

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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In the Name of Allah the Infinite Love spreader the Infinite Love Creator

Brain Drain Factors, obstacles to Succession and Solutions with Emphasis on Elitism

By

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Brain Drain Factors and Obstacles to Succession

- 1. Spiritual and psychological factors**
- 2. Moral Factors**
- 3. Educational factors**
- 4. Executive factors**
- 5. Legislative factors**
- 6. Judicial factors**

Spiritual and psychological factors

- **1. Lack of love and affection of managers for people especially to the elite**
- **2. Lack of attention and respect of managers to the elite**

اشعر قلبك الرحمة للرعية و المحبة لهم و اللطف بهم
نهج البلاغه، عهد نامه مالک اشتر

قلبت را لبریز از عشق و محبت و لطف به مردم کن

Moral factors

- 1. The idea of lack of justice in selection of managers by the elite**
- 2. The idea of lack of honesty of the managers by the elite**
- 3. The idea of lack of simple life of the managers by the elite**
- 4. The idea of lack of popularity of the managers by the elites**

Moral factors

5. The idea of self-superiority of managers towards the elite

6. The idea of managers not respecting equally

7. The idea of lack of sympathy and empathy between managers and elites concerning making a prosperous and leading Iran

Educational factors

- 1. Weakness in the teaching patriotism among students**
- 2. Weakness of the media in strengthening patriotism**

Executive factors

1. Lack of budget allocation commensurate with attracting elites
2. Lack of close relationship of the managers with elites in fields of knowledge, science and technology inside and out of the country
3. Not to welcome the projects of the elite inside and out of the country
4. Lack of coordination between words and actions of managers

Executive factors

5. Lack of appropriate budget allocation for the welfare of the elite
6. Lack of friendly relationship between managers, students and the elite at home and abroad
7. Not to welcome the elite's projects at home and abroad by managers

Legislative factors

1. Lack of legislation in field of attracting elites at home and abroad
2. Lack of legislation in the field of legal action against the managers who cause brain drain with their performance
3. Lack of legislation to encourage managers who attract elites
4. Lack of reforming laws in the field of attracting elites

Judicial factors

- Lack of severe judicial action against managers who cause brain drain with their performance

Strategies for attracting elites and preventing brain drain and succession training

- 1. Spiritual and psychological factors**
- 2. Moral Factors**
- 3. Educational factors**
- 4. Executive factors**
- 5. Legislative factors**
- 6. Judicial factors**

Spiritual and psychological factors

1. Training and appointing efficient managers with love and affection for elites
2. Attention and respect of managers to the elite

Ethical factors

- 1. To do justice in selection of managers by the elite**
- 2. To appoint managers with the highest level of honesty**
- 3. To show simple life and avoidance of luxury by the managers**
- 4. Popularity of the managers, particularly towards the elites**

Ethical factors

- 5. Humility of managers towards elites**
- 6. Equality of the managers in decision making and implementation in supporting the elite**
- 7. Sympathy and empathy between managers and elites concerning making a prosperous and leading Iran**

Educational factors

1. Educating families in the field of patriotism
2. Educating students in the field of patriotism
3. Educating people in the field of patriotism

Media factors

1. Correcting the attitude of media managers regarding the importance of attracting elites
2. Increasing media activities such as making series, cinema films, documentaries and combined program in the field of attracting elites

Executive factors

1. Allocating budget commensurate with attracting elites
2. Making a close relationship of the managers with elites in fields of knowledge, science and technology inside and out of the country
3. Welcoming the projects of the elite inside and out of the country
4. Creation of coordination between words and actions of managers

Executive factors

5. Allocating appropriate budget for the welfare of the elite
6. Creating friendly relationship between managers, students and the elite at home and abroad
7. Welcoming the elite's projects at home and abroad by managers

Legislative factors

1. Legislating in field of attracting elites at home and abroad
2. Legislating in the field of legal action against the managers who cause brain drain with their performance
3. Legislating to encourage managers who attract elites
4. Reforming laws in the field of attracting elites

Judicial factor

Taking sever judicial action against managers who cause brain drain with their performance

Conclusion

1. It is necessary and emergency to make a comprehensive plan for attracting elites and preventing brain drain
2. It is essential for ministry of education and training and ministry of sciences, researches and technology to pay attention more seriously to elitism and succession training.
3. It should be a law to appoint the best patriotic and efficient managers.
4. It should be obligatory to appoint the best managers who love and respect elites.

Conclusion

5. It is necessary to allocate commensurate budget for attracting and welfare of the elites.
6. It is very important to fill the legal gap in supporting elites inside and outside dear Iran.

Thank you for your attention