

Weekly Tao Spiritual Discussion Holy Teaching

De-Guang Temple, Irvine CA
Pu-Guang Temple, Plano TX
January 30th 2021

onegreatdao.org



Praying for World Leaders and Organizations to Work Together and Combat Covid.
Follow CDC guidelines.

Praying for People in Need to Get Vaccinated ASAP.

Praying for Humanity to Stay United, Care for Each Other, and Work Together with Less
Suffering for All.

ONE HUMANITY SUPPORTING AND CARE FOR ONE ANOTHER

Four Great Books in Confucius Holy Teaching Important for Our Spiritual Cultivation

Confucius Analects

Book of Great Learning

Doctrine of the Mean

Book of Mencius



孟獻子曰：「畜馬乘，不察於雞豚；伐冰之家，不畜牛羊；百乘之家，不畜聚斂之臣。與其有聚斂之臣，寧有盜臣。」此謂國不以利為利，以義為利也。長國家而務財用者，必自小人矣。彼為善之，小人之使為國家，災害并至。雖有善者，亦無如之何矣！此謂國不以利為利，以義為利也。

The officer Meng Xian said, "He who keeps horses and a carriage does not look after fowls and pigs. The family which keeps its stores of ice does not rear cattle or sheep. So, the house which possesses a hundred chariots should not keep a minister to look out for imposts that he may lay them on the people. Than to have such a minister, it were better for that house to have one who should rob it of its revenues." This is in accordance with the saying:-"In a state, financial gain is not to be considered to be prosperity, but its prosperity will be found in righteousness." When he who presides over a state or a family makes his revenues his chief business, he must be under the influence of some small, mean man. He may consider this man to be good; but when such a person is employed in the administration of a state or family, calamities from Heaven, and injuries from men, will befall it together, and, though a good man may take his place, he will not be able to remedy the evil. This illustrates again the saying, "In a state, gain is not to be considered prosperity, but its prosperity will be found in righteousness."

Holy Scripture Readings for This Week

大学原文

Translation of Original Text in the Book of the Great Learning

孟獻子曰：「畜馬乘，不察於雞豚；伐冰之家，不畜牛羊；

The officer Meng Xian said, "He who keeps carriage with horses does not look after gains from raising fowls and pigs; the family who uses blocks of ice to pay respect does not pursue gains from raising cattle or sheep;

百乘之家，不畜聚斂之臣。與其有聚斂之臣，寧有盜臣。」

the family who possesses a hundred chariots should not keep advisors to look out for ways to impose unfair taxes on the people. Instead of having such advisors, it would be better to have an advisor to rob itself of its wealth."

此謂國不以利為利，以義為利也。

This is in accordance with the saying: "In a state, financial gain is not to be considered as prosperity, but prosperity is found in righteousness."

長國家而務財用者，必自小人矣。彼為善之，小人之使為國家，災害并至。

When a person who presides over a state or a family makes wealth generation his chief business, he will employ wicked advisors to achieve his goals. He may consider such advisors to be good; but when such a person is employed in the administration of a state or family, calamities from Heaven will befall on the state or family.

雖有善者，亦無如之何矣！此謂國不以利為利，以義為利也。

though a good advisor may replace and take the place, he may not be able to remedy the evil. This illustrates again the saying, "In a state, gain is not to be considered as prosperity, but prosperity is found in righteousness."

Holy Scripture Readings from Last Week

大学原文	Translation of Original Text in the Book of the Great Learning
《秦誓》曰：	In the Declaration of the Duke of Qin, it is said:
「若有一个臣，斷斷兮無他技，其心休休焉，其如有容焉。」	"Let me have one minister, plain and sincere , not pretending to have unique abilities, but with a simple, generous, and upright heart .
人之有技，若己有之；人之彥聖，其心好之，不啻若自其口出。	He sees the talents of others as though he himself possesses them; where he finds accomplished and perspicacious men , loving them in his heart more than his mouth expresses.
實能容之，以能保我子孫黎民，尚亦有利哉！	Showing himself able to bear them and employ them , such a minister will be able to protect my sons, grandsons, and citizens, and provide benefits to the kingdom!
人之有技，媚嫉以惡之；人之彥聖，而違之俾不通。	But if it is his character, when he finds men of ability, to be jealous and hate them; when he finds accomplished and perspicacious men, to oppose them and not allow their advancement.
實不能容，以不能保我子孫黎民，亦曰殆哉！	Showing himself not able to bear them, such a minister will not be able to protect my sons, grandsons, and citizens, and shall be pronounced dangerous to the kingdom!

ACCOMPLISHED

Skilled

PERSPICACIOUS
Perspicacious is something or someone who is super wise and has the ability to penetrate problems with ease
www.wordpandit.com



Envy / Jealousy
Enemy / Threats
Block / Attack / Question / Undermine



Acceptance / Understanding
Praise and Recognition
Cooperate and Achieve

EXCLUDE OTHERS
SELFISH
Given Power / Opportunity,
Danger to Team / Community / Country

INCLUSIVE TO OTHERS
SHARING
Given Power / Opportunity,
Benefits to Team / Community / Country

One Cultivation Journey to Return to Heaven with Virtue Growth & Harmony in Communal Relationships

The truly virtuous person can send away such wicked people and banish them, driving them out to the barbarous tribes far away to not dwell along in the Middle Kingdom.

This is in accordance with the saying, "It is only the truly virtuous person who loves his citizens wholeheartedly can keep the wicked ones far away from the people."



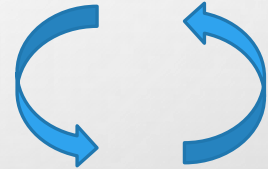
Our True Self
1. Wisdom
2. Compassion
3. Courage



1. Self Virtue Growth
2. Self Precept
3. Master of Own Mind
4. Build up in Perseverance & Determination in Self
5. Vow Fulfillment



Leaders:
Benevolent 仁
Fair
Empowering
Empathetic



Members:
Righteous 义
Loyal
Skilled
Courageous



Acceptance
Praise
Reward
Partner
Grow
Inclusive
Sharing

Find Your True Self. | Connect with Heavenly Mother. | Live to Cultivate

Fifty Steps Laugh at a Hundred Steps



Moral of the Story

Emperor Liang tried showing mercy to his people by shifting resources; but his aggression for war was the root cause of suffering for people for either sides.

“Fifty Steps Laugh at a Hundred Steps” - a Chinese proverb for pointing out that one who's not just should not laugh at others who's crooked.

A cultivator must make sure that we act in accordance to Tao first before lecturing others or expect others to follow.

Thoughts for Today

《Holy Teacher》

Be responsible for our own actions. One must be able to achieve the same virtues before we ask others to do the same.

First self discipline, then lead others.

First self govern, then people obey.

First be generous, then people follow.

First be virtuous, then people will gather.

The truly virtuous person can send away such wicked people and banish them, driving them out to the barbarous tribes far away to not dwell along in the Middle Kingdom.

This is in accordance with the saying, "It is only the truly virtuous person who loves his citizens wholeheartedly can keep the wicked ones far away from the people."

Tao of Leadership

1. Believe in the goodness of the people (true self and buddha nature all equal).
2. Set clear goals and expectations.
3. Provide timely coaching and feedback.
4. Invest in self growth and team development.
5. When issues arise, provide opportunities for people to acknowledge and reflect, to find answers and show progress.
6. Take appropriate actions to protect the team and develop a high-performance culture.
 - Happy Path | PIP
7. Acknowledge, stay engaged, and empower the team.
8. Grow future capable and competent leaders.

Accountability | Engagement | Team Success

Tao of Leadership	Context of Team Leadership
Believe in the goodness of the people (true self all equal).	Everyone can contribute as a cohesive and fun team with complementary skills.
Set clear goals and expectations.	Align individual goals with greater values and goals to encourage intrinsic motivation.
Provide timely coaching and feedback.	Have honest conversations. Revise approach as needed. Est. clear ownership on next steps.
Invest in self growth and team development.	Build a learning culture w/ top support. Make it safe and fun to learn and grow fast.
When issues arise, provide opportunities for people to acknowledge and reflect, to find answers and show progress.	Have candid conversations. Regular check in cadence. Maintain good notes. Truly care for your people, as we are all going through challenging times.
Take appropriate actions to protect the team and develop a strong culture.	Engage HR and leadership when needed. Reward & recognize. Coach in private. Hold self & people accountable.
Acknowledge, stay engaged, and empower the team.	Be present. Help remove impediments. Support team to grow and evolve together.
Grow future capable and competent leaders.	Build a legacy to have a brighter future, with opportunities for the most-ready ones.

To see men with sage characters and not be able to raise them to office, to raise them to office, but not to do so quickly, this is called neglect.

To see wicked people and not be able to remove them, to remove them, but not to keep them distant, this is called fault.

Failure in Us as Leaders

Neglect

Fault

As Leaders:

- Communicate and set clear expectations.
- Carefully observe, identify, & grow high performers.
- Provide high performers with platform for awareness and visibility.
- Help them with opportunities (even lateral ones).
- Do not hold them back from other opportunities.

- Communicate and set clear expectations.
- Provide training and support to make sure they have skills and knowledge for success.
- Take time to observe and identify factors for sub-optimal performance.
- Provide timely and candid feedback. Establish clear ownership on next steps. Follow up.
- Take actions, as necessary, to protect team.

Experience | Education | Exposure

Caring | Respectful | Supportive

To love those whom people despise, and to despise those whom people love, this is going against the natural feeling of the people, calamities would not fail to come down on him who does so.

High Performance

Agile, Cohesive, & Trusting

Learning and Fun

Self Organizing

Delivery of Business Values

Abrupt and Careless Leadership Actions

Low Performance, Poor Morale, and Lack of Trust with Mgmt

Passively Resistant with Toxic Culture

Turn Over in Leadership to Reset, Restore Trust, and Restart

Leadership does not stay stagnant. It is strategic to **transform the org** to thrive in the 21st century.

To do so successfully, paramount to **have the trust and faith from the team members.**

Hence as leaders, we must have **our mindset based on Tao, act as a leader with Tao and virtues, and work with the team** through the transformation journey together with sound and clear strategy and communications, along with investments to retrain to upskill the team members.

Morally Just Recommendations



Moral of the Story

People will sincerely follow a leader who leads with a moral compass without personal bias.

People would willingly accept a leader who was able to appoint a morally just person for a position to serve people rather than empowering a crooked person.

One who can set aside personal bias when making a morally just recommendation is a true noble man.

Thoughts for Today

《Senior Master He 何》

We are not concerned whether Tao will be propagated widely but rather concerned that a cultivator does not uphold the righteousness.

As we carried out temple affairs, a cultivator understands the Truth and acts in accordance of Tao. Praise and promote goodness. Repent and educate badness. All done without personal bias or power play.

As a cultivation leader, we must act without selfish bias and let the righteous True Self shine through. Lead with a moral compass to show the Greatness of Tao, The Path, The Way, The Truth.

Summary of Tao of Leadership

Do The Right Things with Humility, Integrity, Fairness, Just, and Courage to Earn Trust and Inspire Others

Strategic, Futuristic, Empowering, and Pragmatic to Unleash Potential in Teams to Do Great Things

With Success, Much Credit Goes to the Team. Be Accountable and Learn with Each Setback.

Foundation: Tao Cultivation & Innate Virtue Development with Hardwork, Training, and Inclusive Mindset

"A leader is best when people barely know he exists. When his work is done, his aim fulfilled, they will say: we did it ourselves." --Lao Tzu

"A great leader takes people where they don't necessarily want to go, but ought to be." --Rosalynn Carter

"A genuine leader is not a searcher for consensus but a molder of consensus." --Dr M.L.K. Jr.



*THE JOURNEY OF TAO CULTIVATION IS OPEN TO ALL.
MAY YOUR JOURNEY BE FILLED WITH PEACE,
WISDOM, COMPASSION, AND HAPPINESS.*