

Advice to New Directors

The director should be nice and easy going from the beginning. Don't listen to other people's gossip about others' faults. If you listen, you will become upset with those people, then you will have bad relationship with them, thus causing difficulties in relating to people. Then you can't succeed in running the organization.

You should see others as blank paper, be completely neutral and learn about people through friendly communications. Even with the same person, due to different karmic connections, some people think this person is okay, some think they are very good while others will think they are bad. It's important to communicate with people in a friendly way and judge people peacefully according to their ideas and actions from your own experiences with them.

If you encounter any legal problems, you should consult with FPMT International Office. Whenever there are problems coming up, it's very important to analyse the situation first. It's easier to run things this way.

Don't be too fussy, just take it easy! Don't be bothered by small things. The accumulation of small things can make a big deal and make you feel bad, and then that worsens the situation and your relationship with people. Try to treat everything in a smooth, peaceful and harmonious way. Whenever problems come up, try to analyze and resolve them from the very beginning. Don't wait until a small problem turns into disaster and becomes very hard to resolve. This advice is very important.

The motivation for being the director is to benefit others, to spread the holy Dharma and bring prosperity to the Buddha Dharma and bring sentient beings to enlightenment.

Try to deal with everything in a peaceful way in general, however, it's necessary to be tough sometimes according to the situation. This is external skillful means.

To manage a center, a family and a country requires compassion and the wisdom to analyze and distinguish advantages and disadvantages. It's very important to run things in a practical way. Only compassion alone is not sufficient, you must apply wisdom too. Don't ignore the big benefit and go with the small benefit. Sometimes a situation can bring small benefits in the beginning, but turns into a disaster later on. This is not what we want. Try to be wise and think in a large way for the long term with a broad mind.

This is the same as running a family, a country and the world. You must be practical and run things with both compassion and wisdom. You can't solve problems properly without wisdom. Presidents and Prime Ministers need both compassion and wisdom.

Try to get to know everybody while you are new, as then you can have a new, fresh relationship with them. You don't need to follow what previous people have said and fall into the same situation as them.

Colophon: These are the translations from the Chinese notes I took while Rinpoche talked to me by phone. Huang Chun Roo. August 2003. Lightly edited by Claire Isitt.

