

# Spiritualism in the making of Great Leader

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I am honoured to write this first note for the 1st edition of "ASIAN JOURNAL OF PROFESSIONAL ETHICS & MANAGEMENT. My purpose of writing this is not to point fingers at the leadership quality but to find ways to improve the current model of thinking and make every workplace – a family that is more than just business. We have governing leaders, business leaders etc.

Here I am writing a summary on current industry environment based on my past 17 years working experience. I have gone through some turbulence and seen the anxiety in my colleagues and around other industries too, during economy crisis. The biggest failure I saw is not the economy; it is the attitude of accepting the change as part of the business decision and not putting in the thought, speak up on what is that we can do different during such turbulence. Change is part of life, but accepting is not the same as adapting to changes. Accepting is due to failure in understanding the impact to yourself and to others around you. Adapting to changes means you understand, you are heard and given an opportunity and confidence to grow and make decisions.

When I say leader, it does not pertain to any individual leaders, but to the society as a whole because I believe

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every individual is a leader by himself at home or workplace. We all have certain responsibilities and decision making capabilities in our day-to-day life. Hence we all are leaders in our own ways.

Let me take the current situation in the world and some of the key industry decisions to manage this situation. Let us also think back and see how many time we would have faced current economy situation in the last 60 years. Expectations were there of such economy failures even in the past and the difference is, we see such crisis and large scale changes very frequently. So we had several perfect examples. As we know that economic crisis is not just hit by any one particular reason the result/impact remain the same for industry and society. Let us also look at the majority of the decisions by the industries planned to overcome and manage such situations. You can hardly see any decision that gave confidence to the industry or the society as a whole because it was all short term.

We have not seen any major decision making and action plan to manage the people in the industry

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during such crisis; except to change, restructure & increase in profit day after day, that benefits a few people only. Decrease in operating cost and increase in revenue is the only “*mantra*” and deliverables that can be heard in every media releases about the industry on such situations. If industry has learned from experience and planned well with some portion of profit as reserves, I am sure major industries can sustain for max 2 years during this crisis with change and restructure provided the mathematics is done without greed & individualism. Unfortunately the whole finance sector is made so complex and the finance mess is known only when it hits the roof. The arithmetic should be simple and straight in running the business. This will put fewer burdens on the economy crisis and help all business sectors.

I do not say change and restructure are bad while running a business, but the time chosen, urgency and speed these changes take place by keeping just money in mind is something that is damaging the society as a whole. People want to acquire everything for themselves at the earliest and every individual want to hoard the knowledge because every individual feel, the top management is making fast and I do not have the guarantee of survival in the industry.

If we are going for a change & restructure, there should be major innovation that can help the experienced and new generation people with more space for creativity and additional jobs.

Today the society is badly in need of good leadership at all levels, who set examples by leading from the front, deliver commitments and convincing share holders keeping growth of the society as part of the requirement in the decision making, can think 100 years ahead of the industry & society, ways to create and expand industry while managing cost, think out of the box of just profit, identify and create good next generation leaders and have feeling for the next generation’s bread and butter in the society. Leadership skill should be measured more than change and restructure for profit.

These are some of the critical foundations for the industry and global success.

Let us all not forget that those leaders who thought about contribution to society in the past, are one of the reasons to the growth of this world. As the society is growing in population and demand for basic requirements are increasing, our current system should find ways to create space for every life to live in peace and happiness with the basics “shelter, bread and education.” But unfortunately current environment around the world is not able to create space to the current and upcoming younger generation. If the current generation continues to follow this thought process in individualism and greed, society will see more and more unrest, suicide, and increase in crime rate. It will drive this world and next generation in to the path of dispassion. We all know that majority of crime in the world is due to poverty and lack of basics like food, shelter & education which is leading less privileged people to negative thinking and utter imbalance in society. And some small groups of people are using this opportunity to exploit these innocent people in the name of religion, terrorism & drugs. The days are not very far from now where we will see higher crime rate in the name of unemployment. We all are also one of the reasons for this economy situation and business decisions.

Let us not forget that we all are leaders in a small or big way and we should be a helping hand to each other without compromising on our basic principles of life for monetary benefits. It is time to think in the longer term of this world. It is time to wake up, speak up and demand for a more meaningful work existence and always keep in mind that ‘contribution to society should be the first priority’. If we believe work is worship and worship means love and respect, then our work place should be an aspiration for sharing, caring and developing.

Civilization is not just about material life; Civilization is realization of life and above life,

knowing that the world is one family. In a civilized world we should see less crime and more socialization, peace & harmony. We have all kinds of knowledge (technology, philosophy, history, science, sociology, spiritualism) stored and accessible at finger tips when compared to 50 years back. But do we see these good qualities and basic requirements reached for all!

Even though every individual has the capacity to think good in small or big way, the current environment does not give an opportunity to develop and spread those good qualities.

So the question arises, how can we make such good leaders or how can people do mind management and balance themselves in this fast changing world?

It is possible through continuous practice of spirituality. Today lack of spirituality in majority of us is driving us into a world of greed, selfishness, and individuality and driving us in to the house of tension, worry, fear, anxiety and risk. Spiritualism only can give that inner strength and mental balance to bring out our good qualities of caring, sharing & creating space for everyone without compromising the basic principles of life.

When I say spirituality, it is not about religion; spirituality is above religion. Spirituality is the religion of love; understanding life and beyond life. Spirituality teaches us to balance life, to think beyond material world and create a space for others also to live happily at the work place and in society. The religion of love keeps the society calm, peaceful, lively and creates a healthy growth. Spirituality also lets us understand that nature has given whatever every life needs on this planet and we as part of this nature should work towards getting what we want without being greedy and create opportunities for everyone in the society to have access to basic needs / wants of life. Spirituality helps to recognize each other in the society.

Spirituality lead every individual to a feeling of oneness, induces positive thinking and a sense of godliness within, helps to break all boundaries of race, religion and caste. Mere spirituality of religion builds more and more shelters for just idols encouraging extremism rather than bringing people together as one world.

Spirituality is about religion of love that guides human life towards godliness and sees the world as one family. When I say godliness, it is not in any idol or books, but it is within us. Spirituality will help us to identify and recognize that godliness within us. True spirituality creates shelters for every human life, not just for idols. Spirituality is about mankind as a whole.

### **How do we practice true spiritualism?**

The answer is Meditation. Putting in 30 minutes of our precious morning time in meditation, contemplating on what can I do better to this society?, how can I control my need and greed for the good of less privileged people around me?, what was my past contribution to this society?

Similarly before retiring for the day try to take a status report of what was thought in the morning and how much we achieved. Where do I stand today? This is not a one day job; it should be a basic priority routine of our daily life. It will take years for us to change and control our need & greed in this material world, but let us not forget that "every drop of good thoughts will go into creating an ocean of love and peace in the world".

Again meditation is not as easy as we think, because it is not like seeing a movie or sports. It has its own techniques because meditation is nothing but mind management. Current generation need at least 3 months of spiritual training in the "Religion of Love" before they take their first step to work for a company / school / college. Spirituality is not about appearing religious but imbibing good values, having the mental balance, knowing that there is another life around us, looking at this world as one family. Spirituality will

help everyone to recognize life and values and carry along the journey of life for the benefit of everyone around them and also for the years. Let us not forget that everyone looks at learning & growth with lots of emotions and dreams to contribute to the growth of the society and this world.

Today we are forgetting moral values of life, running away from responsibilities. We are seeing the break in the employee and employer relationship, student and teacher trust, children and parent's relationship, husband and wife relationship.

If we take an example of an industry today, the employee-employer trust is broken and we are seeing more and more of repercussions in the form of discrimination, stealing, sexual harassment, hoarding of knowledge, abusive or intimidating behavior within a work place and a decline in creativity.

We are not able to look at the company as a family; we must remember 'family' is not just a mere word. A good family leads to a good society. A family big or small, a head of the family will always try to protect and improve in good and bad times and would like to stay united. Family members also cooperate with the head of the family according to situations. Truly caring and going to endless lengths is what a true head of the family means. Staying together is success of the society.

Spirituality teaches us about how to live as one family and not to have different set of rules and standards for people at home and people at work place. Spirituality also helps to control our minds and not panic during the uneven journey of life. In spiritual strength we will realize the existing problems and will learn how to react to the problems. When we have good spiritual knowledge, our business decisions will also be holistic and for the good of the society. Spirituality will help to hold the scissors and tailor the needs at tough times and also to uphold good values. This will create an enlightened work place which we all need today. Spirituality at the

work place will help every individual to walk in the light of creativity and inspire us to think of the good we can do for people around us. Spirituality helps us not to fall into the rat race at our work place. Winning a rat race will not make any one a cat; he will always be a rat.

Expectation of each individual is different, but each of our goals should always be set to build the nation and this world at large. Let us not be influenced by unwanted thoughts and behaviors around us and drive ourselves and our near and dear ones to a greedy world. Let us look up to the great leaders who contributed for the growth in today's world and strive to walk in their path as a united force. Let the governing bodies take control of such crisis situations and make sure people are given the confidence to live and make others live.

Let us not forget that business is not about only friendship or relationship but it is Business for growth and success of individual, society, nation and this world.

(B = Build + U = Unite + S = Succeed + I = Invest & Invent + N = Nurture + E = Encourage + S = Strive + S = Spiritual)

Though all my feelings as a common man cannot be put through this article, I can be contacted anytime via email at [bpsuthan@gmail.com](mailto:bpsuthan@gmail.com). I can answer every question related to this article.

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### **The force that pulls one forward**

Arrow goes forward, only after you have pulled it backward.

Bullet goes forward, only after you have pulled the trigger backward.

Similarly every human being gets happiness only after having faced difficulties in life.

So do not be afraid to face difficulties.

They will only tend to push you forward in life.

courtesy: Consecration