

Towards The Corporate Spiritual Renaissance

Spiritual quotient (SQ) has nothing to do with religion. So if this title somewhere makes you feel that we are looking at religious discourses to run the organization it is untrue. One is also not suggesting that the corporate executives of tomorrow need to dawn an attire which symbolizes act of practicing spiritual causes, and talk a language of religion to run the business. Religion has its own importance in the evolution of mankind and gives us ways to be 'one with god'. Religion essentially means going back to God. It is an independent choice one can choose to exercise.

First, it is essential to understand the basic concept of spiritualism. Spiritualism is nothing but an understanding that we are a creation of light, love and wisdom. Qualities that help us take action towards being with God. God can be interpreted whichever way you feel right. For some it is an un-definable source of creation to be felt, and for some a symbol of perfection and wisdom. For those who question the existence of god one can restrict to the concept of light, love and wisdom only. These are the only values that nurture growth. These qualities are the best to run any organization.

Then there is a connection called the 'higher self', which is beyond the mind, body and the intellect. That higher self is your 'true self'. When you connect with your mission you connect with your higher self. Your body is the vehicle and something powers it and drives it. That is the higher self we talk of. Your higher self is here for a unique purpose. The sooner you discover it the better it is for your evolvement. Our education system has brought us to the level of connecting to the intellect. The intellect gives you the power to think. The mission thereafter is to connect the intellect with the higher self. All your material achievements in this life are an outcome of the unique mission you carry in this life. If you disconnect with the purpose and go for material gains restricting yourself to the 'ego boundaries', it is a short-term game and results in a miscalculation or a disaster sooner or later. Mission is to allow your light to shine by ensuring that others light also shine through your unique contribution.

It is important to understand that planet earth is a planet of choice. Everything that happens here is an outcome of choice we exercise. This is explained in the law of 'cause and effect' (karma) which can also be interpreted in terms of Newton's third law. There is an impulse to a situation. Between the impulse and the consequence there exists a moment of choice. This choice decides the consequence, and the consequence is not in your control, it has to be experienced. This experience is the moment of truth. Thus no previous experience is applicable to the current situation. The truth is, every situation is different. The untrained and undisciplined human mind takes the same action always towards instant pleasure, however the mind in control and the intellect calls on the past experiences, incorporates the necessary changes and then connects with the ultimate mission that he or she carries, and then executes the action. There is no instant gratification in this choice. For every consequence nurturing growth we have to wait for a gratifying consequence. It is important to go through my earlier articles on personal and organization mission to understand the concept of mission. The outcome or the consequence is the law of cause and effect. What you sow is what you reap.

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Then one also needs to understand that it is the law of the nature that governs us. The organization policies and guidelines are all in accordance to a symbiotic association nurturing growth. Growth is an outcome of wisdom. Wisdom is exercising knowledge with love. Exercising knowledge otherwise results in a parasitic behavior. We are yet to discover species in parasites, which nurture growth out of dependence and disease. To run any corporate organization effectively we need to exercise wisdom. Wisdom and corporate politics do not go together. The law of the farm also comes into effect here when we talk of the growth. Like there are seasons for a specified activity in the farm there are seasons in business also. If you want to reap a good harvest you need to first till the land, sow the seeds, water them, de-weed and then harvest. All this has the right time called the season and a specified gestation period with the right sequence. There is no scope of cutting short this activity. Cramming does not work. However some organizations of today go for instant bottom lines by cutting short the process. Policies and procedures are normally referred to when we are aware of 'some deed' that is wrong and we look for clauses in the policy as a cover up.

Man-management is essentially catering to the needs of the human beings called the members of the organization. We are human 'beings' and not human 'doings'. There is a difference. We have our needs, which are economic needs, social needs, learning and contribution. Human resource development responsibility is providing adequate social environment in office, that of cooperation and trust, a continuous process of learning on the job by providing opportunities and training of skill and personal development. Job satisfaction is an outcome of providing the right opportunity for the capabilities one possesses, which is in line with the personal mission and values. Economic security is a by-product of this. Man management is catering to all these needs.

Lastly business happens when you provide product and services for the improvement of quality of people and not by selling to make money. Here again profit is the by-product of the cause for which you run the organization. We started with intelligence quotient, then we have emotional quotient and now we talk of spiritual quotient. It is a process of growth and evolution and not different quotients. We are the beings of light, love and knowledge. When we 'be it', we are evolving. When we are not being it we are devolving. Devolving is an action against growth. Death is the only time when growth stops however devolving is process of decay. Your life and organization becomes a swamp.

Remember we are here for a purpose and not by an accident. The purpose is to evolve. Humans are born for a high level of contribution and hence we are born perfect to deliver the same. If the creation of the world were an accident, it were not so perfect. You need leaders, who practice SQ to nurture growth in the organization and growth is the basis of every organization in business.