

It's time for Rahul to step aside

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Rahul chairs first CWC meet after becoming Cong chief

It's time for Rahul to step aside

M Muneer

'Rahul Gandhi should bring in a working president from outside the family,' advises M Muneer

When veteran Congress leader Sheila Dikshit said Rahul Gandhi was yet to mature, most people didn't mean age, but was referring to politics and leadership.

Despite his Bangkok and Aspen leadership sojourns, Mr Gandhi has yet to understand the lea era of Indian politics, especially when pitted against a PM who is more youthful in thought ar

When I first met Mr Gandhi, he was a first-time MP with much of his father's innocence.

He was eager, inquisitive and brimming with positivity to what I had proposed as systemic change.

It was apparent later that he could not sell the idea internally, and a decade later, I see all the signs.

Perhaps the party culture is to shoot those who speak the truth, and predict disasters in Kerala.

Speaking to Congress leaders across the country, I realised the party had become like a company with no confidence in their CEO.

What follows is a no-brainer.

After every election fiasco, you hear the same hollow loyalty comments (such as, 'We will continue to support the state leaders, but has anyone heard the 'How?')

Are they expecting the anti-incumbency factor and waiting it out?

Remember, in Gujarat they have been waiting since 1995!

The Family's loyalists will argue that it is the binding force, and that Mr Gandhi can learn better from them.

Drawing a parallel with family-run businesses, this is less true when the business grows large and complex skills are needed.

When the country is going through a tectonic shift under a charismatic PM, the argument that the family is the binding force holds no water, as in business.

Count the number of family-run businesses that have disappeared in India alone.

The Congress should internalise the 'Carnegie effect' where the inheritance has to be earned by merit. Non-family folk to rise to the top, if it does not want to disintegrate after Sonia Gandhi's heyday.

How can the Congress rise from the quagmire it is in?

Since a democracy cannot survive without a good Opposition, a 'managerial turnaround' plan is needed.

Over the last few years the party seems to have lost sight of its mission, vision and values.

It appears that its vision is all about winning elections, which is akin to a company whose vis

Companies with such myopic vision will fail miserably, just like Xerox, at one point the bigge:

With only the bottom line in mind, Xerox made full use of its monopoly in photocopier machines. A customer complained of productivity losses due to frequent breakdowns of machines, it sold

It wasn't until competitors such as Canon launched better and cheaper machines, and bankr service, quality and so on are more critical to making profits!

Just as profit is a measure of the success of a strategy, winning elections is a metric of what

Because of this obsessiveness with winning elections, the Congress got into all types of alliar leading to further erosion of its identity.

Examples galore: Kerala, Tamil Nadu, Andhra Pradesh, Telangana, UP, etc. The Congress can foreseeable future.

Ideally, the Congress should undertake a *chintan* session to reboot its mission, vision and va

Given that the majority of tainted leaders still stay close to the Family, the erosion of the val

Once the party is clear on the vision in tune with the demands of a resurgent India, it should stakeholders — the public, intellectuals, media and so on.

The party needs grassroots-level research to position itself in the minds of its stakeholders.

The leadership will then need to identify and overhaul its current processes in driving the cha

The change agenda associated with the renewed vision and value proposition will require exc getting more foot soldiers on the ground, acquiring social media leadership and so on.

The entire agenda will be mapped into a series of cause-and-effect linkages with clear respoi

Further, the core group will have to decide on the skills, values and capabilities of workers at and look for the right information systems to enable execution.

The vision will also dictate the right organisation structure, leadership, teamwork and culture

The command-and-control mode and loyalty to the Family will no longer be relevant for today

They will need to shed their British-era divide-and-rule policy of factions in every state that has

The party will have to focus on alignment, and there will be no room for factions once it has

Mr Gandhi had sent the wrong signals during the Kerala elections by 'requesting' party factions

A professional CEO will be ruthless in keeping dissidents in line.

Perhaps it is time for Mr Gandhi to become non-executive chairman of the Congress and bring the family, which can symbolise the change agenda.

At this point they should decide on ways and means to raise funds for the new era of transformation in many states.

Finally, a good governance system must be in place where rewards are on the basis of merit

Inner-party democracy can prevail at this point. And what better place to pilot the change agenda than the walls screams 'BJP!'

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