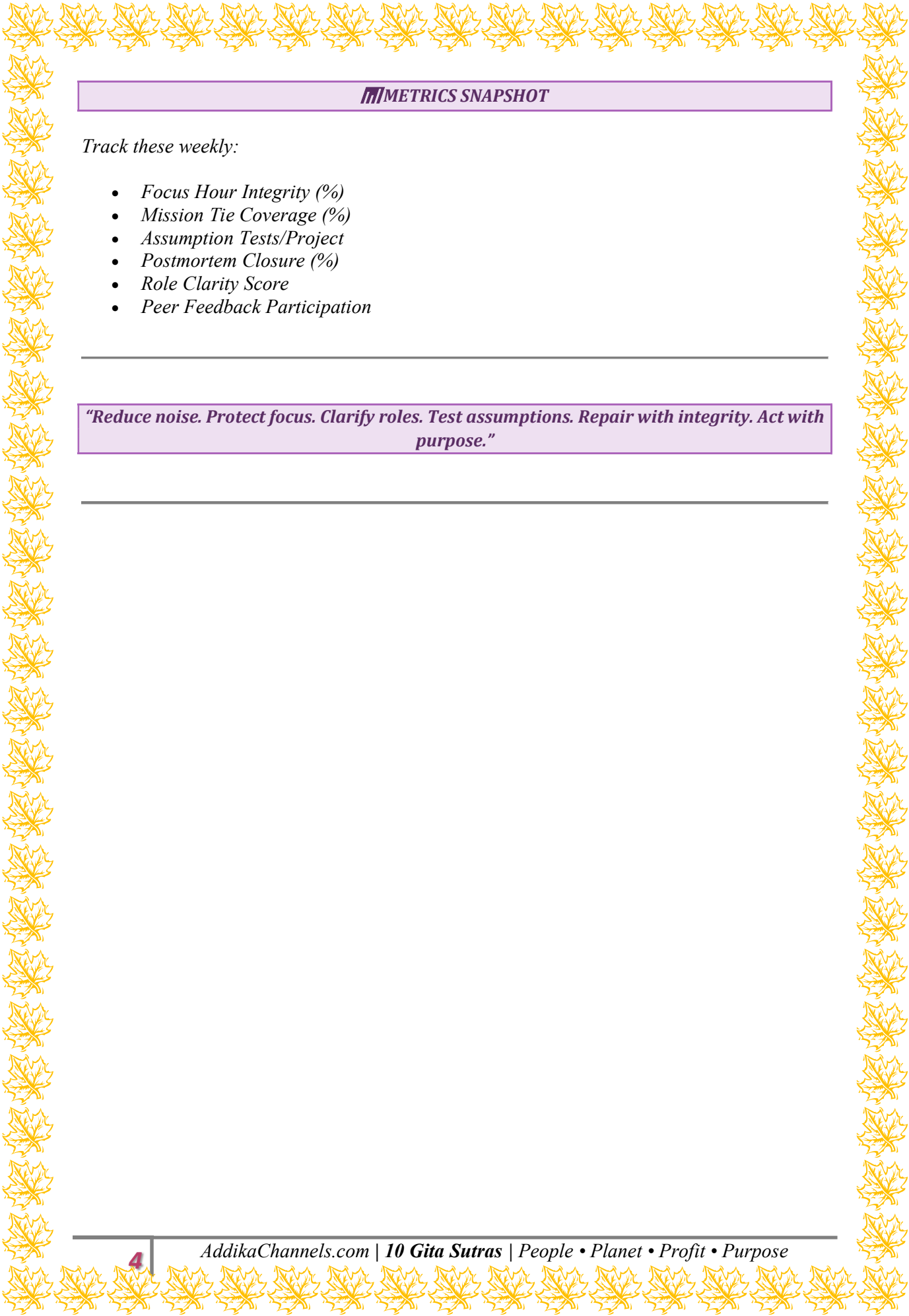
- Run after any >10% impact failure
 - Publish 1-page owner list
- Metric:** Action closure rate

5) Mission Tie on Docs

- Every ticket includes who benefits + how
- Metric:** % tickets with mission tie

6) Gratitude Minute (Friday)

- One micro thank-you
- Metric:** Participation rate



M/METRICS SNAPSHOT

Track these weekly:

- *Focus Hour Integrity (%)*
 - *Mission Tie Coverage (%)*
 - *Assumption Tests/Project*
 - *Postmortem Closure (%)*
 - *Role Clarity Score*
 - *Peer Feedback Participation*
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"Reduce noise. Protect focus. Clarify roles. Test assumptions. Repair with integrity. Act with purpose."

30-DAY CALENDAR

Structure: 4 weeks / 5 workdays + weekend micro-task

WEEK 1 — INTERNAL HABITS (Nishkama Karma + Tapas)

Day	Task	Time	Linked Sutra
1	Set 2–3 process KPIs for a key task	10 min	Nishkama Karma
2	Run Intent ritual in standup	2 min	Nishkama Karma
3	Midweek Focus Hour	60 min	Tapas
4	Document “What Good Looks Like” for a repeated task	15 min	Tapas
5	Gratitude Minute	1 min	Samatvam
Weekend	Journal: “What changed when I protected focus?”	10 min	Reflection

WEEK 2 — ROLE & KNOWLEDGE (Svadharmas + Jnana)

Day	Task	Time	Linked Sutra
8	Role clarity standup	10 min	Svadharmas
9	Identify 3 assumptions for current project	20 min	Jnana
10	Pick one assumption + define test	10 min	Jnana
11	Midweek Focus Hour	60 min	Tapas
12	Run micro-test (call/prototype/experiment)	20–30 min	Jnana
Weekend	Document learnings from tests	10 min	Reflection

WEEK 3 — RELATIONAL RITUALS (Dhyana + Sangha)

<i>Day</i>	<i>Task</i>	<i>Time</i>	<i>Linked Sutra</i>
15	Establish daily Focus Hour window	5 min	Dhyana
16	Add values-fit question to hiring checklist	10 min	Sangha
17	Midweek Focus Hour	60 min	Dhyana
18	30-day peer feedback checkpoint	15 min	Sangha
19	Gratitude Minute	1 min	Samatvam
Weekend	Random 1:1 check-in with a peer	10 min	Sangha

WEEK 4 — SYSTEMS & REPAIR (Yajña + Karma Yoga Governance)

<i>Day</i>	<i>Task</i>	<i>Time</i>	<i>Linked Sutra</i>
22	Add Mission Tie to all active tickets	15 min	Yajña
23	Run mock postmortem (practice)	20–30 min	KY Governance
24	Midweek Focus Hour + update postmortem actions	60 min	Tapas + KY Governance
25	Publish Mission Ties for top 5 projects	20 min	Yajña
26	Gratitude Minute	1 min	Samatvam
Weekend	Add rituals to onboarding docs	10 min	Systems Integration

FINAL WEEK REVIEW CHECKLIST

- *Focus Hours honored (>85%)*
 - *Mission Ties on >90% of tickets*
 - *1 assumption test before any major decision*
 - *Postmortem actions >80% closed in 30 days*
 - *Peer feedback participation >75%*
 - *Role clarity score $\geq 4/5$*
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15-SLIDE TRAINING DECK

You can paste this into Canva, Google Slides, or PowerPoint.

SLIDE 1 — Title Slide

10 Gita Sutras for the Workplace

Building Focus, Clarity & Accountability in 30 Days

“The Gita didn’t promise calm markets — it taught steady action.”

SLIDE 2 — Why This Workshop?

- *Workplace pressure is rising*
- *People are overwhelmed by noise*
- *Teams need **rituals**, not slogans*
- *The Gita already solved these problems 2,000 years ago*

SLIDE 3 — What You Will Learn

- *10 Sutras → 10 micro-actions*
- *6 rituals to transform culture*
- *A 30-day self-learning plan*
- *How to measure clarity & repair*

SLIDE 4 — The Core Question

“When a project fails, who is accountable?”

We explore:

- *Individual duty*
 - *Team practices*
 - *System design*
- The Gita aligns all three.*

SLIDE 5 — Sutras Overview (1–5)

- *Nishkama Karma*
- *Svadharmā*
- *Samatvam*
- *Tapas*
- *Jnana*
Inner mastery → personal clarity.

SLIDE 6 — Sutras Overview (6–10)

- *Yajña*
- *Mitahara*
- *Dhyana*
- *Sangha*
- *Karma Yoga Governance*
System mastery → cultural clarity.

SLIDE 7 — Why Rituals Matter

Rituals ≠ routines

Rituals =

- *predictable*
- *social*
- *tiny*
- *emotionally stabilizing*
They embed Dharma into daily work.

SLIDE 8 — Ritual 1: Start-of-Day Intent

One intention

One guardrail

Why it works: reduces cognitive load, prevents drift.

SLIDE 9 — Ritual 2: Weekly Assumption Test

*Find the riskiest assumption
Test it this week
Why it works: prevents costly blindspots.*

SLIDE 10 — Ritual 3: Midweek Focus Hour

*One protected deep-work block
Why it works: protects the brain's highest-value mode.*

SLIDE 11 — Ritual 4: Postmortem Ritual

*Blameless
Published
Three owners
Why it works: creates repair culture, not blame culture.*

SLIDE 12 — Ritual 5: Mission Tie

*Every task answers: "Who benefits?"
Why it works: increases meaning → increases resilience.*

SLIDE 13 — Ritual 6: Gratitude Minute

*One micro-thank you
Why it works: strengthens psychological safety.*

SLIDE 14 — The 30-Day Micro-Practice Plan

Week 1: Internal discipline

Week 2: Role + knowledge

Week 3: Relational rituals

Week 4: Systems + repair

Outcome: culture shift without burnout.

SLIDE 15 — Final Reflection & CTA

Which one ritual will you start this week?

Download the one-pager + 30-day calendar

Share the deck

Begin with one action.

Steady action > perfect conditions.
