



# The Inner Balance:

Becoming Aware

## **The Inner Balance: Becoming Aware**

During the last holiday season I shared with you, that in a world which is increasingly complex and knowledge intensive, why it is important for leaders to be "Genuine at the Core".

Over the last 12 months, as I discussed and debated the term "Genuineness" with various leaders across the world, both Corporate and Government, it has become clear that as CEOs or as Heads of State, independent of the size of the organizations they lead, helping people "*being genuine*" is perhaps the hardest challenge, and yet undoubtedly the most significant requirement, particularly in a world which is increasingly turbulent.

## **Facing the Challenge of Turbulence**

It is indeed true, while everyone talks about how swiftly life is changing, but creeping along beneath the surface of our hyperactive environment is a slow moving but steady force of inquiry and self doubt, about the nature of things to come, about the meaning of life, and of course about the bigger purpose of our current constructs of governance.

As market forces under the influence of globalization, innovation become uncertain and turbulent, and as they dominate the space where

we learn and develop, live and work, think and progress, socialize and govern, functioning of the human mind also gets unconsciously reconfigured in ambiguous and complex ways. In such an environment individual loyalties become transient, organizational commitments become tentative, insecurity breeds, and serenity & sincerity become rare.

As a result increasingly, individuals, organizations, societies and nations are under continuous stress and strain. Many people today feel their work lives and personal lives are out of balance, dependence/reliance in any form of relationships, organizational or/and individual is challenged.

### **Celebrating Infinite within the Finite**

Moving forward, it will require of us *individual and social elasticity of Herculean proportions* along all possible vectors, *spiritual, intellectual, emotional and physical* which together define our state of being.

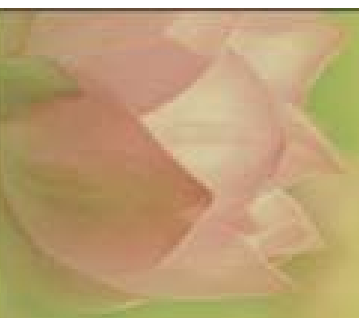
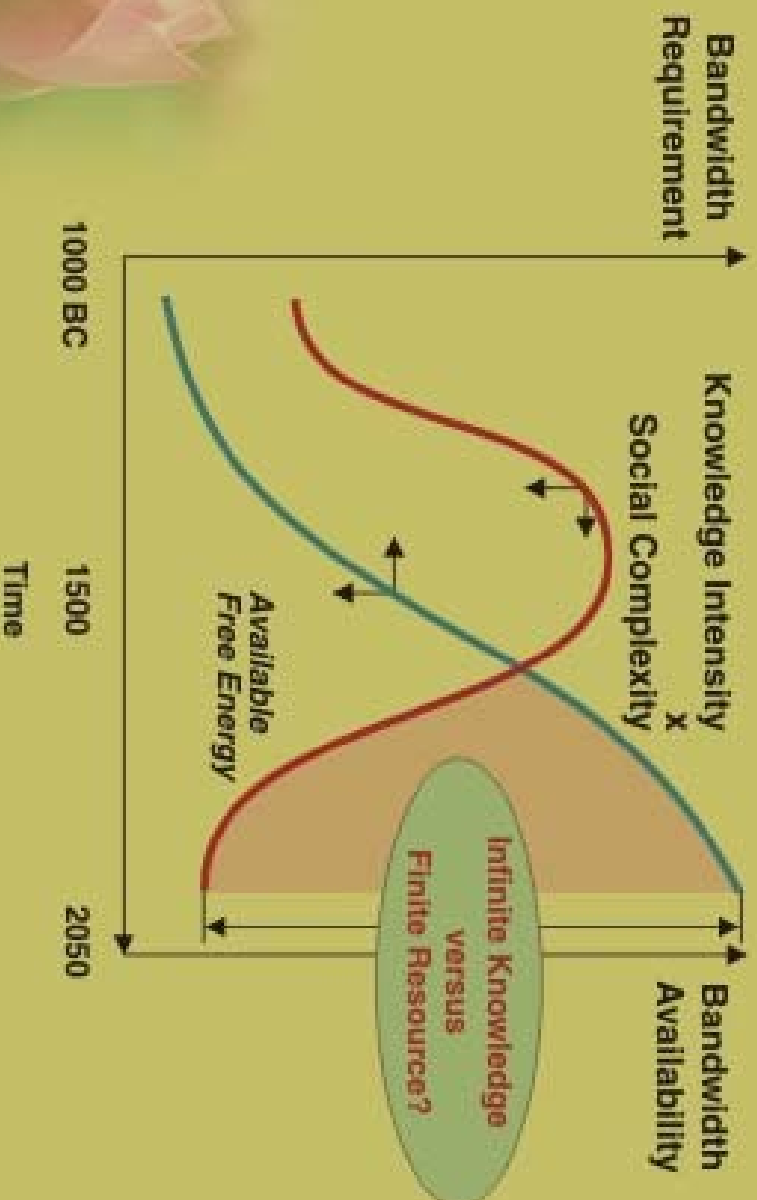
Two messages that ancient philosophers irrespective of their place of origin have continually underscored are, the importance of "*know thy self*", and why it is important to be *reverent* to the forces of nature, perhaps sensing nature of things to come.



However, in today's world to be in the flow of events, bandwidth requirement of our minds and brains have significantly increased while "free energy" available to leverage the power of inner self, which result from "know thy self" process has been significantly diminished. Exhibit below conceptualizes the most difficult paradox of modern times.

### Emerging Scenario

Infinite knowledge versus Physical Limits



Individuals, organizations, societies/communities have to learn how not to be overwhelmed by the forces of turbulence while ensuring the intensity of change triggered by knowledge works better for progress of civilization at three different levels - (i) *tera level* to deal with global ecological and energy issues, (ii) *conventional level* to re-engineer close loop systems to enable conservation and equity, (iii) *nano/cell level* to unleash the power of natures to be significantly more efficient to harness the power of nature

Particularly it is important to realize that irrespective of the scales of opportunities/challenges we focus on, threats and the opportunities to humanity's future are beyond the reach of any one nation; national politics is too divisive to create meaningful global changes, multi-cultural and multi-racial perspectives are essential for sustainable and meaningful solutions. In this context the role of the US and India in shaping global problem solving processes will be very critical, particularly in view of the integrative role both have played, the former for the past 300 years and the later in the last 5000 years.

Perhaps first time in our history, humankind has been challenged by our own physical limits - resources of the planet, boundaries history has drawn, the physics/physiology of human anatomy and the "*siloed*" ways of our thinking. In turn, determining the extent to which we could

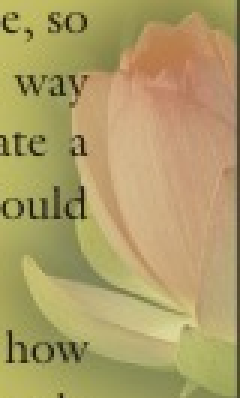
utilize the energy of turbulence caused by access to infinite ever expanding envelopes of knowledge which influence people's instincts of consumption and conservation, creative/constructive and destructive tendencies, self-serving and selfless habits.

### **Identifying Unifying Principles for Human Endeavor**

Accordingly, as social scientists and thought leaders we have to evolve fresh ideas on socio economic mechanisms which on one hand will draw on the best elements of capitalism and democracy, and on the other hand modulate and temper the sudden effects of turbulence so that every society depending upon its social intelligence could find its own inner balance.

In the same spirit at the corporate sector CEOs/chairpersons and boards have to learn how to help people in their organizations express their natural instincts towards a common and higher level purpose, so that they could resort to the power of their inner-self. The only way people could negotiate with turbulence is when we could locate a stabilizing force, which is firm, robust, and reliable, which we could hold on to deal with adversity of sudden changes.

In an ever changing world where even values are shifting, how organizations perform will be defined by how their leaders help people identify their deeper beliefs and then find ways to bond multiple deep



beliefs towards strong spiritual/intellectual fabric colored and designed towards the organization's super ordinate purpose.

As organizations in the 20<sup>th</sup> century were developed and fine tuned for 100 years around *time and motion studies*, with command and control military structures; now in knowledge intensive and complex environment we have to be even more creative to build alert minds and nurture thinking habits which are culture sensitive. We have to develop organizational processes which celebrate "inspire and innovate" spirit within the work space.

The emerging era of fluid boundaries, open systems, and volatilities along multiple dimensions indeed demands new thinking about organizational processes. Management of collective intelligence and collective instincts at leadership levels will be increasingly important, an art or a science, perhaps both, on which we have yet to spend much time on.

As we step into the New Year, we must remind ourselves the towering instinct of transformation is nascent in the human heart. Let's pledge the 2007 as the year of innovation which will inspire all of us towards a world which will enable all of us to find the "inner balance" towards a more meaningful, peaceful and genuine future, in which we could exercise higher level expressions of judgment.

*Wish You a Great New Year*



*Partha S Ghosh*

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