Spirituality & Leadership

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Definition

- For a definition of spirituality we can turn to Sri Aurobindo (1872-1950) who writes, "It is Spirituality when you begin to become aware of another consciousness than the ego, and begin to live in it or under its influence more and more. It is that consciousness wide, infinite, self-existent, pure of ego etc. which is called Spirit."

- Peter Pruzan provides definitions of key terms such as "spirit" and "spirituality." Spirit is distinct from the mind, which is a product of or dependent on the brain. The spirit (or the "atma" as it is referred to in some of the major traditions of the "East") refers to the essence of our being; our very nature; our core; our true, permanent identity which is independent of our physical body and which is after death.

Characteristics

➡ The key characteristics of the Spirit-Self can be summarized as follows:

➡ (i) The Spirit-Self is eternally Perfect

➡ (ii) The Spirit-Self is constantly Blissful

➡ (iii) The Spirit-Self is entirely Self-Sufficient

➡ (iv) The Spirit-Self is Truth and Light in itself

➡ (v) The Spirit-Self in an individual is identical with the Spirit-Self ofAll

(Ref. Laszlo Zsolnai)

Understanding Spirituality

- Universal-- universally applicable to all human beings for all time and all places

- Rational-- appeal to reasoning

- Natural and Verifiable-- **'naturally acceptable'** to the human being and there needs to be every provision in nature for its fulfillment

- All Encompassing --all dimensions (thought, behaviour, work and understanding) and levels (individual, family, society and nature/existence) of human life.

Distinct Characteristics of **Natural Acceptance** are:

❖ It does not change with time

❖ It does not change with place

❖ It does not change with the individual

❖ It is uncorrupted by likes and dislikes or assumptions or beliefs

❖ It is innate, a part and parcel of our being; we don't need to create it

❖ It is definite

Two Main Questions

- **What is my aspiration? (What to do?) – Value Domain**

- **How to fulfil my aspiration? (How to do?) – Skill Domain**

- The consequence of skill-biased education is clearly visible in the form of serious crises at the individual, societal and environmental level. Thus, there is a strong need to rectify this situation.

- Skills can only help to provide the means to achieve what is considered valuable. **It is not within the scope of science and technology to provide a way to decide what really is valuable.**
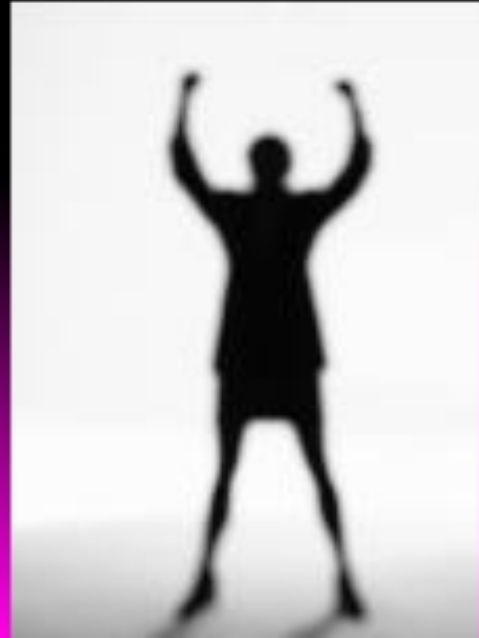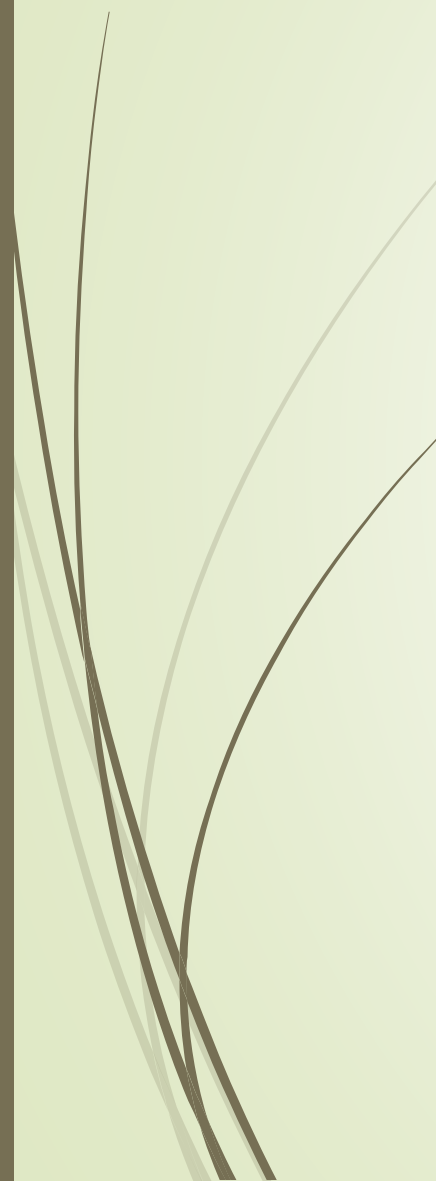
Basic Aspirations-Natural Acceptance

- **Continuous Happiness and Prosperity as Basic Human Aspirations**

- **Do I want to be happy?**

- **Do I want to be prosperous?**

- **Do I want the continuity of happiness and prosperity?**

- **WHAT IS THE ANSWER- YES/NO**

- **Assumption is 'happiness and prosperity will automatically come when we have enough physical facility'**

- **Physical facility is necessary, but physical facility alone is not adequate**

Self and Body

SELF	BODY
need is happiness	the need is physical facility
needs are continuous in time	the needs are required for a limited time
the activity of desire, thought and expectation which are continuous	any activity like eating, walking, etc. is temporary in time.
understood as a conscious entity	Understood as a material entity.

two different entities co-existing as a human being.

physical facilities required for three purposes (nurturing, protecting & right utilization of the body- purpose of the body is to serve the purpose of the self), and see whether they are limited. Next, one can assess the available facilities, and see if they are more than required. If not, then how much more will be required can be worked out. This will clearly give a vision for ensuring prosperity.

Important Feelings in Relationships

- 1. Trust (foundation value)
- 2. Respect
- 3. Affection
- 4. Care
- 5. Guidance
- 6. Reverence
- 7. Glory
- 8. Gratitude
- 9. Love (complete value)

Assumptions

- **You want to live in relationship (harmony) with others**

  or

- You want to live in opposition with others

  or

- You believe, living has to be necessarily in opposition with others, i.e. there is 'struggle for survival', 'survival of the fittest' and do you feel happy living this way?

- **To achieve fulfilment in relationship, it is necessary to have right understanding about relationship.**

Three Distinct Realities

Right Understanding,

Relationship

Physical Facility

Leadership thought

Is this Leadership in Business?

Relationship?

Business & Sustainability

Organization = organic + ization.
If both the words are combined then we get the concept of bringing a process to life.

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Identifying of
need                    →  ↓

Acquiring
resources to
match the need

Identifying
obstacles to
fulfilment of need

Implementing
actions to eradicate
obstacles

Using resources
productively

Ensuring that the
actions are within
ethical boundaries
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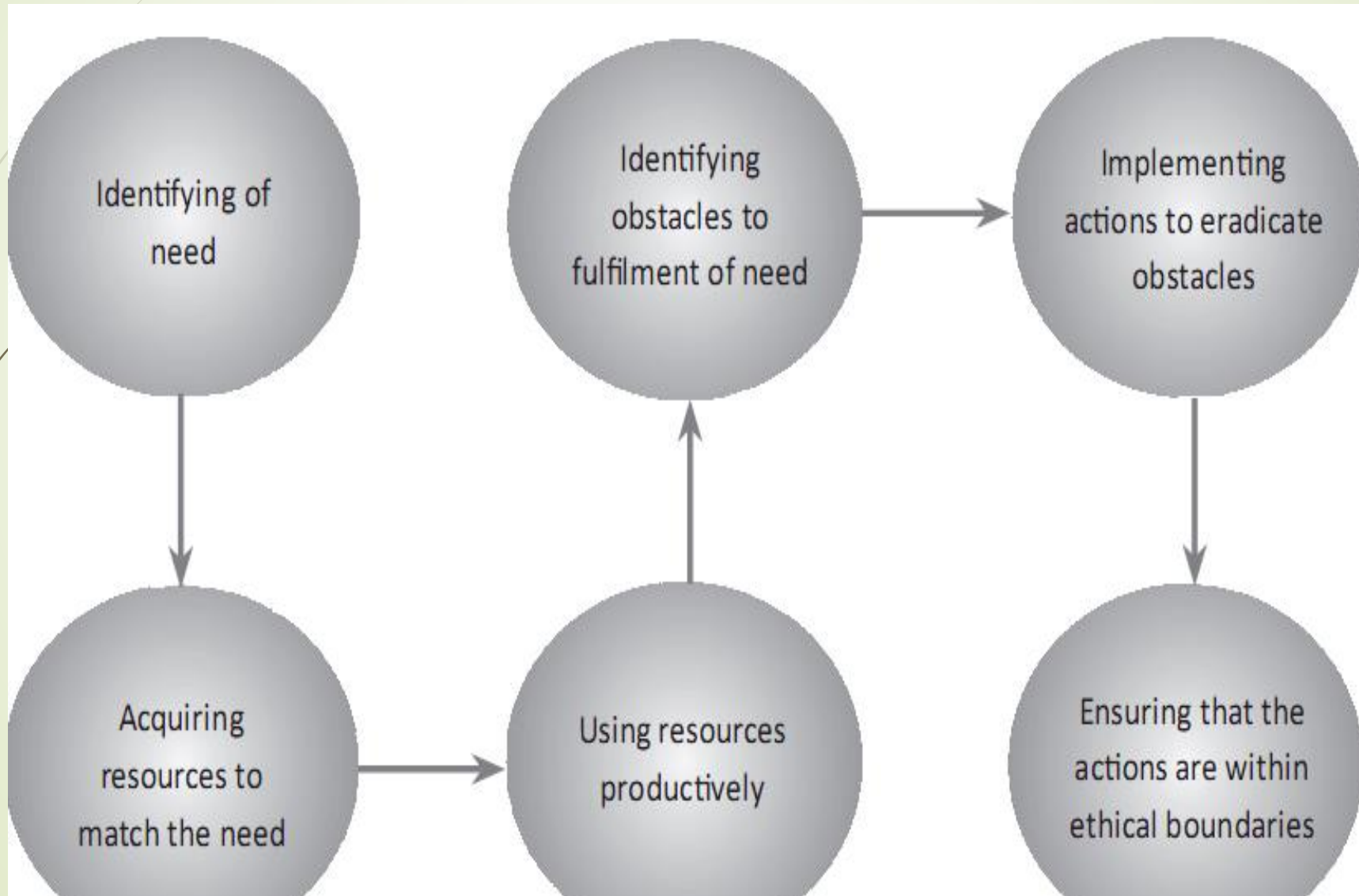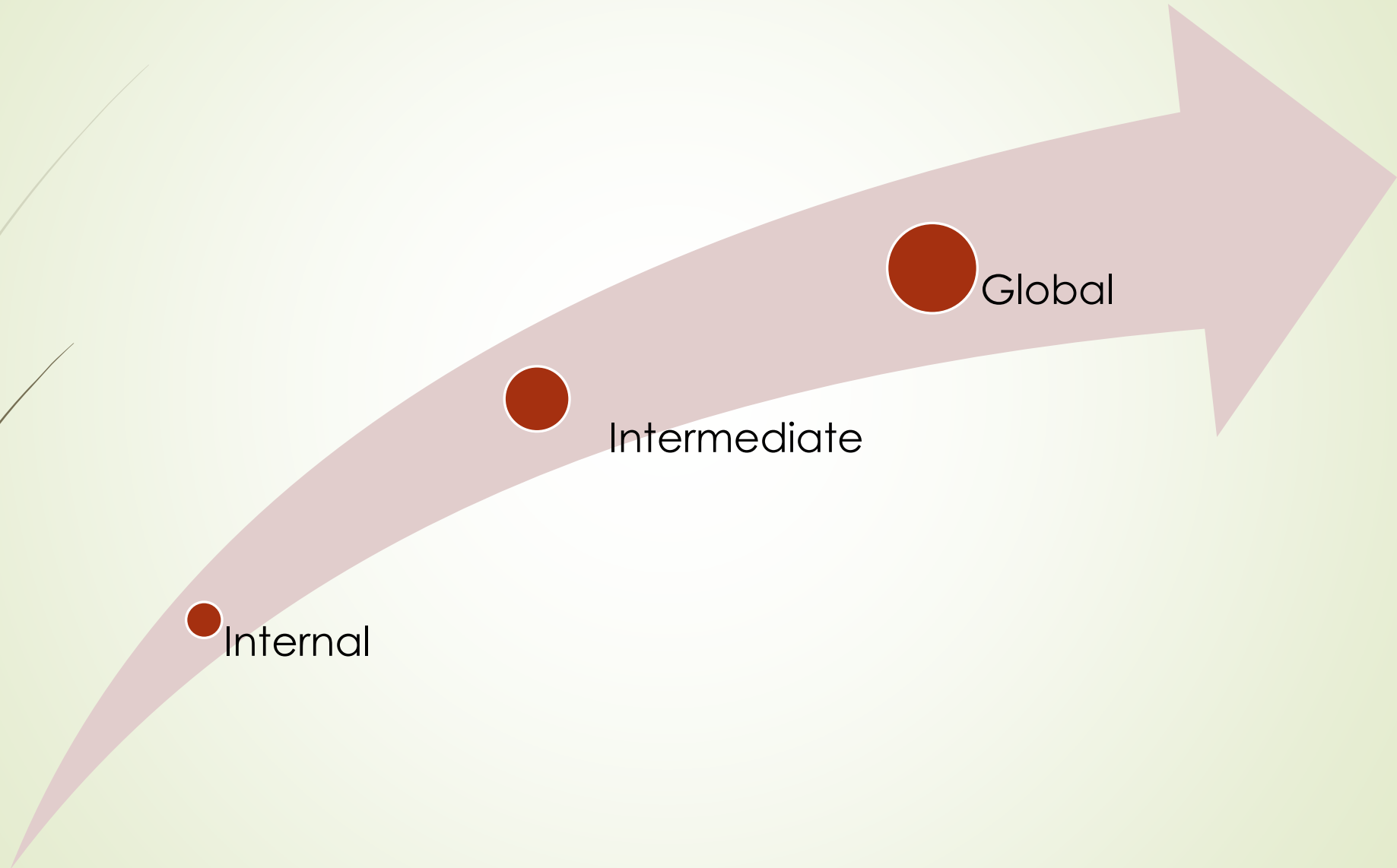
Reciprocal Relationship
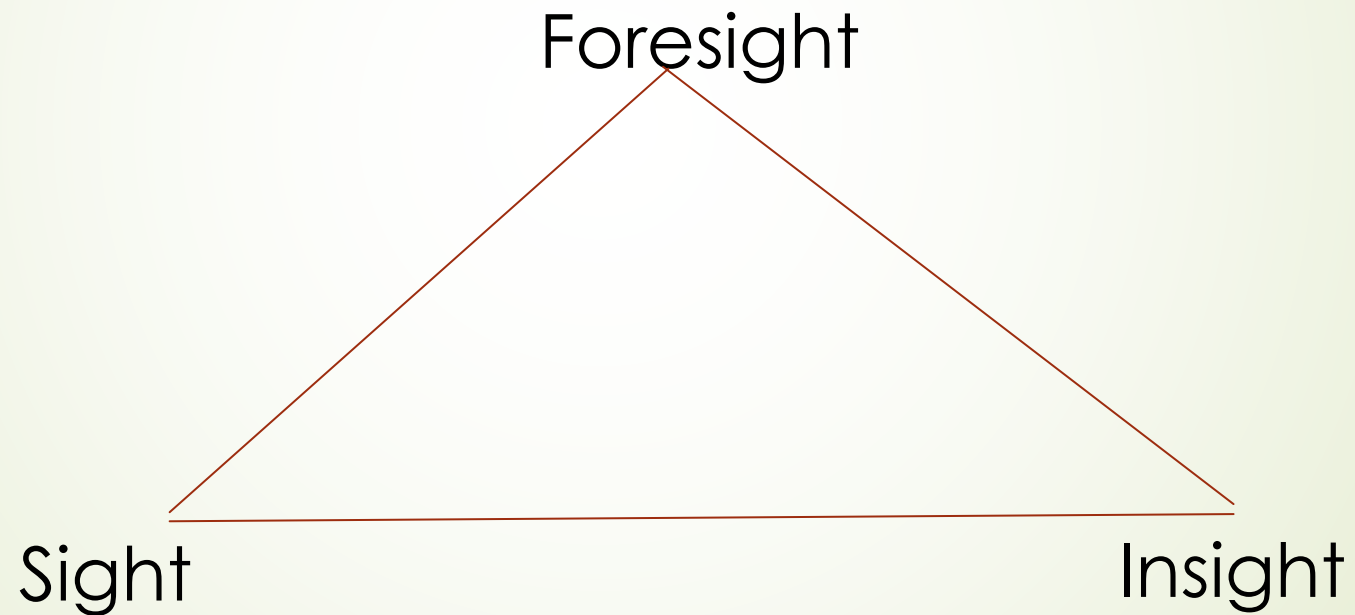
Business → ← Society

Contd.

Internal

Intermediate

Global

Organizational Decision Making Process

- **Knowledge------ creation**
- **Wealth--------preserve life**
- **"Destruction"--------New Life**

Foresight

Sight

Insight
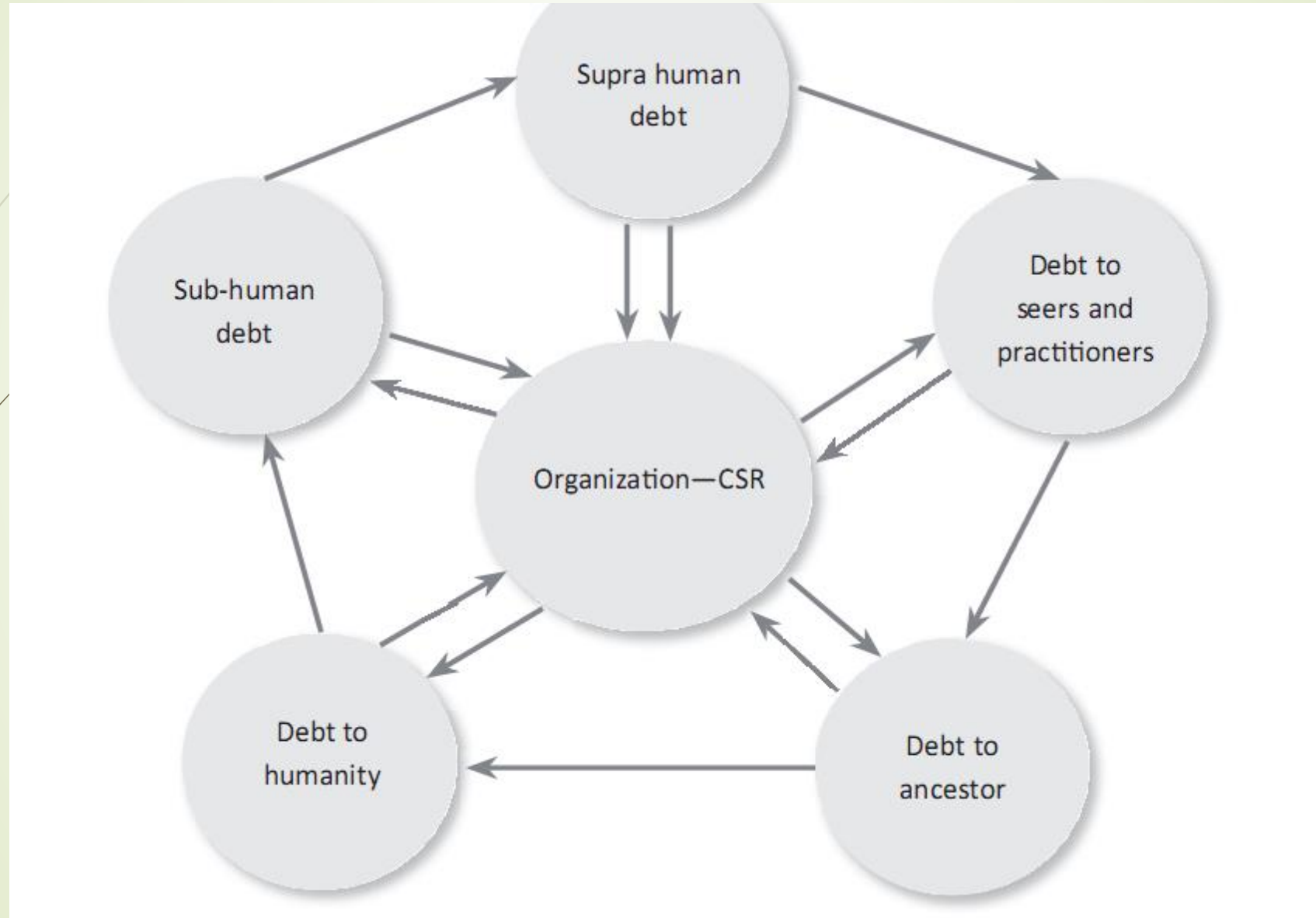
The Reality

- **Desire** is the name given to the activity of **imaging**. We are making an image in the Self. Desire is in the form of an image which we have created within.

- **Thought** is the power for the activity of **analysing** based on comparing various possibilities to fulfil our desire.

- **Expectation** is the power for the activity of **selecting based on tasting.**

- The activities of imaging, analyzing-comparing and selecting-tasting are always going on, whether we are aware of them or not. – **Imagination**

- We have also referred to imagination as **"what I am"** and the natural acceptance as **"what I really want to be".**

- There are three possible sources of motivation for imagination: 1. **Preconditioning, 2. Sensation and 3. Natural Acceptance**

Self-exploration

In the process, we need to:

➡ Know our natural acceptance

➡ Be aware of our imagination

➡ Find out the source of imagination

➡ Work out a way to sort out our imagination till it is fully in line with our natural acceptance When the imagination is in harmony with the natural acceptance, there is harmony in the Self. This harmony is happiness.

Bateson's Learning

- Bateson formulated several categories of learning:

- Zero Learning: all acts that are not subject to correction,

- Learning One: revision of choice within a given set of alternatives,

- Learning Two: revision of sets from which the choice is to be made,
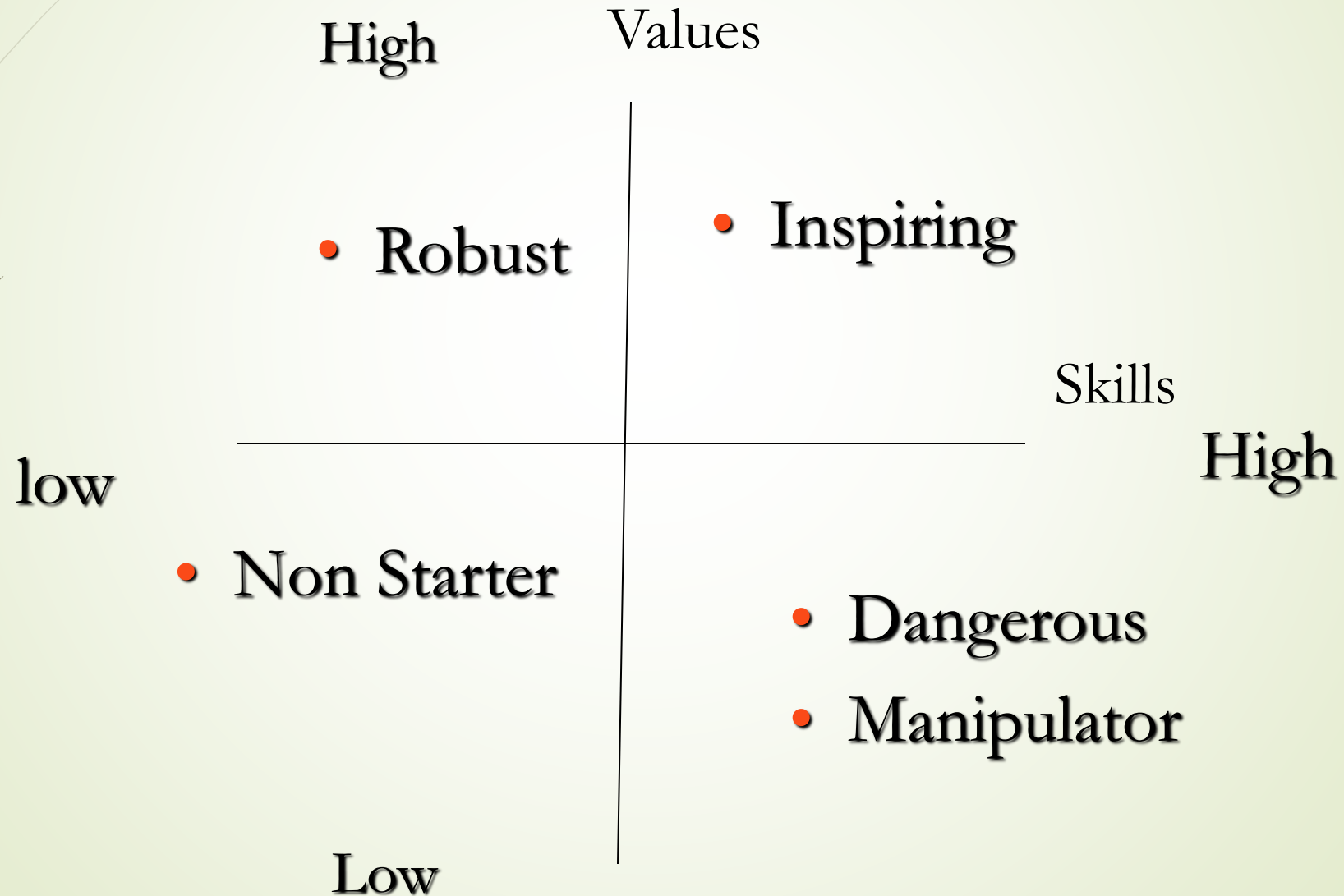
- Learning Three: revision of set of sets.

There are important clues in Bateson's categories that link learning and spirituality. The first clue concerns the movement from duality toward unity with the progression from Zero Learning to Learning Three.

This passage represents a movement from a position of duality or distance from the objective world to a position where there is no separation between the objective and subjective worlds. There is oneness.

The second clue concerns the need to explore the self and to test assumptions and belief systems (Learning Two) as needed for arriving at a stronger sense of Self-knowing (Learning Three). At this point we start to convert the self to the **Self.** This process involves challenging the belief system that has been part of one's upbringing.
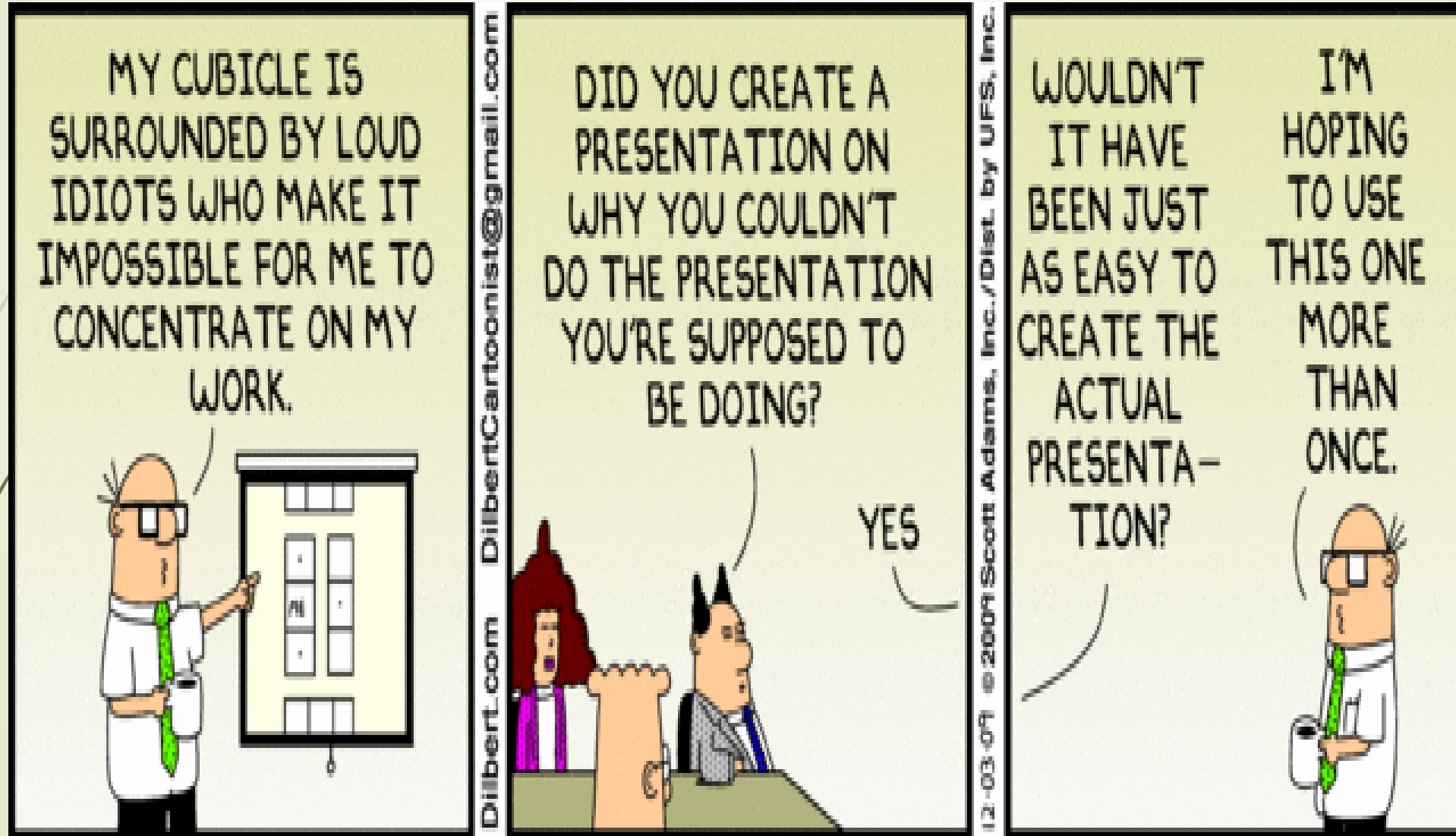
Leadership Behaviour

High   Values

• Robust   • Inspiring

Skills

low   High

• Non Starter
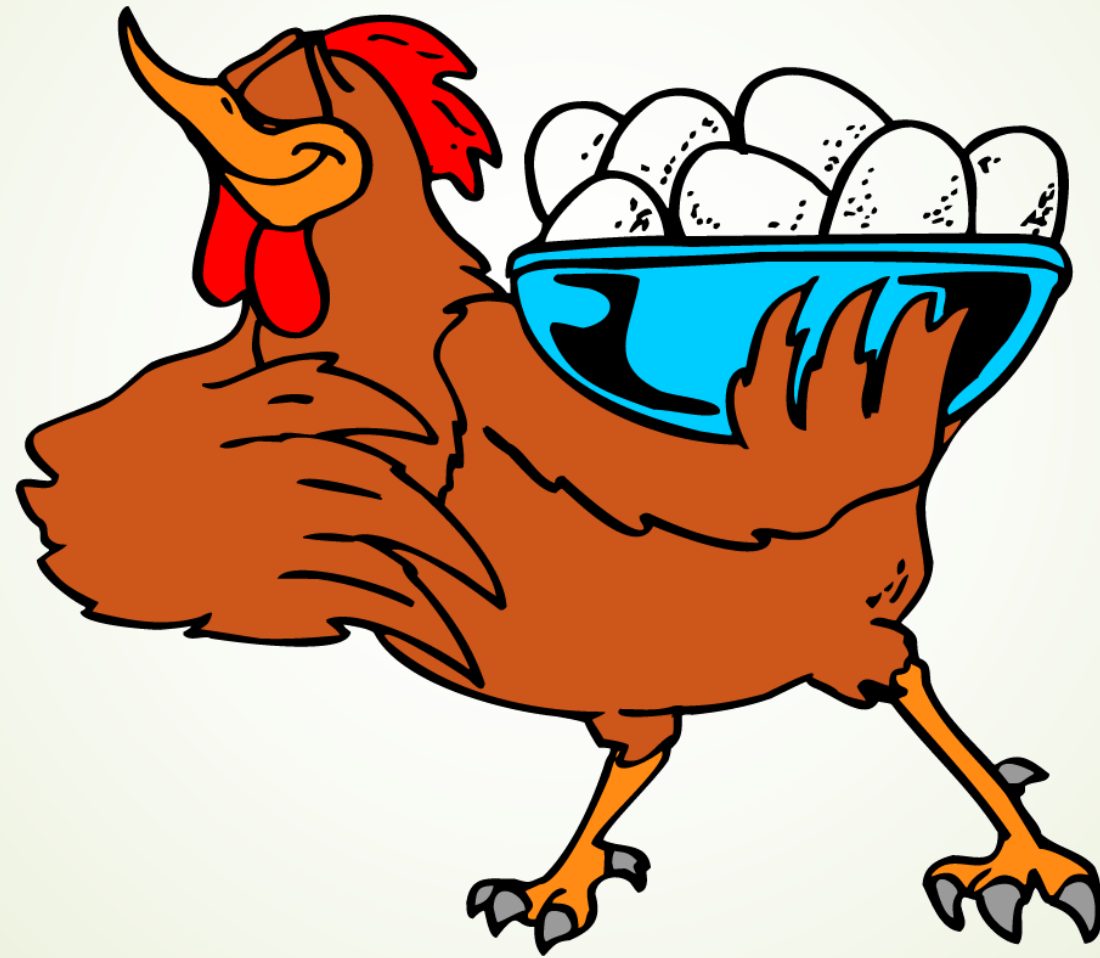
• Dangerous

• Manipulator

Low

Misuse of Spirituality

- We often try to implement spirituality through a process. It is self awakening.

- That leap of faith that One needs to take

- It is experiential learning

- It is a way of life

Our Excuse

Involved

Committed