



Leader's Playbook — Dharmic Capitalism

👉 Purpose

A rapid-deployment guide for CEOs, board

members, policymakers, and civic leaders who

want to apply Bhagavad Gita-aligned

economic principles (duty, detachment,

stewardship, knowledge) to real institutions

within 30–90 days.

1. The 5 Dharmic Anchors (Your Decision Compass)

1. Svadharma (Role-Aligned Duty):

Clarify what your role requires, not what incentives tempt. Every decision must pass the “Is this my duty?” test.

2. Nishkama Karma (Detachment from Short-Term Gain):

Reward long-term stewardship actions over quarterly optics. Prefer irreversible improvements over reversible PR gestures.

3. Loka-Sangraha (Welfare of the World):

Prioritize public goods, commons health, safety, and regeneration outcomes.

4. Karma as Feedback:

Create transparent, real-time feedback loops—dashboards, audits, disclosures, consequences.

5. Right Knowledge & Humility:

Pilot before scaling. Consult experts. Accept uncertainty. Correct course fast.

2. Your 30–90 Day Action Map

Phase 1 — 0 to 30 Days: The Alignment Sprint

★ Draft a Svadharma Charter

- *Identify your core duties (people, planet, profitability, community).*
- *Convert duties into 6–10 actionable statements.*
- *Publish internally.*

★ Run a “Material Duty Review”

- *Identify top 5 high-impact decisions in the next 12 months.*
- *Map each to duty, risk, and opportunity.*
- *Flag decisions requiring a Dharma Audit.*

★ Create a Stewardship Committee

- *Select 3–5 independent members.*
- *Set mandate: oversee commons, community, and long-horizon risks.*

Phase 2 — 30 to 60 Days: The Accountability Sprint

★ Adopt 3 Dharmic KPIs

Pick one each from:

- *People: community benefit share, worker wealth ratio, service access index.*
- *Planet: regeneration ROI, externality exposure index.*
- *Profit: long-horizon return stability, stakeholder loyalty index.*

★ Public Dashboard Setup

- *Build a simple quarterly reporting page.*
- *Show KPI baselines, targets, and progress.*

★ Nudge Pilot (Choose 1)

- *Default green procurement.*
- *Multi-year compensation vesting.*
- *Transparent externality labelling.*

Phase 3 — 60 to 90 Days: The Institutionalization Sprint

★ Run a Full Dharma Audit for One Major Project

- *Pick a project with ecological or social footprint.*
- *Assign external reviewers.*
- *Publish a summary report.*

★ Launch a “Commons Initiative”

Choose one of the following:

- *Water-body restoration fund*
- *Urban waste reduction campaign*
- *Soil regeneration in rural belt*
- *Community-rooted entrepreneurship incubator*

★ Draft a 12-Month Dharmic Capital Plan

- *Define opportunities*
- *Set budgets*
- *Identify policy partnerships*
- *Define long-horizon incentives*

3. Leadership (Use in Every High-Stakes Meeting)

- *“What is our duty in this situation?”*
- *“What happens to the commons if we choose X?”*
- *“What long-term impact are we ignoring?”*
- *“What feedback loops will expose us if we’re wrong?”*
- *“What’s the smallest pilot we can run before scaling?”*

4. Compact Dharmic Scorecard (Publish Annually)

People

- *Median worker–CEO wealth ratio*
- *Community benefit share*
- *Local access improvements (water/energy/waste)*

Planet

- *Regeneration ROI*
- *Net externality liability*
- *Resource circularity rate*

Profit

- *3–10 year return stability*
- *Compliance & risk cost reduction*
- *Customer/employee loyalty metrics*

5. Final Leadership Commitment (Use as an Oath)

“I commit to actions aligned with duty, to decisions rooted in long-term stewardship, to protecting the commons, to learning from feedback, and to acting with humility in uncertainty. Profit shall follow duty—not replace it.”



DHARMA AUDIT CHECKLIST

(For Projects, Policies, and Investments)

A 1-page evaluative tool for boards, governments, and enterprises

SECTION A — DUTY & PURPOSE (Svadharmā Test)

1. Role Alignment

- Does the action align with our core purpose and role? (Yes/No)
- Which duties does this fulfill? (List top 3)

2. Conflict of Interest

- Are there personal, political, or short-term incentives that distort duty? (Yes/No)
- Mitigation steps identified? (Yes/No)

3. Stewardship Mandate

- Does the project enhance People, Planet, or long-term Profit? (Yes/No)
- Is stewardship embedded into KPIs? (Yes/No)

SECTION B — CONSEQUENCE & IMPACT (Karma Test)

4. Externality Identification

- *Ecological impacts listed and quantified? (Yes/No)*
- *Social/community impacts listed and quantified? (Yes/No)*

5. Internalization Plan

- *Funding allocated for remediation/mitigation? (Yes/No)*
- *Built-in governance for long-term monitoring? (Yes/No)*

6. Visibility

- *Will outcomes be publicly reported? (Yes/No)*
- *Transparent metrics chosen? (List)*

SECTION C — COLLECTIVE WELFARE (*Loka-Sangraha Test*)

7. Public Goods Assessment

- *Does the project protect or regenerate any commons? (Water, soil, air, waste)*
- *Negative impacts neutralized via mitigation plan? (Yes/No)*

8. Community Engagement

- *Stakeholder mapping done? (Yes/No)*
- *Documented consultations held? (Yes/No)*
- *Local approval or social license obtained? (Yes/No)*

SECTION D — KNOWLEDGE & HUMILITY (*Jnana + Viveka* Test)

9. Evidence & Expertise

- *Expert review completed? (Yes/No)*
- *Comparable case studies evaluated? (Yes/No)*

10. Pilot First

- *Pilot designed before full-scale rollout? (Yes/No)*
- *Pilot success conditions defined? (List)*

11. Learning Loops

- *Real-time monitoring system defined? (Yes/No)*
- *Course-correction protocol ready? (Yes/No)*

SECTION E — ETHICAL & FINANCIAL VIABILITY (Integrated Test)

12. Long-Term Value

- *Does the project produce benefits beyond 5–10 years? (Yes/No)*
- *Does it reduce systemic risk? (Yes/No)*

13. Financial Clarity

- *Transparent costing, funding, and return models? (Yes/No)*
- *Costs of externalities included in financials? (Yes/No)*

14. Accountability Map

- *Who owns success? (Name/Role)*
- *Who bears responsibility for failures? (Name/Role)*

SECTION F — FINAL DECISION

Overall Assessment:

- *Passed ✓*
- *Conditional Approval (Revise & Resubmit)*
- *Rejected ✗*

Reasoning Summary (3–5 bullet points)

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Signatures:

- *Project Lead*
 - *Stewardship Committee Chair*
 - *Independent Reviewer*
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