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The researcher also acknowledges with all humility the ready responses received from his erstwhile colleagues (some serving and some superannuated) both for responding to the questionnaire and also registering their views in the form of interviews. The study covers relevant theory aspects and provides a sequential narration as to what 'Indian Ethos' is and why it can serve as a good tool to modern managers. This is followed by details of work site experiments and case studies which reflect the perceptible change in work environment brought about by actual practice of management based on **Indian Ethos**, this is backed up by analytic response to questionnaire sent out to persons who were one time colleagues and who were directly impacted by the management style adopted during service tenure of the researcher. In addition, the details of interviews of some erstwhile colleagues have been incorporated

mostly to authenticate the deep impact of researchers work style based on Management by Indian Ethos. The net effect or the sum total of practice and preaching is quite positive thereby confirming the age old logic that it is **practice alone makes a man perfect.** It is sincerely believed that the research document put up for scrutiny and approval meets the high standards of a Doctoral Thesis.

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