



IN BUSINESS & WORK

HIGHER
CONSCIOUSNESS,
INFINITE
SUCCESS

ROY POSNER, MSS

BASED ON THE FACEBOOK GROUP

About the book

HIGHER CONSCIOUSNESS, INFINITE SUCCESS - IN BUSINESS AND WORK presents profound, groundbreaking insights into business and work success. It is organized around the principle that human consciousness is the ultimate determinant of achievement. That what is INSIDE the organization or person is as important as what on the outside for attracting great success.

The booklet consists of profound, breakthrough insights by Roy Posner and members/affiliates of Mother's Service Society on topics related to Business Management (part 1), as well as on one's own daily Work activities (part 2).

Who Is this book for?

This volume can bring great benefit-

- ✓ **to the overall Company/Business**
- ✓ **for the Owner, CEO**
- ✓ **for high-level Managers**
- ✓ **for the Entrepreneur**
- ✓ **for any Individual Worker**
- ✓ **etc.**

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PART 1 – BUSINESS MANAGEMENT

New Consciousness Approach

Inner Moves the Outer



The first principle of a Consciousness Approach to Business Management is that the outer reflects the inner. I.e. we can move the outer life through movements of higher consciousness within us.

(Roy Posner)

Business Entrepreneurs, Others Open To New Consciousness-Based Understanding

[on whether the business world is open to new thinking as presented by MSS]

In an entrepreneurial environment, there is more openness to such innovative new age business ideas. RH at LinkedIn is but the tip of the iceberg of such an entrepreneurial spirit of openness to change that is here in Silicon Valley and is spreading worldwide. They are open to such ideas. Steve Jobs read Autobiography of a Yogi, Swami Yogananda's Life, the biggest selling spiritual book from India ever, every year. He created the most highly valued company in history, having TURNED IT AROUND when it was on the precipice. TEDTalks and the like are full of innovative thinking. It is spreading worldwide too. TedTalks in Chennai India! In Search of Excellence started the whole wave intellectually. Merging Peter Drucker's thinking with freedom and self-expression for the individual in the workplace, a product of the hippy 60s. Now it is snowballing in all directions.

(Roy Posner)



Karmayogi's Booklet And Apple's Vast Success

In 1987 I tried to hand Karmayogi's paper "Consciousness Approach to Business Management" to Steve Jobs, then at NeXt. I came within two feet of succeeding, of handing it to him at his offices in Palo Alto, California, but ultimately I failed.

And yet Jobs from there would soon return to Apple and create the most valuable company in the history of the world.

Perhaps the booklet's infinitely profound contents, filled with Mother's consciousness were in that moment absorbed by Jobs, enabling him to evoke the Infinite from the Finite.

Business Success Keys



Keys to Dramatic Business Success

Though there are many factors that are key to creating business success, our analysis over the years indicates that the most successful companies have followed the following principles.

Follow the Process of Accomplishment

What enables companies to make giant leaps and great improvements in a short period of time? Is there a process that can be learned that we can follow that will bring about radically accelerated growth, profitability, and success in a company? We think there is. Develop core goals, strategies, and values at the top, see that they are fully committed to among top executives and managers, and then insure that they are communicated to and have the full endorsement of everyone in the company.

Core Values

In many recent business management books and journals, developing, adopting, and implementing values has been identified as perhaps the single key in the success of many high growth, high profit companies. A passion for a value and its implementation into the daily activities of work was identified by many as the single key to their business success.

Implement your core business values in every system, activity, and operating procedure, down to every act in the company. Especially powerful values are Continuous Improvement, Customer Delight, Developing People, Maximum Utilization of Resources, and Innovation.

Organize and Systematize Everything

Make everything spotless and orderly in the company. Insure all job positions are well defined, all standard operating procedures are defined, and activities are clear. Turn every activity in the company into a system. Then coordinate systems to one another.

Coordinate Organization Components

Make your organization more "dense" by coordinating departments (or divisions, teams, and other components) with one another. For each department (or other component) think about how it can be coordinated with every other department (e.g. R&D with Sales, HR with R&D, etc., etc.). Then implement the best coordination ideas.

Commitment to People

Treat everyone in the company as family. Do everything you can to improve the morale, input, skills, energy, career, aspirations, and personal growth of every employee.

Customer Delight

The most successful businesses have discovered a formula that goes beyond product and service. Their business is providing delight to their customers by understanding their specific personal interests, anticipating their needs, exceeding their expectations, and making every moment and aspect of the relationship a pleasant -- or better yet, an exhilarating -- experience. Do anything and everything possible to please the customer.

Awareness of Opportunities

Life is continuously throwing up new opportunities in every industry for those who have the eyes to perceive them. It does not require a visionary's genius, just an open mind and a will to see. New opportunities are constantly emerging because society is continuously evolving, and the rate of social development is greater today than at any prior time in recorded history.

Do everything in your power to be aware of, understand, and take advantage of the opportunities in the marketplace.

Align with Aspirations of Society

The greatest growth occurs at moments when companies align the development of these internal engines with the explosive emergence of new forces in society. Understand the social aspirations and energies of the society around you, and make an effort to align your business with those energies.

Personal Growth of Highest Management

Often the greatest limitations to a company's growth is the limited capacities and character of its owners, and top officials. If they grow, the possibilities for the company are endless.

OTHERS:

Determine Strengths and Weaknesses

Examine the strengths and weaknesses of the company and make a total commitment to overcome the most important weaknesses. One approach is to examine the strength and weaknesses of each of the five growth engines -- market, products & services, organization, people, and finance.

Openness

Be completely open to change, new opportunities, and new direction. Leave dead attitudes, habits, and opinions behind.

Unfailing Success

Follow through on every valid initiative (goals, plans, etc.). Consider if there is a positive, emotional attitude, and the persevering, unflagging effort to see that the initiative is carried out.

Overcoming Problems

Think of negatives as positives. Look at problems as opportunities for improvement, change, growth.

(Roy Posner)



Ways of Releasing 4 Powers in Work

Karmayogi asks us to minimally concentrate on values of the Spirit every moment in work so that every action of ours submits itself to the divine Power of Truth.

- At the PHYSICAL level, the concentration should be on - orderliness, cleanness, productivity, maximum utilization of all available resources etc. bringing out the required power at the physical level.

- Concentration on VITAL/EMOTIONAL level should be on – temperament and a wide variety of attitudes required for that work. Communication, coordination, team work, planning, systematic functioning, perseverance etc. bringing out the vital power needed for that work.

- Concentration on MENTAL level is having clarity in the work, its requirements; plus, accuracy, attention to details, perfection, self-reliance, skills, capacity, knowledge etc. releasing the mental power.

- Concentration on SPIRITUAL level is - Harmony, truthfulness, trustworthiness, integrity, faith in divine, gratitude to all concerned etc. releasing the spiritual power.

(Ramesh Kumar)



Tending to All Areas of a Company's Strength Simultaneously

In every company, there are about a hundred areas of strength - reputation, loyalty, credibility, thoughtfulness, resourcefulness, dynamism, etc. - each of which was prominent at one time. At any given time, any company focuses ONLY on one resource. In practice, it is one project. All the others recede to the background and are gradually forgotten.

It is true of any family or any individual. Anyone who realises such potentials and exercises his mind to DRAW upon them will let his life or his company's life grow exponentially. The strength is within. (MSS)



Spiritual Recommendations For Business Enterprises

Business is mostly run these days in a very commercial manner with profit being the main motive and values given only a negligible importance. However, Spiritual ideas can definitely have a big impact on business if the business community receives them well. Let us therefore see a sample list.

1. Values are the power engines of any business. So, any business that implements values is sure to succeed.
2. Materials respond very well to positive attention paid to them. Therefore good care of the premises, good maintenance of the production facilities and proper care of the products traded will ensure the enterprise a much longer life than expected.
3. No business is fully perfect at any point of time. There is always infinite scope for improving the operations of the company. So one must always look for scope for improvement in maintenance, production, sales and stocks and accounting etc.
4. The employees of any company are a real asset to the company. The more the company takes good care of them, the more it will prosper. Coke company has a policy of wishing its distributors be prosperous first before the company receives any money. Such a policy has brought great prosperity to that company.

5. The company must keep itself fully aligned with the tastes and requirements of the market and must not allow itself to get deviated. Chrysler car company allowed its car designs to be way out of touch with customer preference and as a result suffered huge losses.
6. Lack of orders and idle workers and machines is always a sign that the company is defective in certain key areas. An inner correction there is sure to bring about an outer response.
7. Funds shortage is a sure sign that values and activities inimical to prosperity are being practiced in the company. If those malpractices are removed, prosperity is sure to return to the company.
8. One must make sure that harmony prevails at all key interfaces of the company such as that between management and workers, company and its customers, company and suppliers and company and government etc. If such an harmony is assured, the company will fly like a rocket and when this harmony is disturbed it will go slow like a bullock cart.
9. According to Divine Mother, the best way to earn more money is to spend more. Therefore the company can spend liberally in modernising its machinery, in the upkeep of its premises and in paying its employees.
10. It is tempting to avoid paying income tax. It is usually seen as a short route to maximize profits. But experience has clearly shown that only those companies that pay proper taxes flourish in the long run. (N. Asokan, MSS)

(comment by P.V. Sankar)

Asokan Sir has crisply presented the invaluable spiritual principles for any business in 10 points. Thanks.

"Spirituality in Business" is a subject most earnestly discussed, researched, deliberated and applied worldwide. There is a continuous effort by Corporates to institutionalize indispensable spiritual principles in the organizational culture.

Khalil Gibran says "Work is Love made visible"

More and more people want to bring a greater sense of meaning and purpose into their work life. They want their work to reflect their personal mission in life. Companies are finding the most effective way to bring spiritual values into the workplace is to clarify the company's vision and mission, and to align it with a

higher purpose and deeper commitment to service to both customers and community.

The simple steps required to develop a spiritual organization are very easy to implement. They include:

Shared vision.

--High level of individual and organizational integrity.

--Culture that values service, excellence, dedication, contact with the customer and action over personal advancement and personal gain.

--Cooperation, communication, and community.

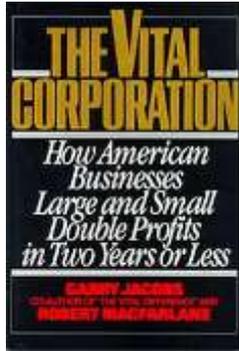
--Supportive environment for the individual's growth

--Culture that supports personal growth.

Spirituality is an experience that there is something more to life than just our narrow, ego-oriented view of it. When the Managers develop the spiritual side of their life, develop a quality of lightness, appreciation and humor. They bring a sense of optimism to life, even in the face of problems. They don't take themselves too seriously. They are fully alive, and they radiate this aliveness to others.

Most of the top ranking Business Consultancy firms are using spiritual approaches for the betterment of their clients.

Sri Aurobindo's revelation to the world is "All Life is Yoga". Running a business or managing a business is also part and parcel of our life. Applying Sri Aurobindo's creative spiritual principles to the business, any organization can seamlessly become a "Living Organisation". Pujya Appa's prescription for any business is that "balance the five components" first and growth will follow.



The Vital Corporation

How American Businesses Large and Small Double Profits in Two Years or less --
No book on business development is more insightful or profound

by Garry Jacobs | Robert Macfarlane

View/download free pdf!

<http://www.motherservice.org/.../The%20Vital%20Corporation.pdf>

According to Garry Jacobs and Robert MacFarlane, every company-no matter how large or small-can achieve rapid, sustained, and profitable growth by tapping into five unlimited sources of energy: market, technology, people, capital, and organisation. In this book they show how you can harness these energies, and -

- Forge a strong and caring relationship with your market and use that relationship as the fuel for future growth
- Energize technology in your company and establish a high profile reputation for innovation and uncompromising quality
- Attract talented, energetic people to your organization and inspire them to produce 100%
- Maximise the power of your capital resources and use them to energize the other components of your business
- Develop a flexible, highly responsive organization that promotes individual freedom and creativity, while remaining focused and highly disciplined

This is book about the process of corporate growth-what makes it happen, what makes it stop, and how it can be accelerated in any company to dramatically increase revenues and profits within a very short period of time.

The Vital Corporation illustrates this process with inspiring examples of companies of all sizes drawn from a wide range of industries, which have utilized the process to double or even triple their profits.

The Vital Corporation also contains specific strategies for applying these principles-plus a series of detailed exercises to assist you in making the ideas in this book as real and as relevant as possible.



Predicting Success And Failure Of An Undertaking

We can determine the success or failure of an undertaking based on several criteria.

A. FOUR QUADRANTS

we have seen that success of an undertaking can be determined by how it falls into one of four quadrants. Within each quadrant is a unique combination of positive and negative, for both the Inner and Outer conditions. We can consider “Inner” as the psychological status of the person(s) engaged in the effort, and “Outer” as the status, consciousness of the surrounding, external environment.

We can also say that the Inner reflects long term results, and the Outer reflects short-term results.

Here are the four combinations/quadrants, with real world examples:

1. INNER POSITVE, OUTER POSITIVE indicates short and long term success

-(Microsoft) Ultimately the attitude of founder was positive and the industry was positive as it boomed, leading to vast success, short and long term.

2. INNER NEGATIVE, OUTER POSITIVE indicates short term success, longer term failure

-(Computerland) I reluctantly work in computer store, which is indoors, when I enjoy outdoors. Computer industry is booming, filled with opportunities. I start slow, but have huge success, but then when market slows a bit, I have no drive to continue. And so I leave the company.

-(Marriages in Pride and Prejudice) Darcy and Bingley arrive in town amidst great positivity in the community (outer). However Mrs. Bennet who has the aspiration to marry off her daughters to prospects like these two men is very negative in her general demeanor (inner). Things fail miserably in the shorter term, yet longer term succeed royally through three marriages in the family.

3. INNER POSITIVE, OUTER NEGATIVE indicates short term failure, with opportunity for long term success

-(Collins in Pride and Prejudice) He is positive inside to marry, though outside he is not liked. He is thus blocked short-term when two sisters reject him (short term) . However he marries Charlotte later on (longer term), fulfilling his dream.

-(New Artiste) I have great enthusiasm to sell a legacy line of tapestries under NewArtiste moniker. However the staff related to the old and even new inventory are skeptical about my success. We have very limited short-term success, and after six months close down the effort. Future is unknown.

4. INNER NEGATIVE, OUTER NEGATIVE indicates short and long term failure.

Note: personal attitudes, habits, beliefs, values, energy, aspiration, willfulness, and action are some of the factors that are measured to determine the positive or negative.

—

B. SELF VS. LIFE'S INITIATIVE

To this we can add another dimension; whether you seek it out (Self Initiative); or whether the opportunity come's on its own to one (Life's Initiative)

Generally speaking Self Initiative succeeds less than 50%, whereas Life's Initiative succeeds 80/90%,

I. SELF-INITIATIVE

-(Computerland) I initiated working there, but it didn't sustain, as I left after nearly two years. Thus it, was a partial success. New Artiste effort was also self-initiated and didn't succeed.

II. LIFE'S INITIATIVE

-(Training Career) Two ladies came to me from out of the blue, and asked me to be an instructor, which I followed through on, leading to a successful 27 year training career.

Ego vs. Harmonic Self-Initiative -- We can refine this factor for the success of a Self initiative by adding the fact that a self-initiative that originates in Ego is not worth pursuing, though one that is harmonic or otherwise rises from our deepest consciousness, is worth pursuing. Eg the Gardeners in Pride and Prejudice, as well as friend Charlotte cared for their friend Elisabeth Bennet, which ended in a positive outcome of Lizzy's marriage.

Life and Self-Initiative Together -- Also it can be recognized that sometimes life's initiative and self-initiative may occur together. Eg I was offered an opportunity to work in Sothern California, but I did not take it up and instead travelled the world. Then when I saw that this was not working, I returned back to California to pursue the opportunity that I had neglected. It resulted in a further opportunity that would change my life.

—

C. COMBINATION

We can combine the Four Quadrant and Self vs Life's Initiative to determine success.

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D. OTHER DIMENSIONS

We can consider additional dimensions that affect such outcomes. Eg perceive subtle life signs, such as Life Response phenomenon to indicate future potential; as well as the impact of the Spiritual Dimension, such as offering the opportunity to the Higher Power (consecration)



Formula For Unfailing Success

- Acquire knowledge of the whole
- Act from the highest values
- Organize time and energy
- Determined enthusiastic energy
- Unceasing effort
- Call Mother

(Karmayogi)



KEYS TO BUSINESS SUCCCESS

What are the Keys to Attracting Immediate Business Success According to Consciousness Approach to Business Management?

- Developed and implemented BUSINESS VALUES applied at all levels of the firm
- Strength in each the 5 Business ENGINES - Market, Products/Services, Organization, People, and Capital
- Intense Focus on One's People, Customers, Shareholders

-Following the process of creation and implementing a STRATEGIC PLAN

-Inner HARMONY that attracts outer success

-Higher Consciousness of Top Management

For further information:

<https://1drv.ms/b/s!AjayTOYvR8hZgZwT97UsTSubyyYMVA?e=DVzTPH>



Predicting the Future of a Venture's Success

There are inner forces as well as outer forces that determine a venture's success, such as starting a new business or other form of organization. The inner are mostly psychological factors, and the outer are mostly the social environment factors outside ourselves.

When all of these factors are positive, success is guaranteed. When all of these factors are negative failure is certain. Then there are various combinations of positive or negative in between which have a bearing on the outcome.

-

INNER DETERMINATES

-Energy level

- Aspiration
- Determination
- Knowledge
- Skills
- Self-confidence
- Faith
- Opinions
- Attitudes
- Values

—

OUTER DETERMINATES

- Cooperation of other people
- Organizational capacities
- Financial and other resources
- Location
- Social Support
- Infrastructure
- Market Access and Conditions
- Reputation and Social Status
- Access to Expertise
- Access to Technology

Note that these factors are the basis for the Four Quadrant Matrix developed by Sri Karmayogi that indicate the chance of success of any venture.



FREE ASSESSMENTS FOR THOSE INVOLVED IN BUSINESS MANAGEMENT

(based on the teachings of Karmayogi, Garry Jacobs, and Roy Posner)

--**5 Engines Assessment** -- Presents a 100-statement assessment for the company across the five essential engines of growth -- Market, Technology, Organization, People, and Finance. (in .xlsx format)

--**Personal Assessment for Those Who Manage Others** -- This content contains a series of statements that enables the CEO, owner, leader, manager, etc. determine their psychological status and other aspects of their being, which will indicate strengths and weaknesses in their nature, and therefore potential areas for improvement that when taken up can lead to his exceptional performance on the job. (in .xlsx format)

--**Company Values Assessment** -- (in .xlsx format)

(a feature of LAMERE Management Advisors)

Download here:

<https://lamere.weebly.com/assessments.html>



NEW WAY OF BUSINESS – ELEVATE YOUR CONSCIOUSNESS

The old way of doing business is to just do all the right outer things - plan, organize, execute, etc. The new way of doing business is to Elevate Your Consciousness within to something Higher, and as a result each thing you do will evoke the Miraculous.



KEYS TO SUCCESS OF GREAT COMPANIES

(from Priya Mahesh, based on works of Garry Jacobs)

When everyone is reaching for the moon, there are a few companies that keep their feet on the ground, their nerves steady, and their eyes leveled on the horizon.

When everyone else is excited and jubilant, they remain calm and keep their heads. At a time when even the minimum is enough, they insist on giving their maximum. These few exceptional companies understand that those who take temporary advantage of temporary movements will be temporary companies.

--They go out of their way to please the customer, even when it is not required to make the sale. They strive to develop the best technology, and they insist on

quality, even when the market neither demands it nor rewards it by a higher price. They continue to display courteous behavior during the pressure of heavy work.

--They try to maintain prompt payment schedules, even when suppliers are fighting with each other to sell them goods on any terms.

--They take pains to carefully build up their organization, even though it distracts them from production to meet waiting demand.

--They insist on systematic functioning through appropriate channels, despite the temptation for urgent on-the-spot personal management by the CEO.

--They maintain high standards of cleanliness and orderliness, as if they were in no big hurry.

--They recruit their staff with great care, even if it means taking on fewer new hands.

--They refuse to abridge the training process to catch a few extra worker-days for production.

--These companies make an enormous psychological effort to adhere to the basics when others are rushing after gold.

-They work extremely hard and methodically, expending more energy than the situation demands, and this effort creates the foundation for corporate intensity.

Thanks to Priya Mahesh, the Sales and Marketing guru, at Let's Sell Successfully Facebook page:

<https://www.facebook.com/SalesSuccessTenfold>



Strategies that Attract Work Success at Four Levels

PHYSICAL - cleanliness and orderliness, maximum utilization of resources; no wastage; overcoming fixed habits, punctuality

VITAL - No bad attitudes towards others, work, life; a general positive attitude, optimistic, generosity, self-givingness, proper handling of money

MENTAL - Reduced expression of opinions; openness, tolerance. application of work values, taking responsibility.

SPIRITUAL - Silence in the mind, Moving to the depths, Consecration to the Spiritual Force. Intense steady Aspiration for improvement. patience, non-reaction, taking another's point of view, gratitude. Movements toward harmony. Focusing on Truth.



Psychology and Spirituality of Infinite Success

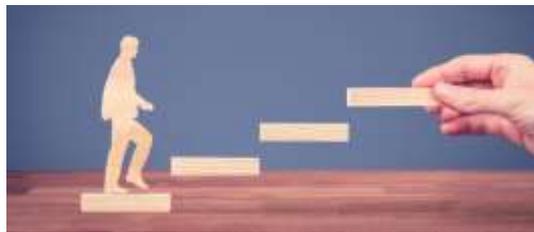
Companies are spending extraordinary amount of funds on new technologies for greater revenues and profits, while hardly training people on the psychology and spirituality of Success, which can open the doors to Infinite Accomplishment in

the very shortest period of time. It is a lack of Awareness that is a vast missed Opportunity available to anyone.



UNTITLED

Empowering the individual worker, making their needs and aspirations be the center of a company's culture leads to enormous success all around.



Want vs Aspiration for the Company

There is a vast difference between the want and need to grow the company for the sake of acquiring profits, and the Aspiration to elevate the business through quality products and services, by taking to higher business values, and expanding for the benefit of society.

The first creates a lower consciousness that tends to turn back on itself and court failure, and the latter which is the basis of Infinite Growth and Prosperity.



Corporate Strengths & Weaknesses

Like each person, each company has its positive and negative attributes. Eg Amazon is strong in customer benefit, as well as organization; weaker in supporting its own people.

Each company can map out its strengths and weaknesses. By increasing the strengths and overcoming the weaknesses, the firm can expand infinitely into the future.

The Living Organization



Vision of A Living Business Organization

One can imagine the Living Business Organization as a clear, crystalline 3d globe, in which people, customers, products and services, market, structure, activities, projects, finances, etc. are dynamically interrelated, pulsing with energy, producing infinite-like results resulting in ecstatic joy for all. When you zoom into any part of this business entity you see its dynamic interrelationship with other parts, sparkling with creative energies, always manifesting the fresh and new. This institution, personified as a globe of ever-expanding consciousness and force, also touches the society around it, energizing it as well.

At the core of the Living Business Organization are its deepest values and beliefs; its soul and psychic center, which is nowhere and everywhere, permeating all aspects of its being. It is the secret Source and Purpose of things that makes all aspects of this Living Organization pulsate with life. It is what generates aspiration, will, energy, vision, knowledge, perfection in this dynamic, infinitely growing entity. It is the soul of this Being; mirroring the soul of all things in the world, even the cosmos. It is a formation of conscious force expanding in the world, constantly revealing itself and experienced as never-ending progress and joy.

— —

Further comment: Sri Karmayogi has described in detail in various places the concept of the Living Organization. He in essence is describing what an organization like a business can ultimately become. The above statement of mine is but one way of visualizing and conceptualizing his various profound ideas on the subject.

By the way, this same visualized conception also applies to the individual; what Sri Karmayogi calls the "True Spiritual Individual." And the two can intersect:

"Man is really a spiritual Individual in quest of a living organization. Organization is an arrangement to get work done. Such organizations are physical, vital, mental and are known to dry up, be fixed, or even dead. A living organization is a spiritual organization which will stay fresh forever to accomplish any work he undertakes. A spiritual Individual is fashioned by a living organization. He functions through a living organization. Any organization he functions through becomes living. Spirit cannot become fixed or dry. A living organization becomes an organism whose organizations modify themselves according to requirement. It is due to harmony, mutuality and unity. Unity with all, harmony with the member one is dealing with, mutuality is the principle of relationship." (Sri Karmayogi)



Living Organization

"An organization is a child of the society,
Born of its needs,
Energized by its aspirations,
Expanding as it expands,
Evolving to keep pace with its changing needs.
When it stops growing, it begins dying.
A company is not merely a complex organization,
It is a living organism"

(from 'The Book', a novel by Garry Jacobs)



Startup Forever

In one sense, a company should always act like a Startup, no matter its size - by being fresh, innovative, and idealistic; i.e., advocate, deep, progressive values throughout the organization. Progress will be never-ending.



UNTITLED

The company is a child of Society, meant to serve society. When that entity loses touch with that wider purpose, it begins to fail, eventually withering and dying.



The Company as Child of Society

The purpose of a company is not profit; it is serving the society. (But without profit the company won't survive.)

A company is a child of society; born to serve the society.

It grows and prospers to the degree it meets those needs.

All the great companies fulfill those needs in one way or another; and when they cease to fulfill it, they disappear.

This shows in business or for us personally how serving a greater cause breeds success; as opposed to just serving the ego of what one greedily desires.

(paraphrase of Garry Jacobs)

Process of Corporate Success, Creation



Steve Jobs, Focus, And the Process of Creation

"Focusing on a very few things (to make them great) doesn't mean saying yes. It means saying no." (Steve Jobs)

Jobs here means focus on a few things and make them great, while putting aside all other matters.

We can explain it philosophically: There are three essential processes in creation - self conception, self limitation, and self absorption. Self Conception is to conceive what we want to achieve. Self-Limitation is to focus on that aim to the exclusion of all other things. Self-Absorption is to completely lose one's self in bringing about success in the work you have chosen, focused on.

Perfect outcome are the result. By following the triple Process of Creation, Jobs was able to produce such extraordinary results time and time again.

(Roy Posner)

process

The Process Of Accomplishment; Direction, Organization, Action

DIRECTION - You become aware of the possibilities > You narrow down the possibilities > You envision what you want to accomplish > Your emotions endorse it > You make the decision to make it happen.

ORGANIZATION - You consider strategies to accomplish the goal > You choose the best strategies > You develop time bound action to dos to make it happen.

ACTION - You execute the to dos in a timely manner > You execute with intensity, skill, and right attitudes > Life responds overwhelmingly!



The Infinite Power Of Creation

There is a process by which individuals create and accomplish in life. Interestingly, this process is not limited to acts we as individuals engage in, but to all planes and field of life -- whether it is a business, social institutions, or society as whole.

For example, when a business does a strategic plan, it follows this same process from vision to decision to execution to manifestation. When followed diligently, meeting all of the conditions described earlier, the company will not only accomplish its goals, but it will come about through powerful life response results. The same is true for a family, a community, a nation, or any collective or aspect of society. When that entity diligently follows the steps of the process, it not only accomplishes what it intended, but far exceeds it through instances of sudden good fortune.

We therefore see that the process of creation is actually a universal in nature, and applies to any aspect of life. In fact, that process also reflects how the universe itself came into being from a divine Source. I.e. an Infinite consciousness conceived of a universe of forms of its own Force, and then organized and executed Its intent, bringing about the cosmos we know and live in. Thus, when we follow the process of creation and accomplishment in our own lives, we are following the same essential method of the Infinite - from vision to direction to organization to manifestation. And like that divine Reality, we are able to create infinite-like results in the very shortest period of time.



Corporate Growth In Width And Height

A company grows like a pyramid, expanding its base and raising its height simultaneously. Each time a company rises to a higher level, it has to grow horizontally to handle the larger volume of work and rise vertically to higher levels of efficiency and complexity.

(from 'The Book' by Garry Jacobs)



Business Process of Creation

Conception (goals, values) > Best Strategies for Implementation > Time-Bound Action Plans > Actions done with Skill and Right Attitudes >> Vast Results



Replicating Silicon Valley

Many cities around the world want to recreate Silicon Valley in their backyards. Here is my advice:

Deep Values made the Valley. Freedom, individuality, entrepreneurship, wanting to change the world, and catching the waves of change in society; plus a liberal, tolerant, open social environment. Please start from there if you want to replicate this extraordinary region..

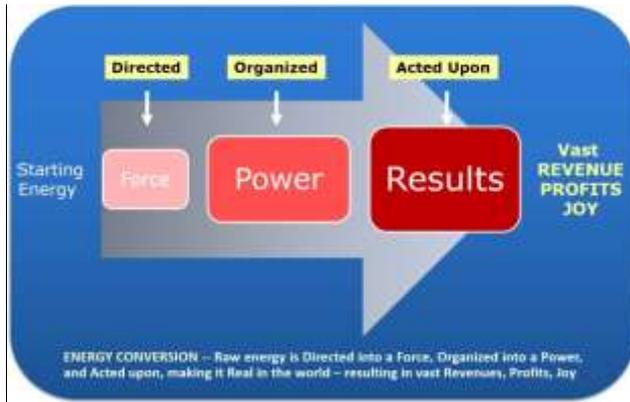
FROM SPIRITUAL CONCEPT TO USABLE PRODUCT

In order to obtain complete benefit from our knowledge, it has to be transformed into a usable product. Just literacy expression alone won't be enough.

By teaching about electricity discovered by Edison as a principle, students will understand. However, he converted that electricity into electric light which made all to be benefited by it, regardless of whether they understood the principle or not. i.e. the world benefited from his knowledge directly. In order for everyone to be benefited by Sri Aurobindo's principles, the organization which is founded based on HIS principles/knowledge would need to create a product that would be benefited to all. When that happens, the world would embrace Sri Aurobindo instantaneously. It also helps the Supramental Power to manifest in greater dimension in the world.

Computer, bulb, phone, nail polish and so forth are the examples of the product that are used by an individual. It is possible to utilize Process of Creation to make a usable product in the world. The Divine would express through that process. It will spread all over the world immediately.

(Karmayogi, translated from Tamil by Senthil R. Murugan)



The Process of Creation/Accomplishment

1. Here is the Process of Creation/Accomplishment in Business:

Energy is Directed into a FORCE; is then Organized into a POWER, and through People's Attitudes and Skill leads to vast ACCOMPLISHMENT.

2. It is also more or less the process by which society, life, and the human individual accomplishes in life.

3. And it is similar to the process by which the universe emerged from a Divine Source: I.e. Conscious Force (Chit) > Supramental Power > Material Reality.



Practical Application of the Process of Creation, Accomplishment

Earlier I outlined the Process of Creation, Accomplishment in Business, accompanied by a chart.

So where do we start? How do we follow the process of Accomplishment in a practical way in a company?

To begin with, how do we harness the energy for Accomplishment? I.e. How do we give Direction to the company's starting Energy?

Answer: We develop a Plan. Sometimes in the form of a Strategic Plan or a Business Plan

How do we begin our plan for accomplishment?

It begins with a Vision of what we want to accomplish

The Vision begins to give subtle form to the energy. It gets Directed.

—

From there we establish-

-the Mission for our overall plan

-the specific Goals we aim to achieve to fulfill the mission

-the various Strategies to implement the Goals

-the Action to-dos taken by People to implement the decided-on strategies

In Summary: Raw energy is Directed into a Force through a Vison; Organized into a Power through Mission, Goals, and Strategies; and Implemented as Real in the world through skilled action and right attitude of People.

It is captured by the Accompanying Graphic:

It is taken from the presentation 'Keys to Infinite Business Success' which you can see/download here:

https://1drv.ms/p/s!AjayTOYvR8hzgbYZ-K4WBGIW_pUcVA?e=f0M5fD

Growth of Highest Management



Personal Growth Of Highest Management

Over the years, we have witnessed an interesting pattern when evaluating the ultimate success of companies. When it came down to brass tacks it was the personality, character and values of the chief executive or leader of the company that ultimately determined its success. For example, one leader had us evaluate his company from stem to stern only to find out that it was the leader's reluctance to lead the company in the first place that was the root of the problems of the company. Another leader at another company had excellent leadership qualities and a firm idea of the direction of the company, but was too lazy to carry it out. Yet a third was filled with energy, determination, and ambition, yet was too reluctant to delegate authority to others, creating great confusion in the company. In all these instances, the company and the people in that company suffered as a result of a personal shortcoming of the top executive.

Each individual has a unique set of habits, opinions, attitudes, values, level of organization, skills, knowledge, strength, and energy that together make up his or her character. It is often something lacking in the character of the leader that is the chief obstacle in the operations and development of a company. This is naturally more true of a small business where the leader is the company in one sense. Even in a larger company, the original character weakness of the original leaders can carry forward over decades in the company's underlying culture.

Perhaps the greatest thing a leader can do is identify his or her weakness, and then make a concerted effort to overcome it. If, for example, a leader is psychologically weak, he needs to find out why and become stronger. If he is bullying and insensitive, he may need to loosen the reins or have more compassion. If he is disorganized, he must become organized. If he is lacking in basic leadership skills he must acquire these. Whatever character flaw one

possesses must be overcome, for one's own sake, and for the sake of the company and staff.

As we have witnessed countless times, any leader, manager or owner can grow as an individual, which will in turn help the company reach its full potential in the form of high energy, vast productivity, and enormous profitability.

Unlimited Opportunities



You Become What You Believe You Can Become

There was a poor farmer in India who dreamed of being a happy poor farmer. He toiled and toiled as a young man. Then he broke out of a mold and changed. Within a decade, he became a happy multimillionaire industrialist and government leader.

There was an automobile company, Chrysler, that was almost out of business. A consultant sent the leader a note telling him that not only could the company avoid bankruptcy but could that it could become the most profitable company in the industry if it adopted higher values. Within ten years, that's exactly what happened.

These are but a few examples of individuals and institutions who believed in the unbelievable. An individual, a business, a government is limited only by its beliefs. A fast growing, out of control business can become a model of organization and stability and still grow at an astounding rate. A giant lumbering company can double its revenues in a few years or less.

We assume that small fast-growing companies cannot easily gain control of its self, or that large companies with a long track record steady growth cannot all of a sudden be energized for spectacular growth.

Could it be that this is only a mental belief? That if one were to change the belief, the reality could change? Could it be that you are what you believe in, and you become what you believe you can become? If this is true, and we think it is, any company can be energized to double its profits and/or revenues in two years or less, or become anything it wishes in the timeframe it wishes.

George Lucas, the famed movie director and writer of Star Wars series, was being interviewed by Bill Moyers. Both noted the great progress humanity had made since its inception. Moyers noted that if humanity started out at a 0, we were now at a 5 rating after all of these years of evolution, and were on our way to flower as a full 10. Lucas responded with "no, actually our potential is a million."

(Roy Posner)



Unlimited Opportunities in The Marketplace

Life is continuously throwing up new opportunities in every industry for those who have the eyes to perceive them. It does not require a visionary's genius, just an open mind and a will to see. New opportunities are constantly emerging because society is continuously evolving, and the rate of social development is greater today than at any prior time in recorded history.

Stop for a while and think about it. What social changes in the past have created new opportunities for companies in your industry? What further changes are taking place today that may generate new opportunities for your industry in the future?

What are the opportunities now emerging in your industry as the result of developments in technology, life style, social attitude, organization, law or politics, devaluation of the dollar, and so on? Where is the company positioned on the wave of opportunities?

There are a number of things your company can and should do to foster the awareness and develop the perception of newly emerging opportunities. For example-

1. Encourage your clients/customers to speak out, and LISTEN to what they say. What do they like? What would they like better? What are their problems? EVERY PROBLEM IS A POTENTIAL OPPORTUNITY.

2. Keep abreast of the latest developments in your industry through conferences, seminars, and trade journals.
3. Do not restrict your exposure to your own industry. Keep informed and observe trends and developments in closely and distantly related industries that could conceivably have an impact on your business.
4. Read the newspaper for social trends and changes in life style, not just for hard news. Imagine what the future could be if these trends continue.
5. Closely monitor the new initiatives of competitors.

Finally, develop specific, time-bound action plans to implement any of the above strategies to foster awareness of new opportunities in the marketplace.

(Roy Posner, based on principles from The Vital Corporation by Garry Jacobs)



Internet & Global Market

To any man functioning in the local market or national market, Internet offers a global market. He must avail of it.

(Karmayogi)



Preventing A Company from Ossifying

A company is a child of the society in which it is born and is in alignment with that society at the moment of its birth. Like every individual, companies tend to acquire fixed attributes during their formative years. As the parent society evolves over time, a gap arises between this fixed corporate character and the changing attitudes and values of its social environment. Often the gap widens into a chasm or unbridgeable gulf and the company dies from self-inflicted asphyxia. Continuous realignment and integration of the company with its environment results in a continuous stream of creative ideas, new products, innovative strategies and non-stop growth. Perfection of the alignment will enable any company to maintain exponential rates of growth.

(from 'The Book' by Garry Jacobs)



Catching the Business Wave of Change

To be a great success in your field, try to discover and align with broad social - i.e. universal - movements. Catch the wave of change, of the new. Eg Narayana Moorthy of Infosys was not a powerful man, but he created a giant IT industry in India by aligning and moving with the cosmic movement of IT growth.

(Roy Posner)



Creating Silicon Valley-Like Potentials

Q: How can we create Silicon Valley results in our somewhat backwards area?

A: Intuitivize something radically new in your field, catching the wave of social change, and then go for it. Now you have Silicon Valley like potentials!

(Roy Posner)



Success Is for Those Who Dare and Act in An Aggressive (Seemingly Oppressive) Market

Work goes to China from USA in pursuit of low cost. Jobs are lost in the USA. The small US manufacturer goes out of business.

The nation faces this crisis. The national association of tool manufacturers is called NTMA, National Tool Manufacturing Association. They are of all sizes, from \$2 million to \$20 million. A few of the companies are worth between 70 and 100 million dollars.

In the view of the NTMA members, this crisis is a disaster and a misfortune. We see it as the greatest opportunity for the members. How can that be told to them?

Even if we manage to speak it out to them, of what use is this sterile philosophy? Can we make them see that this is an opportunity and inspire them to act on that basis? The facts are on our side. We addressed their conference five years ago and earlier seventeen years ago. Out of the 2000 members, we have interviewed 40 or 50 of them. Several of them who were doing 2 or 3 million five years ago are now at 7 or 10 million dollars. That is a fact. But there is another side to that fact.

Several others have closed shop. Many others are frightened of the prospect of closing. The interviews clearly show that the MARKET is aggressive, but expanding. THOSE WHO RISE TO THE OCCASION OF AGGRESSIVENESS ARE CAUGHT BY THE WAVE OF EXPANSION AND MOVE FROM TWO MILLION TO TEN OR TWENTY.

Those who are timid, and cling to their old ways are wiped out by the aggressively changing market. Success is for those who dare and act.

(MSS, edited)



Living Organization

"An organization is a child of the society,
Born of its needs,
Energized by its aspirations,
Expanding as it expands,
Evolving to keep pace with its changing needs.
When it stops growing, it begins dying.
A company is not merely a complex organization,
It is a living organism"

(from 'The Book', a novel by Garry Jacobs)



'The Book' And Growing a Business

If you are trying to build a business with other people, such as a tech or other startup, Garry Jacobs' novel 'The Book' will teach you all of the inner methods to bring about success; in terms of cooperation, values, expansion, trade secrets, market, money, and so on ad infinitum. The deepest secrets of business success are revealed, including what brings about "instantaneous miraculousness," i.e. marvelous Life Response results from out of nowhere.

“The Book describes the process through a story. In The Book man moves from the bounded laws to boundless creativity. One man’s inner change changes the world for him.” -Sri Karmayogi

(Roy Posner)



Multiple Opportunities for Industries from Corona Impact

Here are a few of the opportunities for industries in wake of Corona Epidemic:

--New business models are emerging, especially in sectors such as health, logistics, automation, online office, entertainment, retail, and education;

--New generation smart cities are key to the future public agenda. Besides certain urban functions, a new generation smart city will systematically enhance public management by integrating supply chains, traffic, emergency and disaster warning.

--Big data will be more widely used for public wellbeing, especially for tracking, analysing, and supporting timely public decision-making.

--Offline-driven businesses begin to shift online, especially in education, entertainment, and retail.

--The value chain of healthcare will be extended to cover early detection and prevention. Future application scenarios will include more participants and promote a comprehensive ecosystem for public health agendas.

--Social media is changing from being the channel between not only individuals and business, but also public and the government.

(article from World Economic Forum)

<https://www.weforum.org/.../coronavirus-china.../>



Offer Products & Services to Meet the Needs of the 'New Reality' HOW?

Go Global (beyond local)

Go Online (not just in person)

Add (qualitative) Business Values (not just quantitative effort)

Catch the Waves of Change in Society

Dramatically Change Your Field (not just add more of the same)

Look Deep Inside (for what you really want)

Imagine the Future from Within

Inner-Outer Correspondence



Oneness In Business

The Consciousness Approach [to Business Management] is applicable to any field of human activity. It is based on the fundamental spiritual principle of Oneness. All life is one, our inner and outer existences are not separate and different. The external situation is an extension of our inner consciousness -- thoughts, feelings, impulses -- expressed in outer life.

This principle implies a very powerful tool for affecting the external world by discovering the point in one's consciousness which corresponds to an outer condition and acting on that point by an inner effort. Normally life events are a reaction to our inner condition. When a conscious effort is made to change oneself within, life responds to that effort.

If one examines the events of a single day in the light of his attitudes, feelings, impulses etc., a pattern of correspondence will begin to reveal itself. In business these correspondences can be seen in all aspects of institutional operation, most easily perhaps in the relationship between management's attitudes and feelings on specific issues and the behaviour of employees.

To site one example, when management is interested only in worker productivity without concern for the man as a person, employees tend to care only for monetary reward without pride in the quality of the work they do. (MSS)

Attracting the Market



Attracting the Market from Within

The internal organisation is related to market and a greater internal organisation attracts the market. Business considers market as an outside sector which the company has to reach by its resourcefulness. Our position is the company is a child of the society and therefore powerfully related -- its values are social values, its organisation is of the type of social organisation, its members are drawn from the society, its texture is of the society's etc. It is a greater strategy to better organise the company to attract the market than to reach it with ads, price, incentive, concessions etc. The link between the society and the company is the management or the CEO. His own commitment to the company is the psychological link between the market and inner organisation.

(Sri Karmayogi)



Attracting the Market in Business

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The link between the society and the company is the management or the CEO. His own commitment to the company is the psychological link between the market and inner organisation.

(Karmayogi)

UNTITLED

The Mental way is to go after the market with intelligence. The Spiritual way is to attract the market from out of nowhere.

UNTITLED

It is forecast that 60% of today's youth will work in jobs that aren't invented yet. Why not begin inventing them now?



Values in Business

Values are spiritual skills that dramatically uplift life. Among Business values that have propelled companies to the heights are:

- Simplicity, ease of use (Apple)
- Cleanliness (MacDonald's)
- Trust (Sears)
- Silence (Northwest Mutual)
- Innovation (Samsung)
- Maximum Value (Hyundai)
- Social change (Facebook)
- Practicality (Berkshire Hathaway)

What are the business values subscribed to in your organization? How are they implemented in the details of work, including activities, systems, processes, and procedures? (That is key to releasing the vast power of values in a company.)

(Please note that each sincere, serious attempt to implement a higher consciousness business or social value in an organization will be accompanied by powerful positive response from life, uplifting the company in any of a variety of ways.)

(Roy Posner)



Power of Applying Values in The Details

The key to Values in business is not just having them and including them in your mission and strategic plan, but to implement them in every activity, system, project, and procedure in the organization, with specifics and standards of how that value is to be applied there. In this way, we push values deep into the heart of the organization, creating maximum practical and life response effect.

(Roy Posner)



Thoughts on Corporate Values Implementation

Values and Corporate Culture

Work culture is based on universal values - physical values (e.g. speed and punctuality), organizational values (e.g. systematic functioning and coordination) and psychological values (e.g. integrity and respect for the individual). Work culture is the foundation for all productive activities.

"Elevating the work culture will raise operational efficiency far more than can be done through traditional approaches. It is done by effectively imparting the higher attitudes of senior executives to those at lower levels of the organization."

Corporate culture is a very broad term which includes the orientation of the company and its people to all the qualitative dimensions of interpersonal interactions and business performance.

Values represent the most conscious core of corporate culture, rather the effort of management to consciously elevate some aspects of corporate culture to a higher level of performance.

—

Values and Profitability

We measure the value of a value in terms of the extra profit it generates.

Every corporate value can be converted into profit-value.

A systematic effort to raise operational performance on key corporate values can serve as a powerful lever for integrating separate business units into a more cohesive group and energizing an organization to multiply its profits.

—

How Many Values to Implement

The most successful companies in value implementation either implement one value 100% or several values 10%. To be comprehensive and achieve maximum results, implementation of all essential work values must approach 100%.

—

Depth of Values Implementation

While many companies espouse high corporate values and urge their people to realize them, these efforts are usually limited to a commitment by top management, communication programs to staff, and inclusion of values in the performance appraisal process.

"In practice, the result is usually more talk than action and the actual levels of value implementation achieved remain far less than optimal. The amount of energy required for implementation is an accurate index of overall corporate efficiency. The higher the efficiency, the less the time and energy required for elevating values."

—

Values in Strategic Planning

Values lend themselves to systematic implementation just as readily and completely as the quantitative objectives covered by the strategic planning process.

A comprehensive approach must also include formulation of quantifiable and measurable standards for each value in each area of operations, assignment of

responsibility for achieving these standards to people all the way down the line to the production floor, systems for implementing and monitoring performance on the values, and essential skills to elevate performance.

—

Values Make Organization Come Alive

"Use value implementation as a higher-level strategy to energize organization and make it come alive. A comprehensive program of value implementation can dramatically improve performance and profitability."

(MSS)

-thanks to Priya



Untitled

Low values of an organization shift the useful positive energy to a competitor with higher values.

(Roy Posner)



Discovering & Applying Values That Attract The Market

Is it possible to attract the market through our beliefs, rather than engaging in outer physical advertising or other outer initiatives?

Years of experience of a "consciousness-based" approach to business has shown that to the extent that the leader's own values are made real through his personality, the business will thrive. I.e. the market will respond out of all proportion. For example, if we intensely believe in and aspire for the values of "making things easier for the user," that will have far greater impact than merely advertising our product in the open market. What happens is that through this high-consciousness mental belief, we unleash powerful energies that align with the needs of individuals, which will result in their purchasing the product in spades. We will have evoked a response through inner means; only modestly taking to outer, physical action.

Thus, if we want to "advertise ourselves" and attract the market, we can withdraw focus on outer initiative, even advertising initiative, and instead get in touch with and intensely aspire for our personal or business values, which will bring out the Spirit in our endeavor, touching the essence and psychic center of the community/market, attracting them to purchase our service or product. This side-stepping of outer initiative for a values-based inner one is a great spiritual secret of business success, or for that matter, any type of personal or collective achievement.

Thus, the first great challenge for us is understand what our own or our organization's deepest values and beliefs are. An even greater challenge is to discover what unique values are that set us apart from the herd. The third challenge is to identify what is changing in society so that we can catch that wave. If somehow our own unique values match an emerging tide of social progress, then we will be creating a perfect storm for overwhelming success.

Once we identify the inner values and the outer emerging need, we can develop strategies to implement them. From amongst these, we can choose the best, and then through persevering effort and right attitudes, we can implement them. Life will cooperate at every quarter. Moreover, results will depend less on our outer advertising than the intensity and application of our unique values at all levels of the endeavor. This "Inner Advertising" will not only engender great success, but create entirely new markets, leading the society forward.

By restraining outer effort for inner intensity of belief, we tap the universal plane that is behind the aspirations of the collective.



Adopting Emerging Social Values Drives Business Success

Here is a wonderful quote from my friend Garry Jacobs' epic business novel THE BOOK that I hope you will appreciate.

"When development of the silicon chip made possible a breakthrough in computer technology, it was not IBM and Unisys that were first off the block to invent the personal computer. It was Commodore, Apple, Microsoft and a whole brood of start-up companies that were not mired in old concepts and past habits.

By the time the Internet and World Wide Web were born, firms such as Microsoft, Oracle, HP and Apple were already suffering from mental myopia and organizational ossification, so the lead shifted to companies like AOL, Compuserve and Dell who could define themselves freshly in terms of the emerging world of cyberspace.

It was not Barnes & Noble or Waldenbooks that saw and responded to the opportunity to become a global bookseller, but start-up Amazon which had no vested interests in brick and mortar to defend. Five years after the birth of the web, it was not search engine leaders such as Yahoo, MSN and Excite, but late comer Google that saw the opportunity to marry search engine technology with personalized advertising to emerge as the global leader.

These examples illustrate only the most visible and external part of the process, but the challenge and disorder permeated much deeper down. It was not just products, technologies and market needs that evolve, the whole society was a moving glacier. Everything changed simultaneously and in proportion.

One cannot change strategy without modifying structure. New structures will behave just like the old ones unless attitudes toward freedom and authority change as well. Attitudes depend on values. Most of the old Titanic companies sank due to their refusal to embrace new values, rather than their resistance to new technology.

responsibility by top management, establishment of standards and rules, on going training, systems for monitoring and enforcement, middle and lower level management responsibility, regular meetings and involvement of all personnel on a daily basis. (Garry Jacobs)



Corporate Values At The Bottom Level

The most powerful corporate values are not the ones that are preached and practiced by top management. They are the ones that penetrate through all the layers of the organisation down to the bottom, where they are implicitly followed often unconsciously. (Garry Jacobs)



Untitled

Pursuit of values generating more profits than pursuit of profit only is an achievement of the Spirit. (N. Asokan, MSS)



Inner Values As Ultimate Basis Of Marketing

[In a video presented by a woman in front of an audience, she advocated not just smart advertising for companies, but to believe in doing the right thing, believing in care and well-being of the animals in raising them for food. Here is my response.]

What the producer of the food values in their hearts will increasingly determine their success in future. Life will respond with positive outcomes to such positive deep-seated social values they subscribe to that are in sync with same emerging social values of the consumer. Such businesses will truly thrive, be great when they lead a Social Movement.

Like Elon Musk championing electric cars at Tesla. Like easy to use computers and smartphones advocated and built by Steve Jobs at Apple. By the founders' values of nutritional, pure foods of Whole Foods grocery chain, etc.

The pioneer makes the public aware. The pioneer also seeks to know the emerging values of the society; what the emerging interests of the "You" is (in the video), which is really the "Us." I.e. from the consumers end we too - the producers - need to be increasingly socially conscious.



Power of Values Instead of Money Concerns Attracts It Infinitely

Karmayogi indicates that great wealth can come to those who care little about money, but deeply about higher values that can bring great success in work.

Example: The hippies in Northern California shunned money for Higher Values and attracted the greatest wealth the world has known in nearby Silicon Valley.

UNTITLED

Human Values, not technology, evolves society. Tech provides the info and communication capacities so higher values can be understood, take root, and spread.



Shifting to Higher Value Attracts in 'The Book'

Over the years we have often seen that shifting from a lower value to a higher one, even sacrificing benefit in the short run, can quickly attract enormous success.

Eg in the novel 'The Book' by Garry Jacobs, Dan and the team decided to give up their AI stock market app they sold to the public up because it had become destructive, even though they could have sold it outright for millions. As a result, from out of the blue they won the NASA project, and were now set sail to fulfill their ultimate dreams for business success, both for themselves and the world.

It was a prime example of the power of shifting from valuing the lower, here money, to the higher value of doing what was ethical and right, to attract enormous success.



Profits vs. Higher Values of the Company

If a company only seeks profits, it has a low intention, a very limited motive, virtually no business values. It will therefore will not be able to sustain corporate success.

However, if the company really seeks to support the development of all their stakeholders (shareholders, customers, suppliers, employees, and all). as well as the society as a whole, then the company moves into a state of higher aspiration and intention that can attract infinite-like benefit to others; as well as create maximum results/profits.

Eg Steve Jobs of Apple was not after money. He really wanted to change the world. And he did. He had a vision of creating complex devices that worked simply. And in that process helped create the most valuable company on earth.

Likewise Google from the get-go had the view that technology can change the world. And they have made it possible. They created a global search engine and library, with most of it free. They identified themselves with the whole of the humanity of the earth, and they built a system to serve it. And as a result they built one of the most valuable companies in the history of the world.

Thus the greater our motive, the higher our values, the more intense our aspiration, the more we will benefit wider segments of people, including the society. Not only will such motives bring great success and benefit to the world, but that firm will attain the highest levels of profitability.

(paraphrase of Garry Jacobs)

Value - Customer Delight



Customer Delight

The most successful businesses have discovered a formula that goes beyond product and service. Their business is providing delight to their customers by understanding their specific personal interests, anticipating their needs, exceeding their expectations, and making every moment and aspect of the relationship a pleasant -- or better yet, an exhilarating -- experience. As one ecstatic customer recently wrote to the president of an audio video retailer in Cleveland, Ohio after coming back for his third major purchase, "It is truly a pleasure to walk into a store where the people know your name, know your style, your tastes and your expectations."

When a company communicates an enthusiasm for doing business and a love of service, clients/customers tend to reciprocate the feeling. If your clients/customers are satisfied with the service they receive from your company, that is a good place to start, but it's just the beginning of the path at the foot of the mountain. These days, it takes a lot more than satisfaction to stand out from the pack and keep clients/customers eagerly coming back for more.

"We sometimes forget we are selling entertainment," says a retailer in Amarillo, Texas. "The emotional end of the business needs lots of attention. We must be exuberant and communicate this enthusiasm to the customer. Many times, we tend to get lost in the business aspects and forget why people are coming to us."

Another retailer in Raleigh, North Carolina understands the relationship between enjoyment and achievement. Talking to him, you can see that he enjoys what he does. He attributes his success to an incessant focus on the value of customer service. "Customers are our best friends. They are always right. You have to try to exceed their expectations. Its really fun to try." Among other things, he sends fruit baskets to customers who buy big systems. Since he founded his company in 1978, he has never had a down year. Sales were up 25% in 1995 and another 34% in 1996. His profits are strong too.

YOUR COMPANY:

-How can you provide real customer delight in your company?

-What marketing, sales, and customer support changes can you make to create customer delight?

-How can you make your people happier, so that they in turn can make the client/customer happier?

(Roy Posner)



When you discover your (or your organization's) own Soul or Inner Center, you will begin to know the same of the client. It is Ultimate Customer Value.

(Roy Posner)



Business Values And Richest Person Earth

Jeff Bezos, founder and CEO of Amazon forsaked profits for 20 years at the company so that buyers could have very lower costs. His value of doing everything for the customer at the expense of profitability enabled the company to grow vastly, making him the richest man in the world. In other words, values

of self-givingness and self-sacrifice had attracted ultimate business response from life.

Then what self-giving values can we employ in our business or work?



Treating One's Smaller And Larger Customers

Companies should treat small customers equally to big customers, even in tough times, such as when there are shortages of product. That indicates a higher value of customer delight beyond revenue and profit motives.



Happy Employees > Customers > Investors

If your employees are happy, turns out your customers will be happy. If your customers are happy, your investors will be happy, and the company will be successful. (Deepak Chopra)

Value - Commitment to People

The Highest Value: Commitment to People

Perhaps the highest value of all is a company's commitment to its people. It can be at the level of fair compensation and job recognition all the way to the concern for the well-being and growth of its people.

Compensation

At the most basic level we can compensate our employees with better pay, or otherwise "share the wealth." You could review wage and salary scales and insure that the compensation for every position is not only fair, but perceived as fair. You could also link compensation directly with performance for every job.

Education

At the next level we can insure that the staffers are well trained, and have the skills and knowledge to perfectly carry out their jobs. How much or how often should you train your people? As much and as often as possible, and keep on training them. There is no more powerful way to energize your people and your company for nonstop growth.

The fundamental principle of education is that it is possible to teach the next generation in a few years the essence of what the entire society or world has learned about a subject over many centuries. The fundamental principle of formal training is that it is possible to teach any capable person in a relatively short period of time the knowledge and skills for a job which others have acquired through long years of work experience.

Make the effort then to develop the physical and technical skills of your people through formal training programs.

Social Recognition

The individual is more than just an animated and intelligent machine functioning independent of others. Each person has a social personality that responds to attention and recognition from others. Companies that recognize the social needs of their people and create opportunities for their fulfillment of those needs release powerful energies in their people. The simplest way to tap these energies is to create standards by which people can evaluate their own performance. Then give people the recognition they deserve for achievement of these levels.

Specifically establish formal and informal programs to give social recognition to high performers in every department, not just in sales. Every day make it a pint to go out and find someone doing something right and recognize it.

Career Paths

At the next level, the company can create opportunities for continuous promotion and career development. Develop clear paths for career development in the company and put in place an effective appraisal system to evaluate people's performance and help them acquire higher level abilities.

Attention

An even greater way to show commitment to people is to simply give them maximum attention. If you look closely at companies that continue to perform at high levels year after year, you will find that these are companies that knowingly or unknowingly believe in the power of attention and encourage their managers to shower it on their people for their growth and the growth of the company. Certainly, managers can learn these skills if they don't have these in full. Also, it should be pointed out that there is also a subtle and important distinction that should be made between taking interest in employees for the sake of accomplishing work and taking interest in them for their own sake as individuals.

Personal Growth

Perhaps the greatest way to commit to your people is to care about the personal growth of your people. This is an emotional concern for your people that is at the level of a parent's concern for the well-being of a child. If a company shows in specific ways how it is concerned for the personal growth of its people, success for the company can be infinite.

(Roy Posner, based on principles from *The Vital Corporation* by Garry Jacobs)



Freedom and Humility in Interactive Communication

Give people full license to express themselves, while also feeling you can deeply learn from their expression. It will demonstrate higher values of Freedom and

Humility. The interactions will be creative and dynamic, while opening new vistas of understanding.

(Roy Posner)



Cultivating Cassandras

Great companies combine a strong sense of identity with a fierce hostility to groupthink. Andy Grove, a CEO of Intel, advised CEOs to balance the sycophants they inevitably attract by cultivating “Cassandras” who are “quick to recognise impending change and cry out an early warning”. These Cassandras are often middle managers who “usually know more about upcoming change than the senior management because they spend so much time ‘outdoors’ where the winds of the real-world blow in their faces”.

(The Economist)

Value - Continuous Development



Infinite Power of Valuing 'Continuous Development'

Jeff Bezos the CEO who continuously re-invests Amazon's relatively meager profits every year is now the richest man EVER. That is the power of working for the sake of the value of 'Continuous Development', instead of focusing on harboring profits. It is a level of faith in the future potential in one's field, area, or domain. The result: Infinite wealth from no profits, or even loss!

(Roy Posner)

Organization



Vast Efficiency from Higher Levels of Organization

Organization of one's self, of a routine, of an activity, of a process, of a system can increase efficiency of result 10-100 times. E.g. Henry Ford revolutionized manufacturing in 1913 by creating a process that broke the assembly of the Ford Model T automobile into 84 distinct steps as the car moved down the line on a conveyer belt. The process revolutionized production and dropped the assembly time for a single vehicle from 12 hours to 90 minutes. Ford was able to reduce the cost of the Model T from \$850 to \$30 and produce a car every 24 seconds.

What do we need to organize in our personal or work life to a greater degree?

(Roy Posner)



Multiplying Power of Organization

Compared to the traditional view of the term “Organization”, Garry Jacob’s epic novel ‘The Book’ explains it in a radically different way. According to it, the essence of organization is the capacity to multiply energy. Instead of regarding organization as a conservative principle to eliminate waste, The Book regards it as a creative principle. The Book beautifully explains it further by using the principle behind a Lever.

Mechanical advantage is the principle used to explain how a simple mechanism such as a lever or a pulley multiplies the force applied to it. Where does the added force of the lever come from? Where does the additional energy come from or how is such a small amount of energy transformed into such a great amount of force?

The answer, according to The Book, is the creative power of organization. The enhancement of force is not generated by additional physical inputs. It is achieved by applying a higher MENTAL principle to a physical system. A lever is an ingenious organizational arrangement of objects to produce an extraordinary effect. The power issues from the arrangement which is a product of mind or consciousness not matter. Insubstantial, intangible consciousness multiples material force by application of an idea, an organizing principle.

The smaller the act or issue to which conscious effort is applied (resistance distance), the greater the potential multiplier. Common sense tells us that if you want to accomplish great things, you must act over a great area, whereas The Book explained that if you want to multiply the available force to the maximum extent possible, concentrate on applying it to the SMALLEST infinitesimal acts. The greater the force applied to the smaller the act, the greater the creation or multiplication of force. If taken literally, it would mean that every small, apparently insignificant act is charged with infinite potential!

Organization thus makes it possible to apply the greatest possible force to each minute aspect of work, thereby releasing infinite energy from the infinitesimal. Organization is therefore a lever that can transform the world.

The whole world is a product of mechanical advantage. But it was not the mechanical advantage of an inert material force in an unconscious universe. It was the multiplication of the force of consciousness by the power of Organization. Viewed in these terms, it became evident that there was no inherent limit to the multiplication of that force. Multiplication of force did not depend essentially on the resources available. It depended on the Intensity of the Consciousness and the organizing principle applied. The greater the awareness, the better organized was the lever for all human progress.

By applying the highest possible Organizing Principles with the widest possible awareness and the greatest possible intensity of concentration to each and every aspect of the work at hand, theoretically any company or business should be able to multiply its effective force and creative power hundreds or thousands of times!

A mechanical lever increases power in only one dimension, the dimension of physical force applied to an object; but a Human Organization multiplies accomplishment in multiple dimensions.

In addition to accomplishing more work with less effort, it increases speed, productivity, expands the range of activities, elevates quality, and enhances complexity. It enables achievements that are not possible at all without organization, in which case the gain in efficiency is immeasurable since the alternative is zero.

A human organization consists of people relating to one another and to other organizations. Its structure is subtle and intangible. It derives its power for multiplication from an invisible hierarchy, specialization of work, distribution of authority, repeating sequences of action, predefined goals, rules, and policies. Since none of these elements exist in a physical sense, none of them are subject to fixed limits. Structures, systems, policies, rules could always be enhanced and refined by higher principles, creative ideas, knowledge, information, commitment and determination, positive attitudes, i.e. by a more intense application of consciousness. Therefore, both the inputs and the outputs of organization are inherently unlimited.

In The Book, the MAI team began to realize that every task performed in the company, every act, contributed either positively or negatively to profitability: their capacity to judge people determined the quality of their new recruits, the clarity of documentation determined how quickly new people come up to speed, the quality of coffee, the cleanliness of the carpets, the speed of the network, the accuracy of accounting systems, awareness of technological changes; their attitudes toward customers, vendors and one another; skills in leading, planning, problem solving, motivating, communicating, team-building, public speaking, negotiating, technical writing, presentation; polite manners, cheerfulness and sense of humor; energy, endurance, patience and humility to let other people point out their mistakes and suggest better ways to work.

Thus The Book is triggering the question in us... What are the Levers or the insignificant acts in our company or business or work which we need to focus in order to evoke the infinite energy and success behind it?

(compiled from Garry Jacob's 'The Book')



Organization and Integration

ORGANIZATION: the parts, their functioning related to other parts in sequence or work significance to complete the work is organization. ...INTEGRATION: through integration an organization matures into an organism. Each part in its existence and functioning is directly or indirectly related to every other part and to the whole. This interrelation is known to be integration. (Sri Karmayogi)

Comment: (I would add that Integration is the supramental view of the ultimate possibility of a business. The question then becomes how each part of a company can be made to directly or indirectly be related to every other part and the whole. This an ultimate challenge for building the ultimate living organization. The Vital Corporation gives a number of examples of companies that have done so.

(Roy Posner)



Power of Work & Organizational Values That Rapidly Turned Around Chrysler In The 1970s

In late 1970's, Chrysler corporation, America's biggest car manufacturing company was on the edge of bankruptcy. The media carried interviews with experts who predicted that Chrysler would fold within a maximum of six months. Lee Iacocca took over as Chairman of Chrysler in 1979 at the height of the crisis and applied to the US Government for loan guarantees in order to persuade the banks to extend additional credit. The government put up guarantees equivalent to \$1.5 billion to be repaid in ten years. What followed was corporate history.

In 1982 the company started making profits. In 1984 alone it earned \$2.4 billion, which was more money than it had earned in all the fifty-nine previous years of its existence. That brought its three total earnings to \$3.3 billion. From 1979 to 1981, Chrysler lost an average of three million dollars every day and from 1982 to 1984 it earned a net profit of three million a day, a net improvement of six million a day or \$6.6 billion in three years. By the end of 1984 the company was able to announce retirement of the government loan guarantees seven years ahead of schedule.

How did he accomplish?

Ray [one of MAI partner] observed from his research that Iacocca had been applying the energy formula in all that he did at Chrysler. He may not have been conscious of it, but his actions were fully consonant with the knowledge inherent in the formula. That helped explain why Chrysler's performance had defied the predictions of all the experts.

Iacocca had found the key to not only conserving energy but multiplying it at various levels of the company. Iacocca had focused on elevating the company's performance on key work and organizational values. He improved discipline, increased freedom for individual initiative, raised product quality, accelerated product development, insisted on close coordination between functions, enhanced service to customers, collaborated with the unions through a partnership with the United Auto Workers, communicated frankly and openly with shareholders and the public-at-large, etc. It gave every employee at every level of the company a higher standard of performance to which they could aspire and a personal means by which they could directly participate in the turnaround of the whole company. Iacocca engaged his people, released their energy, captured their imaginations with a new vision of what the company could become. And what they conceived as possibility, they converted into actuality within a phenomenally short span of time.

(from 'The Book' pages 148, 160, by Garry Jacobs)



Chrysler

It's a great mystery in life,
To see how ignorance and life play out in tandem,
And puts one in an apparent uncomfortable situation.
Yet, such moments are not to punish one,
Rather, to bring the subliminal powers to the surface,
And thus to accomplish magnificent things in life.
That's why, in that context it is said,
"Ignorance is greater than Knowledge."

To have a positive attitude,
When everything seems all right,
Is mental awareness.
To have a positive attitude,
When everything seems NOT right
Is Spiritual Awareness.

The late 1970's,
It was a significant period in history of Chrysler Corporation,
The biggest car manufacturer of America,
As It could not cope up with Japanese competition.
It went through an arduous path,
And eventually started to struggle, and barely survive.

The people had lost faith,
The Government had lost hope,
The banks had proclaimed no future,
The media broadcasted failure,
And it appeared bankruptcy was inevitable.

At that crucial moment,
What was needed was neither money nor market,

Rather a change in consciousness,
That could inspire and transform the entire organization.

A man took up that challenge,
And secured the senior post in 1979.

After joining he realized,
The situation was pathetic indeed.
Had he known about these adverse conditions before,
He might not have joined.

As there seemed no path to survive,
He approached the Government,
And convinced them for a conditional loan,
Which he had promised to re-pay in ten years.

And what followed; what he did was corporate history.
A series of courageous acts to discipline the company,
Enhancing measures to improve product quality,
Focused and built products for customer needs,
Explored Innovative designs (K- car), and
Implemented novelty schemes (money back guarantee).

Also, he engaged his people from all levels,
Released their energy and captured their imaginations.
And so, what they had conceived as possibility,
Became Reality in a short period of time.

In essence,
He had found the key,
Not only to conserve energy, but to multiply it,
Across various levels of the company.

Life had responded in great abundance,
For the organizational measures and his brave leadership.
Against all odds and predictions,
The profits started to flow in from 1982 onwards.
That success and abundant profits,
Continued in subsequent years.

He was able to settle the entire loan in 1984,
Seven years ahead of the payback period he had promised.

Indeed he transformed the company 180 degree,
And restored the company's value and image.

He made it prosperous, and brought it back to the peak again, as it once was.
By transforming contraries into complements,
He had brought social Superconscient to the surface.
He was Lee Iacocca, the Chairman of Chrysler Corporation.

Why does the life have to work in that manner?
Problems then Solutions, Suffering then Happiness.,
It happens when a deserved soul,
Exclusively concentrates on the surface.

And so,
Everything that comes to us,
Comes only with the sanction of our soul,
Only to awaken our consciousness,
And to move us from our surface ignorance,
To our subliminal depths,
In order to reveal our true purpose of existence.

At the same time,
Do we always have to learn the hard way?
Indeed we need not do so.
The purpose of life is to shift our focus inside to the subliminal,
By practicing acts of higher consciousness,
We can consciously move towards it.
And that's what Mother has called,
"The Sunlit Path."

(by Senthil Murugan)

Source:

Articles from Karmayogi.Net

'The Book' by Garry Jacobs



Harmonizing Organization with Spontaneity/Freshness

Q: "How can we harmonize the qualities of organization with spontaneity/freshness in life in business?"

They seem to be two fundamentally opposed principles"

A: I am not sure they are so much fundamentally opposed, as different from and even complimentary of one another. E.g. both male and female are not opposed to one another, but rather need and complement each other. How then does this apply between organization and spontaneity/freshness?

Well one thing we can see is that more organized the environment, the more positive the atmosphere for spontaneity to thrive without going off on negative tangents.

Likewise, the more spontaneous and fresh the environment, the more people are amenable to change dictated by others, as they feel they are respected in their freedom and individuality.

Apple is an extremely organized environment that allows for great spontaneity, and vice versa.

So to have both these two qualities, like any 2 or 10 or 100 values is a good thing. They reinforce one another, when applied at the highest level. E.g. the best forms of organization allow for insight from all levels of employees, and have procedures for acting on them. Likewise, the best organizations allow for greatest freshness and spontaneity by creating standards that allow for such things. At Google 10% of all employee time can be used to develop their own (non Google-specific) projects, some of which Google may use.

Values on the surface may seem in contradiction, but from the perspective of their widest application, they tend to reinforce one another. It is so because they have original Spiritual Attributes, Real Ideas at its core, in common -- including peace, silence, harmony, knowledge, truth, goodness, delight, love, timelessness, and infinity. And at the Source level they all integrally related. It becomes more

obvious from the perspective of Supermind, a direction I believe we are gradually headed.

(Roy Posner)



One Week's Work in One Day

Work is done by several people in several fashions. People working in a sluggish organisation visiting alert companies often find that there the work is done quicker. What they do in a month gets done here in a day or two. They are all appreciation. It stops there. NO ATTEMPT IS MADE TO KNOW HOW THE WORK WAS DONE QUICKLY. You may have seen uneducated people, or less educated persons trying to write down the monthly accounts. They take a whole day. While doing it, they perspire. It is a work of half an hour to an educated person. A graduate in an office was trying to draft a reply to a routine letter of ten sentences. He wrote it down ten times and spent a full hour on it. Obviously, he had no skill and language was a bother. Still, IS IT HUMANLY POSSIBLE TO DO SEVEN DAYS OF WORK IN ONE DAY?

The value of a programme can be best appreciated by the CEOs of companies. They attend seminars paying a fee of Rs. 25,000/-. There are two parts in the scheme. The first is elimination of waste, alertness, memory, presence of mind, unruffled temper, organised work, etc. One who is unorganised and sluggish will double his efficiency by doing all these. Maybe he will treble it. That is the smaller part of it. A Dutch girl was in tears when she was given a 50-hour work in a 40-hour week. A colleague consoled her and tried to help her. The first thing he asked her was to write down all the work and post the shortest time it needed next to it. She did that. It totaled 27 hours. She was all smiles. OUR WORK IS NOT TIME CONSUMING. OUR WAY OF DOING IT IS.

CEO's are efficient. They do not commit such lapses. The second part of the programme is to upgrade the idea behind the organisation of work. Here we can only mention the principle, not offer a detailed explanation accompanied by a striking example. The secret lies in the fact that we LOVE what we do as we are

efficient in doing it. Instead of attending to the details, one should take care of its essence. CAPACITY TO MOVE AWAY FROM THE LOVE OF DETAILS TO THE SIGNIFICANCE OF THE ESSENCE ENABLES ONE TO DO IN ONE DAY THE WORK OF SEVEN DAYS. The basic contradiction lies in the fact that efficiency is attention to details. It is possible for us to take care of the essence without losing hold of the details. Learning to do it requires the discussion of an actual work. No question need be raised as to its possibility, as the people above us are already doing it. It is not a knotty problem, but a subtle tangle one needs to undo with penetration. (Karmayogi)



Andy Grove

Intel founder Andy Grove taught the world what Karmayogi called "The Great Secret: The Power of Organization." Intel was the most efficiently run company I ever worked at, implementing organizational values to the highest degree. It was a great reason for their enormous success in computerizing the world. You could say he single-handedly organized Silicon Valley. And what a special character and human being he was. May we all continue to learn from him and his great pioneering works.

(Roy Posner)



Consciousness And Organization Together

"Life evolves through growth of consciousness, even as consciousness evolves through greater organization." - The Book

They always go together. Either one alone is not enough to bring forth results in life. One who lacks the first half of the formula means they haven't the energy; no fuel to drive the life. And one who lacks the second half of the formula means there is dissipation of energies due to lack of proper organization.

One of the ways life reconciles this by bringing contradictory parties in alignment; so one can learn from the other.

When MAI was lacking in organization, life brought them to Lempe's consultancy and through that process and with The Book, they discovered the above principle, and as a result both companies benefited magnificently.

The Book says:

"...The discovery arose from the realization that the two companies, MAI and Lempe, were mirror images of one another.

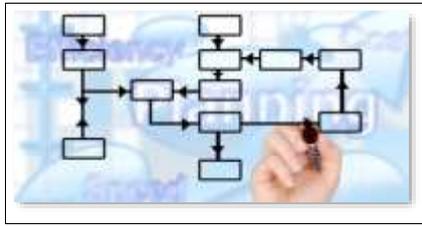
MAI had abounding energy, a clear direction, unlimited technological and market potential, and creative, enthusiastic people, but too little structure through which to channel that energy effectively and multiply its power to tap even a fraction of its potential.

Lempe had a highly developed structure, well-developed policies, systems and procedures, and a disciplined work culture, but the source of its life energy had somehow dried up. It had lost its direction and momentum. Its structure had become an impediment slowing down and entangling each action in a bureaucratic mass of lethargy.

The two companies were complements, two sides of a coin. Each possessed something that the other very much needed..."

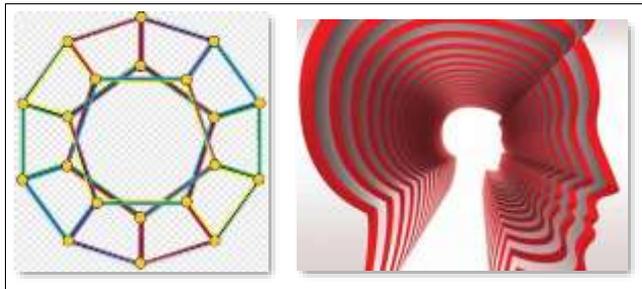
(From 'The Book' by Garry Jacobs, page 165)

(Senthil Murugan)



POWER OF BUSINESS ORGANIZATION

Creating standard ways of doing things - such as standard operating procedures (SOPS), clearly defined jobs and lines of authority, well-functioning systems, et al - establishes a very solid basis for infinite-like success. It is the unrecognized power of Organization in action.



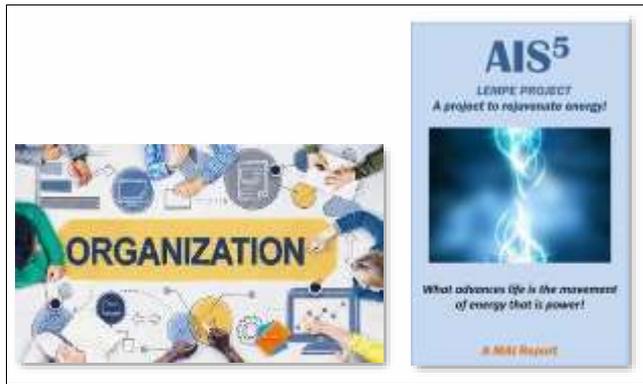
Organizing the Inner Person or Company

One can be very disorganized and then take to higher levels of organization which will invariably lead to great success. And yet if one is fully organized but lacks higher consciousness, you or the company can go downhill and fail. What is missing? It is a commensurate Deeper Consciousness.

In The Book the MAI team took to higher levels of Organization as they went through various experiences, culminating with the release of the AIS 4 Decision Making software that incorporated this insightful understanding . However then they witnessed the Lempe organization that was materially organized to the hilt, and yet was gradually failing.

If higher levels of organization are a positive thing that attracts success, then how could it attract the opposite at Lempe? It is because they lacked an Inner, Deeper Consciousness. Or to put it another way, they lacked Organization; not of the Outer, material life but of an Inner, Conscious Existence

Thus organization of the INNER Reality is of equal or greater importance of the outer. It is to raise our values, attitudes, skills, capacities, deeper insights to the highest levels - where it be for an individual or for a company. As a result of developing this Inner Wisdom and Capacity, Life will respond from all quarters, lifting us to the heights.



Overcoming Dead Organization and the Emergence of AIS-5 Software in 'The Book'

In the novel 'The Book.' AIS 5 AI software that can solve most any problem in the world comes out of the awareness that Lempe company has become bureaucratic, with no dynamism, hoping to incorporate a new dynamism in some form into that version of the software.

They came to understand that Lempe company's organization got disconnected from the life of the society.

Karmayogi wrote that a company is a Child of Society. It is born out of the aspirations needs of the collective. It grows by meeting the needs, fulfilling the

aspirations of society. So long as it meets these qualities of society, the company grows. Otherwise, it stagnates and comes undone.

The same is true of us. We get so much from society - from our families, from the locality, the nation, etc. But after a while we get fixed in that organization and cannot breathe of our own. We lose our essence, our individuality, even our purpose. In addition, we also get stifled as we focus only on our own needs, our own benefits from society, instead of how it can benefit others, other members of society.

Makeup of the Company



A Consciousness View of A Business Institution

An institution is a living organism with a personality, history, life experiences, skills and capabilities all its own.

In Sri Aurobindo's terms, each institution has a MENTAL part composed of the constituting ideals, principles and rules for governing its operations, decision-making processes, systems of communication, etc. It has a VITAL part composed of the energies and dynamic processes which translate plan into action and yield concrete results and it has a PHYSICAL part, the building, equipment, tools and machines.

The individuals employed by an institution each contribute their own personal qualities and resources to these different levels.

But besides these, every institution is an evolving being which has behind and within it a higher element of divinity, a soul spark. The institution can only fulfill itself by discovering this element, bringing all its life into conformity with that living ideal and expressing it in daily functioning.

A business institution is a living organism, and like any person, it responds to us.



Firms that Lose Touch with Their Original Inspiration

The company's founder or leader's Inspiration is what makes the company grow. When it loses touch with the original inspiration or fails to gain a new progressive one, the company tends to wither away.

Authority and Freedom



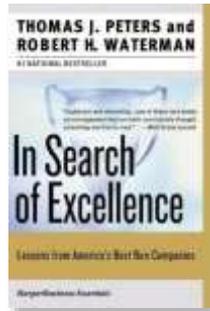
Giving Freedom In Human And Spiritual Life

We know very well that when we are given total freedom in life we don't use it properly and mostly end up issues in it. For example, when parents give a lot of freedom to children the children spend most of the time in play only and end up neglecting their study which hurts them later on.

Similarly, when a company gives freedom to its employees they come late, waste the time in gossiping and not doing work and insist on leaving earlier than the scheduled time. All these only leads to the financial loss to the company. Therefore, traditional wisdom is always insisted on a full and proper discipline for achieving any progress in life.

(response) In business it is essential to establish discipline first. That is the authority implicit in the job position. Once that is established, then giving subordinate staff members freedom – whether to be creative, innovative, taking initiative, etc. -- will produce highly beneficial results.

It is a psychological growth for the manager to release himself of egoistic control. The same basic dynamic is true between parents and children. (MSS)



'In Search Of Excellence' Management Book And Worker Freedom

Dan explains the success of the book 'In Search of Excellence' :

"...In 1984 Tom Peters and Bob Waterman published their breakthrough bestseller, *In Search of Excellence*, based on research they conducted for McKinsey. Remember this was a time when even successful business books sold ten or twenty thousand copies. Neither the authors nor the publishers nor McKinsey expected it to sell even ten thousand. It has already sold over eight million and since then business books have become best sellers. Even in retrospect, no one has ever explained how it happened. No amount of statistical analysis based on past sale trends of business books could have ever predicted it..."

"...It can be traced back to the hippy movement in the 1960s. Peters was a part of that generation. The spirit of 1960s was freedom for individual self-expression. That is what it was all about. A rejection of authority and pressure for social conformity. So many young people of that generation left college with high expectations but were eventually forced to compromise with the practical realities of life. They entered major corporations, swallowed their ideals, submitted to the anonymity and regimentation of the corporate establishment and gradually rose up to the ranks of middle management.

Twenty years later, along comes Peters shouting the mantra of freedom. Break down the walls of bureaucracy! Release individual creativity. That was just about the time when Apple Computers and other Silicon Valley companies were experimenting with an alternative to the regimentation of IBM-type corporate cultures. Flex time, no dress codes, no pre-assigned parking places, no executive toilets and dining rooms. I believe Peters and Waterman touched the ideal and nerve cord of freedom that lay latent but not forgotten in people of that generation. One call was enough to rouse it from slumber and dramatically alter management thinking in America..."

(From 'The Book' by Garry Jacobs, page 23)

Cleanliness and Orderliness



First Recommendation to Elicit Response in Business: Cleanliness & Orderliness!

Normally the very first recommendation we make to our business customers and clients is to clean up and make more orderly their facilities wherever possible; especially where neglected. When they perceive it or not, this quickly elicits powerful positive response from life in the form of more money, more sales, more opportunity, suddenly appearing from out of nowhere! It is itself miraculous-like and the foundation for all other miracles to come!

(Roy Posner)



Power of Cleanliness, Orderliness Turns Around Company

The young owner of a once large computer services company that was now on the verge of bankruptcy decided to follow a consultant's advice and take to higher levels of CLEANLINESS and ORDERLINESS in the organization.

Very quickly his business recovered, then it boomed, to the point that within two years he was able to retire for life!

(Roy Posner)



Cleanliness/Orderliness Power for Our Clients

The very first thing we suggest to our business clients is to clean and organize their place (offices, warehouses, manufacturing facilities, et al) to perfection.

When big or increased sales and money suddenly start pouring in from out of nowhere, they are astonished.

We usually refrain from explaining what happened, keeping it - the Life Response Power of Cleanliness and Orderliness - to ourselves, waiting perhaps for a later, more appropriate time to explain.

Maximum Utilization of Resources



Maximum Utilization of a Resource Attracts

In addition to cleanliness, orderliness, and systemization there are other organizational values that can evoke the miraculous. One is “maximum utilization” -- i.e. the desire to derive the most out of a given resource.

Let’s face it; we live in a throwaway society. When a resource is depleted, we discard it -- looking for another to take its place. Moreover, when we use a resource, we are more concerned with the benefits it brings than whether or not we are using every last bit of it. For example, if I drive my car to an important appointment, I am more concerned about getting there than whether I have received the maximum mileage from the fuel. Gas may be expensive and precious, but arriving at that meeting is far more critical.

And yet with a little effort, we can also learn to derive the maximum use from the resources we employ -- whether it is a machine, materials, or something else. Doing so will not only save us money and help maintain supplies, but will also trigger powerful life response results. To show you what I mean, I would like to share with you an entry from an associate of ours in charge of a manufacturing concern in India.

“Low Carbon Ferro Manganese is one of the main raw materials we use in the manufacturing of welding electrodes. One day the manufacturer who supplies us with this material informed us that their plant was shutting down for maintenance, and as a result, there would no supplies of the resource coming for the next two months.

Now this is an expensive material, so the stocks we kept on hand were held to a minimum. Also, there were only a few companies that manufactured this particular item. What’s more, the suppliers were all located in faraway places. In

this dire situation, we had little time to arrange supply from other sources; and stocks on hand were now sufficient for only 5 days of production.

In this difficult state, we made the decision that not a single particle of LCFM should be wasted. To that end, we alerted all the workers to be extra careful in its use. In addition, the shop floor was swept thoroughly because in our desperation even spilled material was collected, screened and used.

Remarkably, two days later, from out of nowhere, the Managing Director of a company manufacturing LCFM in Orissa -- which is about 1300 kilometers away from our Pondicherry location -- visited our unit. Then over the phone, he instructed his plant to immediately dispatch all the needed material to us!

There was more to the story, however. Where previously we were buying the material from a supplier on a cash basis, the new company now offered us 30 days credit. In addition, we no longer found it necessary to negotiate any pricing terms with them, since they now agreed to supply materials in the future at that same price. (This is significant because they knew of our precarious situation, and yet despite our weak position, they did not take undue advantage of us.)

By the way, till this day we are continuing with this new supplier!"

When you try to derive the maximum use from a resource, life responds with more of it – arriving in ways you would never have imagined. When the manager of the company made the decision to make the most of its current, scarce resource by using every bit available, life returned the favor with fresh new supplies at a time when conditions were dire. In addition, several other astonishing developments followed in its wake.

In this way, each of us can examine the way we relate to the resources we use -- whether it is machines, materials, money, time, or people, -- and come up with strategies to maximize their use. When we implement that strategy, powerful positive conditions will quickly move in our direction.

(Roy Posner)

Business Planning



Supramental Business Planning

In normal business life, the leaders or founders of the organization bring out the relevant issues they are familiar with, weigh the possibilities, and then come to conclusions that are then acted upon. It is a rational, yet still incomplete approach. A far more successful method would include the following approaches, which essentially brings to bear the power of Higher Consciousness.

-The mind would be more still and more open, attracting intuitions of knowledge without the necessity to think. Thus the final goal and conclusion of the normal human analysis and synthesis process described above would be known at the outset.

-Through an elevation of consciousness in the planning stage, the goal is achieved before it is even executed as the spiritual Force attracts the outcome at the beginning.

-Through mental silence, higher attitudes, and opening to the Force the results come quickly in ways one would never have imagined, while opening up new opportunities never thought of before.

Such "Supramental Business Life" is available to anyone who wishes to engage in it. It is just a matter of knowing which of the Inner Keys to turn. I.e. which inner psychological and spiritual method to utilize that will quickly evoke the miraculous.

(Roy Posner)

UNTITLED

Imagination is the Spiritual Essence of Planning. (Karmayogi)

Challenges, Obstacles



Response To Breaking Through A Challenging Situation

Each time we get through an unprecedented challenge, - say in a particular work we have not been involved with before, or for a very long time - life immediately turns around and offers us considerable work in that same area, or in another area we had hoped to one day be a part of. In other words, breaking through such challenges quickly opens up doors of opportunity. This is a common subtle phenomenon one readily perceives along the Way.

Untitled

Failure is simply the opportunity to begin again, this time more intelligently.
(Henry Ford)



'The Book' - MAIS

[Here Senthil Murugan describes in poetry-like fashion how we can learn from our mistakes, uplift our business and personal values to something higher, opening the door to true success and greatness. Garry Jacobs' novel of 'The Book' provides the context of events in which the MAIS company follows this Higher Consciousness movement. -RP]

It was their [MAI partners] mission in life,
To devote themselves in the field of Artificial Intelligence,
As to create products that would evolve human mankind,
And they had chosen a product to start with - MAIS,
As to help people with investing decision in stock markets,
An artificial intelligence software,
Not merely based on past statistical results,
Rather based on fundamental economic principles.

They all quit their current job,
Invested all their hard earned savings,
Also arranged loans through other sources,
And ventured into their new quest,
By establishing their own company - MAI.

Their mission and dream was correct,
Yet, the field they had chosen was not,
Not because their theory was incorrect,
Rather because, they were not equipped enough,
To prevail against the forces of falsehood,
That dominates the entire stock market.

The life hinted that aspect at the very outset,
By the sudden crash in the global stock market,
Which shrank their funds considerably,
Perhaps, it was too difficult for them to perceive,
The subtle causalities of life at that early stage.
And so, they persisted on.

After an ardent effort for a period of time,
They had made their first dream product,
And that prototype version appeared to be a huge success.
However, that success had not lasted long,
And the message of life, struck them hard,
By an official warning through SEC,
As their software had manipulated the market,
And that resulted in market disturbance.

Though, they had not believed such conspiracy,
After investigating it deeply, they came to know,
It might be a possibility indeed,
That their prototype testing could have caused the chaos,
How harder they tried afterwards,
Neither could they find the reason nor how to solve it.

Indeed they had created a product,
In diametric opposite to their vision.
As to honor their aim and ideal,
A painful decision was made at last,
As to abandon their first dream product.
And that was the story of MAIS.

When our destined path is different,
Though, we are usually not aware of it,
Life continues to observe,
And would create obstacles along the way,
At the right, intense moments,
As a means not to punish us,
Rather to awaken us,
And to align us back in the right path.

MAIS - A failure and blow from life,
Perhaps, it had to be that way for a greater purpose,
In that sense, it was not a failure indeed,
And they perceived that truth themselves, years later.
Also, it was a subtle message from life,
Mere mental power alone would not be enough,
To resist against the forces of darkness and falsehood.

What else the power that could assist them with,
To manifest their mission and dream,
'The Book' alone would reveal...

(based on 'The Book' by Garry Jacobs)



Failing Tire Company Gives Up False Belief

Often a failing company finds itself in a predicament because the leaders of the organization believe in its inevitability. However, if they change that belief, life will conspire to turn around the organization to success.

A tire manufacturing business was rapidly going downhill. However, a wise, consciousness-oriented consultant asked them to change that belief. He told them that because they believed they were in a dying industry, because they believed their company would therefore die, life responded negatively in kind, and as a result they were failing

And so the company took up the wise consultant's advice and reversed their negative point of. Life then suddenly conspired to take them in a very positive direction.

The Indian proverb says "we are what we believe we are; we become what we believe we can become."

Spiritual Approaches



Spiritual Recommendations for Business Enterprises

Business is mostly run these days in a very commercial manner with profit being the main motive and values given only a negligible importance. However, Spiritual ideas can definitely have a big impact on business if the business community receives them well. Let us therefore see a sample list.

1. Values are the power engines of any business. So, any business that implements values is sure to succeed.
2. Materials respond very well to positive attention paid to them. Therefore good care of the premises, good maintenance of the production facilities and proper care of the products traded will ensure the enterprise a much longer life than expected.
3. No business is fully perfect at any point of time. There is always infinite scope for improving the operations of the company. So one must always look for scope for improvement in maintenance, production, sales and stocks and accounting etc.
4. The employees of any company are a real asset to the company. The more the company takes good care of them, the more it will prosper. Coke company has a policy of wishing its distributors to be prosperous first before the company receives any money. Such a policy has brought great prosperity to that company.
5. The company must keep itself fully aligned with the tastes and requirements of the market and must not allow itself to get deviated. Chrysler car company allowed its car designs to be way out of touch with customer preference and as a result suffered huge losses.

6. Lack of orders and idle workers and machines is always a sign that the company is defective in certain key areas. An inner correction there is sure to bring about an outer response.

7. Funds shortage is a sure sign that values and activities inimical to prosperity are being practiced in the company. If those malpractices are removed, prosperity is sure to return to the company.

8. One must make sure that harmony prevails at all key interfaces of the company such as that between management and workers, company and its customers, company and suppliers and company and government etc. If such a harmony is assured, the company will fly like a rocket and when this harmony is disturbed it will go slow like a bullock cart.

9. According to Divine Mother, the best way to earn more money is to spend more. Therefore, the company can spend liberally in modernising its machinery, in the upkeep of its premises and in paying its employees.

10. It is tempting to avoid paying income tax. It is usually seen as a short route to maximize profits. But experience has clearly shown that only those companies that pay proper taxes flourish in the long run.

(N. Asokan, MSS)

(comment by P.V. Sankar)

Asokan Sir has crisply presented the invaluable spiritual principles for any business in 10 points. Thanks.

"Spirituality in Business" is a subject most earnestly discussed, researched, deliberated and applied worldwide. There is a continuous effort by Corporates to institutionalize indispensable spiritual principles in the organizational culture.

Khalil Gibran says, "Work is Love made visible"

More and more people want to bring a greater sense of meaning and purpose into their work life. They want their work to reflect their personal mission in life. Companies are finding the most effective way to bring spiritual values into the workplace is to clarify the company's vision and mission, and to align it with a higher purpose and deeper commitment to service to both customers and community.

The simple steps required to develop a spiritual organization are very easy to implement. They include:

Shared vision.

--High level of individual and organizational integrity.

--Culture that values service, excellence, dedication, contact with the customer and action over personal advancement and personal gain.

--Cooperation, communication, and community.

--Supportive environment for the individual's growth

--Culture that supports personal growth.

Spirituality is an experience that there is something more to life than just our narrow, ego-oriented view of it. When the Managers develop the spiritual side of their life, develop a quality of lightness, appreciation and humor. They bring a sense of optimism to life, even in the face of problems. They don't take themselves too seriously. They are fully alive, and they radiate this aliveness to others.

Most of the top-ranking Business Consultancy firms are using spiritual approaches for the betterment of their clients.

Sri Aurobindo's revelation to the world is "All Life is Yoga". Running a business or managing a business is also part and parcel of our life. Applying Sri Aurobindo's creative spiritual principles to the business, any organization can seamlessly become a "Living Organisation". Pujya Appa's prescription for any business is that "balance the five components" first and growth will follow.



Methods of Spiritual Prosperity in Business

We can say devotees are People who are all trying to attain a prosperity based on Spiritual Values and as such it should be somewhat different than the normal

prosperity attained by normal people. If so, let us see what are the signs of spiritual prosperity in business that sets it apart from ordinary prosperity.

1. Spiritual Prosperity is achieved by a display of abundant goodwill. For example, a consultant following Mother's method of Management shows plenty of goodwill for his client's prosperity as he goes about implementing spiritual values in his consultancy. The client happily shares his own increased prosperity with the Consultant and thereby increases the consultant's prosperity.

2. Spiritual prosperity is achieved through the power and application of values such as cleanliness, hard work, quality, harmony, honesty, perfection and organisation etc.

3. The devotee achieves prosperity more on the strength of consecration, faith and surrender and such other spiritual values than on the strength of life values such as hard work and efficiency etc. The former become more important than the latter. In other words, big orders for work are secured more by consecrating such orders than by ordinary canvassing alone.

4. Devotees enhance their prosperity by turning problematic situations into one of huge opportunities. For example, desertion by one big customer that the person was relying on comes as big problem. The devotee does not sink in despair. Instead he actively tries to expand his client base and diversifies his products and emerges as a big winner in the final round.

5. The devotee expands his prosperity by happily sharing his prosperity with his staff, his customers, suppliers and government etc. When his profits improve, he increases the wages of his employees, lowers the prices of his products to customers, happily agrees for price revision of his supplies from suppliers and pays more taxes happily also.

6. By consecrating every single order big or small, the devotee ensures that he gets a steady supply of orders in an ever-expanding manner.

7. By utilizing every aspect of his business activity to 100% capacity (such as machinery capacity, power availability, worker's working time, accts updating, and cleaning of the premises etc.) he ensures that the finite capacity of his business enterprise is conquered and that the infinite dimensions open up.

8. By giving excellent personal attention to visiting customers he keeps them most happy and induces them to give more orders than they even had in their mind originally when they came in.

9. For everything that goes wrong in the outer market he finds inner correspondences and this very attitude prevents anything going wrong outside such as problems with supply, falling demand, worker dissatisfaction, shortage of power and water etc.

10. By viewing his human resources as more valuable than money resources he wins the loyalty of this staff and induces them to maintain the peak of their productivity. For example, if a key employee is severely injured in an accident and if hospital treatments will cost several lakhs, the owner does not mind spending that much and treating the patient and in this way wins that employee's loyalty forever.

(N. Asokan of MSS)



Business Entrepreneurs, Others Open To New Consciousness-Based Understanding

[on whether the business world is open to new thinking as presented by MSS]

In an entrepreneurial environment, there is more openness to such innovative new age business ideas. RH at LinkedIn is but the tip of the iceberg of such an entrepreneurial spirit of openness to change that is here in Silicon Valley and is spreading worldwide. They are open to such ideas.

Steve Jobs read Autobiography of a Yogi, Swami Yogananda's Life, the biggest selling spiritual book from India ever, every year. He created the most highly valued company in history, having TURNED IT AROUND when it was on the precipice. TEDTalks and the like are full of innovative thinking. It is spreading worldwide too. TedTalks in Chennai India! In Search of Excellence started the whole wave intellectually. Merging Peter Drucker's thinking with freedom and self-expression for the individual in the workplace, a product of the hippy 60s. Now it is snowballing in all directions.



First Five Minutes of A Meeting

-In the first five meetings of a meeting you can sense the vibration and outcome of the gathering. What will happen for the entire meeting will be presented at the outset.

-If at the outset of the meeting you detect the vibration is negative, Consecration of the limitation can turn the tide.

-If one feels, exhibits calm, sweetness, humility, yet with a vibrancy for a positive outcome just before the meeting begins,, one can attract the total positive that the meeting would produce in the first five minutes.

-Throughout the meeting one can sense the subtle and not so subtle vibration, and make the necessary inner adjustment to turn the tide (whether moving to calm, to silent will, to taking the other person's view, consecrating a negative remark, etc. etc.)

Harmony, Oneness



Oneness in The Organization

Increased harmony among the parts and individuals is key to attracting great success in an organization. Examples are-

- The founders having a deep faith in the performance of the sales staff.
- The sales staff wishing for the founders to see a great return on their investment.
- The owners taking a keen interest in the well-being of its staff, including their personal growth.
- The staff having a deep interest in embodying the personal, business, and social values propagated by the leaders.
- Any movements towards greater cooperation, coordination, and integration in the organization.
- Developing a oneness of purpose between the organization, its products and services, and the customers who purchase them.
- Having unity of purpose, direction, strategy, action, results, and reward.

(Roy Posner)



Power of Higher Harmony (W/Discussion)

If any entity or organization wants to achieve at a higher level, it can begin by creating more harmony - amongst its people, its customers, the levels of organization, etc. Harmony enables higher achievement even when there are limited resources, talent, energy, etc. Increasing harmony generates the right atmosphere that can take an individual or collective to the pinnacles of success. In fact, each attempt at higher harmony will tend to attract good fortune from out of nowhere.

That being the case, how can you create more harmony around yourself or within your organization?

(Roy Posner)

Reader: By advising them to stop their investments or by taking the authoritative approach on subordinates to get matter fixed quickly.

Reader: Appreciation, positive reinforcement, giving them enough space to share their views.

Response: Very good, Hemi.

Some others that come to mind: tolerance, openness, acceptance, respectfulness, discovering mutual interest, coordinating views and actions, shedding ego, all for one/one for all attitude, not asserting, not blaming, not interfering, crossing over the boundary between us, agreeability, taking the other person's point of view, patience, deep listening, not dwelling on another's weakness or sore point, finding the mutuality of spirit in others, etc.

Reader: Thanks Roy Sir. Now we are implementing these values in our small business. By the Mother's grace we started seeing significant improvement. Thanks for your more points or views. Sure, we will develop these values too.

Simply we want our employees to be happy and feel more comfortable at work place. My father always states that point all for one/one for all attitude for family harmony.

Response: "Simply we want our employees to be happy and feel more comfortable at work place." To do that focus on how you can help develop each individual staffer to the max.

Truth, Truthfulness



Ethical Behavior, Psychological Strength, and Collaboration Attract Great Success in The Tiger Hunter

Many qualities go into creating a successful venture or startup.

In the Indian comedy/drama film 'The Tiger Hunter' three qualities evoke great response from life and ultimate success for the principals: Ethical/Honest Behavior, Psychological Strength, and Collaborative Effort.

Here is a brief synopsis, followed by the three episodes where sudden good fortune (i.e. Life Response) is evoked due to right behavior:

"Sami Malik, a young Indian, travels to America in the 1970s. He dreams of becoming an engineer to impress his childhood crush and live up to the legacy of his father, a legendary tiger hunter. When Sami's job falls through, he takes a low-end job and joins with a gang of oddball friends in hopes of convincing his childhood sweetheart that he's far more successful than he truly is -- or perhaps ever could be. He works his way upward, eventually developing a micro-wave oven that actually cooks food properly; the first of its kind, and the ticket his and others' great success."

-ETHICAL BEHAVIOR: Sami decides to tell the truth about the fake arrangements he made borrowing someone's house to impress his girlfriend and her father, which causes him soon after to be given an opportunity to present his invention for the first time.

-PSYCHOLOGICAL STRENGTH: Sami decides to confront a favored white engineer at the company with the fact that he had stolen Sami's ideas, which attracts another person at the meeting who questions the ethical behavior of the favored engineer, further propelling Sami up the ladder to success.

-COLLABORATION OVER GO-IT ALONE: Rather than be ashamed of the half dozen young Indian engineers who live with him in a cramped space, he uses their knowledge to build the product (an excellent micro-wave oven) that propels him and his friends to the pinnacle of success.

Here is the trailer:

https://www.youtube.com/watch?v=BF151O_uoA

(Roy Posner)



Distortion of Truth and The Doubly Failed Businessman

When an individual subscribes to lies, whether he knew of its underlying falsehood or not, the outcome will reveal itself negatively in another area of his life, often as failure.

A man was part owner of a rising business. He had put great effort into it over the course of three years. Still he maintained an utter certainty that it would succeed, and that his approach was bound to succeed, despite what others had said.

Somehow, he got very caught up in the US election. He sent out 3 or 4 letters that detailed his opinions, with striking intensity, bordering on bitterness. He had listed a dozen or so of the extreme untruths about one of the candidates that had been spread by the foreign and domestic hacking web sites that had infiltrated all aspects of the Internet in the USA. Virtually every untruth was made up for the purpose of defeating her in the election. He fell for this information hook, line, and sinker, expressing it in his letters in considerable detail, as did millions of others.

But what was most interesting is that during the week it was revealed all throughout the world that these were in fact untruths made up in minds of various hackers, the businessman called a loyal friend to essentially say he has failed in his business venture.

You see, the two events go together in Life Response phenomenon. The lies he subscribed to revealed to the public the same week he is utterly demoralized and calls the friend that he has failed in his venture. They are synchronous in consciousness.

In fact, we can go further and say that they are the SAME weakness in his consciousness expressed two ways: an utter belief in his infallibility, i.e. my way or the highway, and his propensity to naively embrace false information - both expressing a fundamental Ignorance and Falsehood. It is a case of two sets of untruths moving together, eventually expressing their negative outcomes together.

(Roy Posner)

Perfection



Perfection In Detail

(from article 'Secrets Behind The Secret' by Garry Jacobs)

Another very powerful, subtle strategy for accomplishment is based on the importance of the Infinitesimal. When we seek a great goal, we often disregard the small details as insignificant and unimportant when, in fact, the very opposite is true. The best way to progress toward a great accomplishment is to make every small act as perfect as possible. To us, the Infinitesimal and the Infinite seem like opposites. But spiritually, the Infinitesimal is a manifestation of the Infinite. That is why it is very difficult to perform even the simplest act perfectly. If you try to keep a room perfectly clear, you will constantly discover areas that have been missed or that cannot be maintained in that condition. If you try to make everything you write - even the most casual message - error-free, you discover that it requires enormous attention and effort.

The CEO of a small, local beverage company in South India wrote to one of the largest multinational soft drink companies applying for a distributorship in that area. He put enormous concentration into preparing the letter without a single error or imperfection. To his utter amazement his small company was selected over much larger firms. When he asked the VP of the multinational why his small company had been selected, the VP replied that he was extremely impressed by the letter the CEO had written.

High achievers know that perfection in small matters is powerful. Avoid clumsy movements, loud noises, spilling, breaking, tearing and every other form of disharmony with the environment. Avoiding small incidents of friction, dispute, quarreling and annoyance is even more important. When your goal is high accomplishment, the very best method is to make every small act as perfect and harmonious as possible. It is a method that brings a much greater result much sooner. As a senior executive of IBM put it, "God is in the details."

Competition



Vibrant Companies Are Stimulated, Not Destroyed by Merciless Competition

A fully ORGANISED company cannot die whatever the competition is, however unscrupulous they are.

Organisation is health, vitality. It is healthy irrespective of the environment. There are various levels of organisation. The company that faces stiff competition will survive if it is organised enough to survive in the environment. A company that is integrated with the society will be vibrant. Any society is moving on certain lines. On those lines, the society will carry great force, as the Indian society is moving towards greater education and greater prosperity.

To minister to THOSE needs consciously is to be vibrant. That vibrancy is a vibration of growth. Strong competition will stimulate that vibrancy. At a time when companies are dying like flies crushed by the competition, a vibrant company will find itself growing. Competition is a welcome stimulus for an organised, vibrant company.

Forty new entrants in the scooter market twenty years ago struck terror in the heart of Bajaj. That year, he grew 100%.

(Karmayogi)



Competition

Competition is actually business expansion for the entire industry.
(paraphrase of Sri Karmayogi by Roy Posner)

Leadership



A Note To Managers About Inspiring Your Team

If you want to see how deeply caring about staff and their lives can evoke ultimate life response from one's team, please watch the recent film, McFarland USA. All the answers of what engages people are shown there in true and dramatic fashion. Senthil Murugan recommended the film to me, and wrote up the deep principles involved that energize and thereby evoke astonishing results. Very inspiring!

As Senthil put it: "One builds a team not only by being part of it mentally, vitally and physically but going beyond psychologically to understand the true issues beneath the surface, and work together to resolve it for the best interest of his team. It is possible only by a man of Individual character who is determined, courageous and most of all believe in his team."



On Leadership

A few extracts on leadership from the novel The Book by Garry Jacobs:

"...The first requirement for effective leadership is self-respect. Without that others will never respect your capacity or authority.

Too many leaders act just like the devotee. When all they have to do is remain open and flexible and alert for the next wave of change, they stick their heads underwater or into the sand and drown from what? Blindness and rigidity! You

don't have to be a genius to survive and succeed in business, but you cannot afford to insist on what you know, what you like, what you prefer, or what worked in the past.

Society is ruthless in demanding what it wants next and quickly forgets past services rendered. It is loyal only to itself and to those whose only allegiance is to society's needs rather than their own.

Leaders who do not fall prey to premature ossification often succumb to an equally fatal malady by thoughtless imitation of every latest fashion or fad. Changing with the fashion is a surface movement. The real power of social change lies in movements in the depths..."

(compiled by Senthil Murugan)



Leadership Qualities Vs. Trump's

What are the best qualities of a leader; and how does President Trump hold up?

-A leader Respects All Others. Trump disrespects many others, calling them names, firing staff members on a whim.

-A leader gives Attention to and Appreciates his constituency. Trump does so only to those agree with him and remain lock-step in support of him.

-A leader conveys a Clear Direction, Trump changes directions willy nilly, confusing everyone.

-A leader Shows Compassion. Trump is without sympathy for anyone; is often heartless.

-A leader Admits to his Mistakes. Trump never gives in, admits it when he is in the wrong. In fact, he lies about his original position.

-A leader is Truthful, Forthcoming. Trump shamelessly lies or distorts the truth.

- A leader is Forceful yet Humble. Trump is forceful, yet arrogant and prideful.
- A leader is Openminded. Trump is dogmatic in the extreme; unwilling to admit others' points of view. He ignores the advice of subordinates and other outside forces, relying mainly on his own perceptions of things.
- A leader Works Well with Others. Trump demands loyalty and subservience of others, otherwise they are punished.
- A leader advocates and demonstrates Teamwork. Trump subverts the team for his own agenda; often humiliatingly or ignoring them.
- A leader has Clear Channels of Communication. Trump obfuscates lines of communication for his own ramblings that he ceaselessly engages in through social media.
- A leader works for the Personal Growth of his followers, of others. Trump works for the aggrandizement of his own constituents (i.e. those who elected him) instead of all individuals, and for himself.
- A leader Balances the Various Interests of the constituency he represents. Trump focuses on his own limited, narrow-minded agenda, not waiting on the needs of the US Congress and other elected officials; or the interests of people who voted against him or are at odds with his positions and points of view.
- A leader Focuses on Motivating Others to Success, producing specific, definable objective and subjective results. Trump does value success, but due to all his negative leadership propensities, he constantly invites failure.

(Roy Posner)



Leadership Attitudes & Values of Ted Lasso

Ted Lasso is an entertaining new American comedy tv series on Apple TV+ about a successful college football coach who is recruited by an English football

(soccer) club, and the trials and tribulations he goes through in an area of sport he is mostly unfamiliar with. Here are several of the powerful human values that lead him to success, all of which we can certainly learn from:

- He has a totally positive, optimistic outlook on life, and applies it to his new job
- He respects every individual, even the most insignificant employee on the team.
- He is more concerned about personal growth of each player than just their sports skills and success.
- He is constantly learning from everyone: the nature of the game, the local customs, etc. and does so cheerfully.
- He accepts the truth of things. He does not blame.
- He embraces change and encourages others to do so as well.
- He does not interfere in a brewing conflict until it has simmered down, or he sees an opportunity for compromise and harmony
- He tries to instill the values of cooperation and team spirit over individual glory
- Out of the worst conditions he brings out the positive.

Through all of these means, values, actions he is able to make life respond in everyone's favor.

(These attitudes and values are probably what also enabled his earlier American college football team to win the division 2 national championship.)

Here is the TV Series Trailer:

<https://youtu.be/yM2sf4kmBQ8>

Inversion Technique for Success



The Power of Inversion - Google

Prof. Stearne's explanation in The Book:

"...Google - When they announced the launching of a new search engine in 1998, it certainly appeared to be counter-intuitive. The last thing anyone thought we needed was another search engine when already we had Excite, Yahoo, Lycos, Infoseek, Altavista, Webcrawler and a dozen others to rely on. Besides, no one had ever figured out how to make money in the search engine business. Then along came Google with a superior product. They realized that they did not have to make money on searches. They could offer that service free, provided they received something in return.

According to The Book, there is no such thing as giving without receiving. There is always a return, only you have to be able to recognize it. Google did. They realized that the information generated by users searching the web is valuable to advertisers. So two years later they established Adwords to market ad space to advertisers based on the search terms and keywords web users were interested in. The whole concept is a beautiful inversion..."

(From 'The Book' by Garry Jacobs, page 420)



The Power of Inversion – Amazon

Prof Stearne's explanation in The Book:

"... When the World Wide Web was founded in the mid 1990s, most pundits of the day heralded the arrival of the digital age and prophesied the immediate demise of books and newspapers. What they said made good common sense. It was self-evident to almost everyone, except a thirty year old financial analyst named Jeff Bezos who apparently saw everything in reverse from the way we normal people view reality. He started amazon.com, an on-line bookseller of all things! How prosaic. Twelve years later his company is the largest bookseller in the world with revenues of ten billion dollars, while one hundred thirty-three year old Barnes & Noble is only half as big. That's the power of inversion..."
(From 'The Book' by Garry Jacobs, page 420)



The Power of Inversion – Sears

Prof. Stearne's explanation in The Book:

"...Take the well-known story of Sears Roebuck, as it was called in the early days. Richard Sears was a railway station-master who transformed himself into a clever city-based merchant and a marketing genius. In the 1890s, he recognized the growing demand for urban manufactures among the prospering farmers in the rural areas and developed a mail order business to tap that market. He offered them everything he thought the rural folk wanted, including hair restorers, longevity tonics and potions claiming the efficacy of Viagra. Sears relied on the trust and gullibility of rural folk who have faith in anything modern that comes from the city. He soon built himself a thriving business with a one million dollar turnover. Not bad for an ex-station-master.

Then along came Julius Rosenwald, an experienced businessman and investor who bought in as his partner. And what did Rosenwald do? He turned the model on its head. He inverted it. He introduced Sears' famed policy, Satisfaction

guaranteed or your money back, a revolutionary breakthrough in retailing at the time. In philosophical terms, he pulled an inversion. Instead of asking rural customers to trust Sears, he announced that Sears would trust their customers. Any customer was free to return any merchandise they purchased for any reason whatsoever, or no reason at all, no questions asked, no penalties. What was the result? Nearly everyone in America started buying from Sears. Within twenty years it became not only the largest retailer in America, but the largest in the world, and it held that title for nearly seven decades. That is the power of an inversion!..”

(from 'The Book' by Garry Jacobs, pages 419-420)



Inversion Process In Business

The "Inversion" approach in business is to reverse the normal process from seeking out the market; to a focus on that which they are seeking from us. We then build products and services to suit their needs.

It is the Outer coming in to determine the inner (development). We build our products and services based on their input, instead of our pre-meditated intentions.

It puts us in touch with Universal Forces beyond our limited individual mental perception of what will work. It has the quality of Grace happening in life; that there is a higher determinant at work that we can follow.

It has guarantee of success written all over it.

Money



Self-Multiplication of Money and Society's Aspiration

Karmayogi indicates that money Self-Multiplies when there is an increase in the intensity of aspiration and will of the society for productive economic gain. An example of the self-multiplication of money is the over \$400 Billion in cash without debt in the coffers of Silicon Valley companies, whose products and services met the increasing aspirations and needs of society.
(Roy Posner)



Entrepreneurs and Money

Ironically, chasing money is the surest way to not get it. Successful entrepreneurs don't worry about getting rich. They focus on sharing the value they create with others and riches follow naturally.

(Sujan Patel)



Values And Jeff Bezos' Vast Wealth

Jeff Bezos, the richest person in the world, valued at \$160B, became fabulously wealthy by not caring about profits at Amazon; only expanding the business at any cost, and keeping prices as low as possible for the customer. Only in the last year or two did Amazon make a serious profit.

It expresses the spiritual principle that great wealth comes to those who do not care about money, but have the highest personal Values in relationship to it.



A Comment on Earning 100 Crores

My father Shri.Karmayogi has started stressing that any devotee (of Sri Aurobindo, Mother) can earn 100 crores (~\$15M in USD over a lifetime) in these days and has further commented that the grace of the Mother will help the devotee earn that much. In this context it would be helpful to list some of the factors essential for this accomplishment.

1. **EXTRA HARD WORK** The devotee must be willing to work for the maximum hours that he can. This can range from 12 to 14 hours a day.
2. **FOLLOWS VALUES OVER MONEY** He must choose to follow values much more than mere pursuit of monetary gain and if these are in conflict, should come forward to sacrifice monetary gain for the sake of upholding values.

3. SPIRITUAL FAITH Though he should be ready to fully exercise his mental capacities for this accomplishment, he must have more faith in Mother's grace than in his own capacity to deliver the result.

4. OPPORTUNITIES He should be keenly alive to every opportunity that rises around him and further he should be fond of accepting challenges that come his way.

5. INNOVATIVE Surely he must be very innovative in meeting the needs of the society as it is this very innovativeness that will bring him luck of that magnitude.

6. CREATIVE THINKING He must be unconventional in thinking and must have learnt to look at any issue in a way that others don't. For example, Sherlock Holmes learnt to look at any crime in a way very different from the way the police looked at it and it is this fresh perspective that helped him solve all the cases that the police could not handle.

7. ORGANIZATION He must be a great admirer of the powers of Organization, of coordination and systems and most importantly the power of values.

8. STEP AHEAD He must be so alert that he is always one step ahead of others in accomplishment

9. FAILURE TO SUCCESS He should know the art of turning failure into success and problem into opportunity and crisis into fortune etc.

10. TRUE INDIVIDUALITY He should be an individual in his own right and believe in the truth of his convictions though the whole world won't believe a word of what he says. For example, Sri Aurobindo and Mother held on to their belief in the descent of the supermind though the whole world chose to ignore what they were saying except a select group of some devotees.

(N. Asokan, MSS, slightly edited)



PERSONAL STRATEGIC PLAN TO EARN 100 CRORES

Karmayogi indicates that earning 100 crore over his lifetime should be the first objective for every devotee. How to get there is to apply several of his Laws of Higher Consciousness, which also includes several on money itself. He has many principles to evoke such results.

If we discover the core half dozen that is truly applicable to ourselves, then the 100 Crore goal is easily attainable. We can discover what that group is. Eg when to initiate, when not to; strength vs. weakness, silence and reduced speech vs incessant speaking, attitudes about the market, seeing the Infinite in the finite, taking another's point of view; ridding certain bad attitudes; focus on a few targeted areas, consecration in the right moments, etc. etc.

We need a Personal Strategic Plan that has objective goals of what we wish to obtain as well as psychological goals and values that move things from inside. It HAS to be practical! No wishing upon a star!

Life is always giving us hints of what to do and what not to do. We need to be awake to these possibilities. Life coming to us with its opportunities is the best sign. To follow it is wisdom. It is the inner attracting the outer.

Technology



Artificial Intelligence

-What people are calling "AI" (Artificial Intelligence) is giving intelligence to life. It ranges from surface (material) applications to knowing the integral truths and workings of life.

-That knowledge which evokes a response from life is proof of the power of that AI.

-AI can take us to the frontiers of MInd; where wisdom comes not through mentality, but through the "stillness" of electronic pulse or software logarithm. Its workings takes over, so we can shift from mentality to intuition and beyond.



Blockchain And AI Together

The unfettered, decentralized, democratic, cumulative knowledge-centered, highly efficient, integral nature of Blockchain technology in tandem with Artificial Intelligence (AI) may prove to be a technological boon to the world.

Societal Influences



Hippies And Silicon Valley Wealth

Non-material, money-shunning hippies ushered Silicon Valley into becoming the biggest money making machine in history. It's the power of high Aspirational values, not tied to greedy money self-absorption and accumulation.

Business Management History



Changes In Business Management Environment

-Four decades ago Peter Drucker gave a comprehensive view of the nature of the business entity and the proper methods of management.

-Then Tom Peters in the 70s and 80s described the emerging empowerment of the individual within the corporate environment, reflecting the social liberation of the times, which continues till this day.

-In the last several decades the waves of change have only accelerated. Among them are:

--the power of the Internet that changes the nature of the individual and business in so many fundamental ways.

--the true age of entrepreneurship, with the ability to be individualistic and create new businesses as never before.

--the nimbleness of small entities to topple larger ones.

--the acceptance and development of business values, and their implementation at all levels of the organization, energizing and accelerating opportunity and growth.

--through expanding media, the increased awareness of the waves of change in society.

--the internationalization of business in so many fundamental ways.

--the flattening of the organization in terms of structure and authority.

--projects based business, where teams come together to create solutions and break up; where one's point in the hierarchy keeps shifting according to the project.

--the dramatic increase in the role of women.

--the rapid changes in technology that can make or break a company in an instant.

--the Uncertainty principle due to accelerated change in the nature of business, and the demands and need of a rapidly changing society.

This is the whirlwind of change and challenge a business is up against, that is resolved by helping the entity discover its essence, its core values, its purpose, its vision, its strength and weaknesses, and develop and implement its action plans of change on the way to becoming a dynamic, highly energized, ever-expanding, joy-filled Living Organization.

--

Reader: Thank you Sir But being an entrepreneur who strictly follows the values taught by Karmayogi and Garry sir I feel whatever may be the situation values which the organisation stands gives the final result or rather management by consciousness or soul will be the future of any organisation in the world. After all business is ethics.

--

Response: Yes, values have that power. And yes the evolution of business management is on a course of increasingly discovering the realm of higher consciousness and soul.

The original quote is meant as a perspective for my management consulting business clients consisting mainly of the general public. Your statement is the way for devotees, and perhaps those we bring along to the beginnings of that status. In certain cases they go further still. We use Karmayogi and Garry's ideas whenever possible.

Values is the bridge among all these levels; from practical ones like punctuality and reliability and simplicity for any client; to more spiritual and subtle ones for the devotee-like clients, such as adopting powers of silence.

Science of Business Management



Science of Management

The science of management is not about objects. It is about actions intended to accomplish results. Those actions may involve material objects, people, money or ideas, but the actual process of management focuses on action. The principles of good management are those that help us accomplish more in a given situation. Management tells us how to better organize and utilize the mental, emotional and physical energy of human beings as well as the material, technological and other mental resources at our disposal to achieve greater results.

(from THE BOOK by Garry Jacobs)



What Business Management Really Does

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situation. Management tells us how to better organize and utilize the mental, emotional and physical energy of human beings as well as the material, technological and other mental resources at our disposal to achieve greater results.

(from THE BOOK, p.359, chapter 100: The Vital Plane by Garry Jacobs)

PART 2 – WORK FOR THE INDIVIDUAL

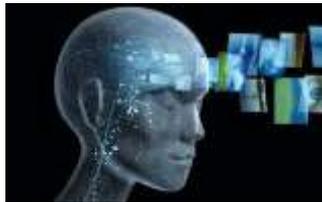
Consciousness and Success



Inner Moves the Outer

The first principle of a Consciousness Approach to Business Management is that the outer reflects the inner. I.e. we can move the outer life through movements of higher consciousness within us.

(Roy Posner)



Consciousness Is Ultimate Determinant of Success

It is not energy, skill, opinion, attitude or character, either singly or in combination, that ultimately determines the results of action. It is consciousness. As is the consciousness, so is the result.

(From 'The Book' page 379, by Garry Jacobs)



Keys to Achievement

What achieves in life are aspiration, will, inner strength, effort, skill, organization, knowledge, right attitudes, and personal values.



Higher Consciousness of Managers, and Business Success

Many problems in a small or large business can be attributed to the limited views - attitudes, habits, beliefs, values - of its principals. If that individual(s) identifies and changes only one significant one, life's conditions will suddenly right themselves or new opportunities will quickly appear from out of thin air.

(Roy Posner)



Team Member Right Consciousness Attracts

When a team member gives up his frustration, it subtly gives positive energy to his teammates, attracting everyone's success.

Suppose a key injured player shifts from frustration to calm acceptance, his team will quickly improve their performance, even if they have no knowledge of his original perception or his change of heart.

In this and similar ways each team member can attract great performance and outcome for all, - whether in sports, business, or other fields of life.



Keys To Accomplishment

Though there are many factors that contribute to great accomplishment, some of the key ones are high Energy, intense Aspiration, indomitable Will, clear and focused Direction, psychological Strength, positive Attitudes (including absence of negative ones), persevering Effort, Non-Ego, Self-Givingness, perfect Skills and Knowledge, and applied Personal Values.

Subtle powers of Accomplishment include Soft Speech, Silent Will, Equality of Being (to life's intensities), Non-Reaction to others' intensities, Non-initiating (wait for Life's signals), Taking the Other Person's Point of View, and opening to the Spiritual Force.

Any of these, plus the earlier practical ones taken to in higher order attract powerful response from life; often instantaneously.



Strategies that Attract Work Success at Four Levels

PHYSICAL - cleanliness and orderliness, maximum utilization of resources; no wastage; overcoming fixed habits, punctuality

VITAL - No bad attitudes towards others, work, life; a general positive attitude, optimistic, generosity, self-givingness, proper handling of money

MENTAL - Reduced expression of opinions; openness, tolerance. application of work values, taking responsibility.

SPIRITUAL - Silence in the mind, Moving to the depths, Consecration to the Spiritual Force. Intense steady Aspiration for improvement. patience, non-reaction, taking another's point of view, gratitude. Movements toward harmony. Focusing on Truth.



Thoughts On Our Potential To Achieve And Grow

- You become that which you believe you can become.
- Our potential to achieve is infinite, but we only perceive the finite.
- All accomplishment is Inner; is made possible by the determinants of consciousness within our being; not the outer effort, circumstance, etc.
- We can accomplish at the level of survival, growth (more of the same), development (at a higher level), and evolution. We determine which levels we achieve at.
- There are psychological and spiritual qualities within us that determine outer achievement -- from aspiration, intensity, will, attitudes, values to silence, right perception of life, and opening to the Spirit.
- Knowing the inner subtle laws of life and living by them is what ultimately achieves.
- Achievement and growth has as much to do with what we aspire for as what we need to shed of our limited nature.
- As we develop in consciousness, our ability to achieve and grow increases proportionally.
- We can achieve and grow the most with the least effort in the shortest period of time by raising our consciousness. It is the great Efficiency of Life.

-Often when the outer responds to the inner, it occurs as sudden good fortune; i.e. as a Life Response.



Mystery Of Accomplishment

Accomplishment is a mystery. Very often we are unable to see the relationship between our actions and their consequences. Sometimes our efforts are quickly and generously rewarded by life. Occasionally the rewards come even before we complete the required action. At other times, the more and the harder we try, the farther we seem to be from our goal. Then there are inexplicable moments when a work that was proceeding smoothly suddenly runs into trouble or a work that was stalled just as suddenly takes off. At rare moments, the veil concealing the mystery of accomplishment is lifted for a moment, revealing to us its deeper secrets. (MSS)



Overcoming Wrong Consciousness That Precipitates Delay

If something does not occur on time as expected or is otherwise delayed, check the limiting inner attitude or outer behavior that might have precipitated it. When you reverse it, the thing desired will quickly appear. Eg-

- if you waste money, then money coming in may get delayed.
- the account you expected to obtain was too quickly or unnecessarily verbalized to others
- the long-term accolade you expected from your boss does not come because the work you did that day was sloppy

- funds do not balance in your account for the month because that day you were not frugal in a purchase
- important papers do not arrive because you were overconfident they would come
- work does not arrive because you were too lazy to do today's chores.

Recognizing and reversing any of these inwardly or outwardly will facilitate the originally hoped-for result. Consecrating it - offering it to the Mother -- will give strength to that possibility.

(Roy Posner)



Several Methods Of "Concealment" That Evokes Success And Delight In Work, Life

By withdrawing our sense of self in situations, we are not only able to be creative, dynamic, innovative, etc., but attract great success, expressing as intense Enjoyment. Among the methods of concealment are:

- Not broadcasting news impulsively or excessively
- Not initiating outer action unless necessary
- Reduced speaking, including number of words and loudness
- Utilizing Silent Will power
- Modesty, Self-effacement, Humility
- Embracing the work at hand
- Eliminating expectation in the result
- Staying out of Ego
- Silently wishing benefit for others
- Not dominating a discussion

- Listening first
- Not being sarcastic, deprecating
- Being self-giving
- Taking great interest in another's work
- Taking great joy in another's success
- Detachment, Non-reaction to others', life's intensities
- Moving to the depths to be silent Witness of all
- Resting in the divine Mother and Her Force alone



“TOKEN PROJECT” EXPERIMENT THAT ELICITS LIFE-CHANGING INNER AND OUTER RESULTS

Practice several life respond-evoking methods on a small project and endeavor, and then see which one does the trick. Now apply it to something much bigger, like a great project or undertaking. Life will respond in ways that will elevate your life to heights never enjoyed before.

Multi-dimensional spiritual genius Sri Karmayogi calls this undertaking of an experiment in consciousness a "Token Project."

Eg you set aside some time and switch to a higher attitude, or a deeper value, or a consecrated effort, and elicit a life response result. Now you apply the approach or approaches that seemed to have the most direct effect, and you apply it to the details of a major project. Now life will respond again, but this time the scope is far vaster, and positive result will be enormous, even unprecedented in your life.

Now explore more deeply that factor that created the enormous result. Make it a guiding star of your existence. You will not only elicit an enormous outer result, but you will undergo a transformation in your very nature.



Consciousness Approach to Business Success Brought Out in Film Analysis of Indian Movie 'GURU'

I recently watched the 2007 epic-like Indian Film 'Guru' for the 3rd time. It is about how a man rose from nothing to become the greatest businessperson in India. It is based in part on the true story of a famous Indian business leader.

It reminded me of the study and analysis I did of the film 10 years ago. In fact, it was part of the 'Character of Life in Film' project that Karmayogi, Garry Jacobs, myself, and a few others initiated ten years ago, where we were each given one or more films to analyze in depth through a deeper understanding of life's workings.

In the case of Guru, it was closely related to the inner keys that enable vast BUSINESS success; as well as negative qualities that can destroy it.

Here then are the links to the trailer (in Hindi) of Guru, followed by the link to my Character of Life-based analysis of the film. I hope you get to see the film. (I watched it recently on Netflix, with English translation turned on.)

<https://www.youtube.com/watch?v=bYwDP9FN95U>

http://royposner.weebly.com/.../guru_film_analysis.pdf

The New York Times called Guru an "epic paean to cando spirit."

UNTITLED

When your Aspiration for something reaches a saturation point of utter joyfulness, life quickly responds in that interest area.

Success Indicators



Indicators Of Success In Work

What indicates success in work? Let's list some out:

- Accomplishing what was intended, or more
- Goals achieved, even exceeded
- Plan executed as intended, or better
- Work completed on time, or sooner
- Results matched, even exceeded expectations
- Challenges met
- Application of personal, work, organization's values
- New skills, knowledge acquired
- Benefit to others
- Appreciation of others
- Things learned for future work
- Life lessons learned
- Improves the organization
- Is a template for future success
- Learned from mistakes
- Advances the field, craft, industry, etc.
- Spawns new types of work, projects
- Enables the field to expand - in the industry, in society

- Opening of new possibilities, opportunities
- Enables social progress
- Happy, shared connection and interactions
- Commensurate income, or more
- Higher standard of living
- Benefit to family, spouse
- Increased status, prestige
- Personal fulfillment
- Personal growth
- Higher consciousness
- Spiritual fulfillment

Further Comment: As soon as I listed out the factors that make for successful work - I did it because I wanted to attract opportunities - I received a bunch of new work. This focus was telling. This proves one item above about how a successful work enables the learning of (subtle) life lessons; here life response related. I.e. focusing on the nature of work attracts more of it.

Life Response Phenomenon



Multiple Responses From A Single Higher Consciousness Movement

We see how a particular inner or outer behavior precipitated a particular powerful positive response from life. We are happy to experience this result, but then become self-satisfied with it. And yet little knownst to us, our higher consciousness movement is likely creating additional positive life response reactions - whether for ourselves, for others around us, or a much wider collective.

For example, a man takes to improving a neglected area where there is poor lighting, which not only improves that condition but attracts an opportunity for a better health solution for himself. However, this individual then looks into the conditions further and discover other startling Life Response results, such as the community suddenly having better lighting and sanitation, or new health discoveries similar to his own that are suddenly revealed for the entire community or nation.

It is because everything is secretly connected to everything else in life that these additional expressions of life response are able to emanate from a single higher movement in consciousness on our part.

This being the case, let us make a greater effort to perceive a wider array of responses to any single elevation of consciousness on our part. We are likely to be astonished by what we discover!

Comment: This is one expression of Sri Aurobindo's saying, "Don't stop in the middle." That we can take things many steps further, beyond the limited current perspective and reality.

(Roy Posner)

Overcoming Our Limitations



Learning The Keys To Success From Our Current Status

It is fully true that individuals learn from their experiences. A successful undertaking will reveal many of the processes and capacities that enable success. Thus we can learn from such achievements. It is also true that people learn from their failures. It is in fact often reported that their utter failures was absolute keys to future success, as they learned new lessons and what to avoid.

I would like however to suggest a third possibility beyond learning from one's success and failures. It is to learn from our current limited achievements. Namely, we can educate ourselves as to why we are currently unable to achieve at a higher level, and then devise strategies and make efforts to overcome them. As a result, we will be lifted by Life to a much higher level.

We know that aspiration, will, effort, right attitude, personal values, psychological strength, and skill ensure success. Thus, if we sincerely examine ourselves relative to these, we can fairly easily identify those specific areas where we are lacking. It will be there particularly there in our attitudes. Once we identify the limitation and make the sincere, persevering effort overcome it, we will rapidly move upward -- in terms of achievement, personal growth, and joy. In that way, we don't have to wait for some great success or difficult failure to learn the keys to accomplishment, as we learn from the conditions and status of the Now, directly applying them in the present.

If we also open to the Spirit and its Force at each stage along the way, we will not only accomplish at a higher level, but we will be taken to the stars. All told we will have turned the Inner Levers that shift us from our current finite levels of success, consciousness, and joy to its infinite-like counterparts.

User comment: Many of us still have an abiding belief in the power of externals such as degree, contacts, money etc. Even though we "surrender" to Mother, we still expect Her to act through these agencies. The expectation leads to losses.

Response: Yes. Thousands of years of internal programming compel us to believe in, trust in Life and its methods and resources - including degree, money, social position, status, other people, circumstance, even luck itself. It's very difficult to transition from these more surface, life planes to subtle/causal ones and have trust and faith in the divine Force, the Mother alone. This however can be achieved through Integral Yoga (conscious evolution process). And yet as devotees/believers we are fully capable of making small, steady strides in this direction without fully engaging in yogic effort.

When we are energized and joyful from the life response of the Force we will be compelled to trust further in that Higher Power. Sometimes, we are put in the position of being fully out on a limb, and asked to have faith. This will be the great test, and when we pass, we will be ushered into new, unprecedented levels of consciousness and joy.

Process of Accomplishment & Success



Achieving Our Goals

Focusing on a goal attracts its accomplishment. The conditions are:

- intensity of will for it to be achieved
- making the full persevering effort to carry it out
- maintaining a generally positive attitude throughout
- holding down negative attitudes, ego, etc.
- watching for signs of which way to move
- embracing the opportunities life gives in return

Also, consecration (opening to the spiritual Force) will take it to the next highest plane.



Inner Power Over Outer Obstacles Attracts Vast Business Success!

Despite the outer obstacles that appear before us, we have inner power to overcome them and succeed mightily. Though it may not happen immediately, longer-term the positive conditions within our own being tends to conquer the outer impediments.

A young Indian man and woman were in love, and they wished to marry. However, the girl's parents objected to the marriage because the boy's sales income was paltry. Still, they got married. However, soon after the young man lost his job. It seemed like a crushing verification of the girl's parents' views about the marriage.

However, shortly thereafter the young woman suggested that the two of them make the products on their own that he had been selling, and do so on their own premises.

And so they then made a go of it. As it turned out within several years they had succeeded so greatly that they now had 100 employees!

As we see, Life responded to their efforts, as their inner aspiration, intensity, and faith overcame the limits of the outer conditions. Long-term their deepest inner intentions prevailed over the short-term outer obstacles.

(thanks to Chandru)



Enjoyment, Accomplishment in Work

When you enjoy what you are doing, no matter how difficult, or especially when difficult (!), the more life cooperates with your efforts. It is thus said "Enjoyment is Accomplishment. Accomplishment is Enjoyment."



Common-Sense Keys to Accomplishment in Life

Let's consider what we normally understand as the keys to accomplishment. Common sense provides a number of the keys to accomplishment, including-

- Having clear goals
- Intensely wanting to make real those goals
- Making the firm decision and commitment to make it happen
- Putting out the full effort
- Being psychologically stronger rather than weak in the face of life's exigencies, pressures
- Having the necessary knowledge and skills
- Persevering, never-say die attitude
- Having the right attitude towards the work, life, others, and ourselves
- Having deep values we believe in, cherish

From book 'Life Response in Work' <http://royposner.weebly.com/life-response-in-work.html>



Decision Making

MAKING A DECISION - At the point we Make a Decision, life tends to quickly cooperate with us. Until then, life tends to hold back in stasis. Eg as soon as we dedicate ourselves to going after bigger customers (where we were always hesitant to go after such clients before), you quickly get a call from out of a nowhere from an unknown large company who is interested in purchasing your products and services! (Life is responding to the firm decision.)

MAKING RIGHT DECISION - At many points in time we are faced with several choices. Choosing in the right direction at each point -, that is choosing that which is of a higher order, deeper consciousness, - will attract the best results. A man was in a lengthy line to make a purchase. He wanted to grab something near the checkout stand, jumping in front of others. He held back and kept himself under control. Suddenly the slow-moving line went much faster! (He chose in the right direction, which instantaneously evoked a positive response from life.)



Power of Knowing the Process

“The most important thing is not the result but the process.” (Garry Jacobs)

If we know the Process we:

- Have an important Knowledge that we didn't have before
- Have a Knowledge we can repeat over and over that brings success

- Have a Knowledge we can pass on to others
- Can do a similar work more easily the next time
- Enables us to know more of the Essence of the thing, releasing more of its potential
- Life more readily responds in that domain

Personal Attitudes



Attitude and Success

We think that success in life is about outer effort, but it is really about Inner Attitude. That is what makes life respond overwhelmingly in our favor.

(Roy Posner)



Power of Higher Attitudes to Accomplish (Enabling Attraction Power)

The energy and capacity of our personality depends on our attitudes. Growth of personality involves a widening and maturing of our attitudes. Examine your attitudes. How far do you feel that-

--I aspire to achieve at highest possible level of which I am capable.

--I am eager to expand my capacity and grow my personality.

--I am ready to take any effort and any risk that will help me realize my full human potential.

--I take joy in the higher accomplishments of other people.

--I am willing to work enthusiastically for the higher accomplishments of other people.

--My life will be most meaningful if I can contribute in some measure to the fulfillment of the world around me.

The attitudes listed above are expansive attitudes that elevate our aspiration, open us to new opportunities and fully support the success of other people. These and similar attitudes align our personalities with the universe and enable us to receive from Life the in rush of energies and opportunities for endless accomplishment and deepest personal fulfillment.

(MSS)



Positive Attitude Attraction Power

Though it defies logic, the Intensity of Positive Attitude previous to the work often supersedes the actual effort in evoking real success, as life cooperates from all quarters.

(Roy Posner)



Attitudes, Values, & Methods for Human Transformation

Attitude and values go together. Often we see that the wrong attitude not only has its corresponding right one, but also related human value -- whether

personal, business, societal, or otherwise. In turn, very one of the values have their higher spiritual equivalent.

Example: The intolerant attitude of a boss becomes tolerant, which is a shift from negative to positive attitude. Now the company (including that boss) adopts the value of tolerance and open-mindedness. These are human values. Tolerance and open-mindedness is actually related to two or three spiritual values, including Harmony, Goodness, and Love.

Sri Karmayogi also gives methods or strategies for becoming tolerant. Taking the other person's view and not reacting to another's overly-intense speech or rage are two. These methods are more often accessed when we have developed a deeper consciousness, and when we consecrate intensely and often the issues involved.

Therefore, to see relationships between these factors -- attitudes (positive and negative), values (human and spiritual), and higher consciousness methods, -- and then applying it to ourselves on an ongoing basis, enables us to become a living laboratory of progress, evolution, and transformation.

(Roy Posner)

Overcoming Disdainful Attitude Towards Client's Staffer Attracts Overwhelmingly

Bill, the owner of a \$300,000 manufacturing company hated only one person in the world. His enemy happened to be the purchasing officer of Bill's largest customer.

Though he felt ample justification for his dislike, one day Bill decided to reverse it. During the next one year, the sales of Bill's company rose to \$1.2 million, almost entirely due to increased business from that one customer.

What happened is that Bill changes his attitude, and in turn life changed his career!

(Roy Posner)



Attitude Change from Below Can Attract Massive Organizational Success

Even an individual on the lowest rung in a business or other organization can have a vast impact on the success of the business by simply changing his own attitude in one or several areas. That change in consciousness then vibrates up and attracts powerful positive conditions for that collective. It really can happen that way.

(Roy Posner)



A Manager's Disappointment

A strong, intelligent manager who insists on his way, close to brow-beating his people, will attract the failure of his subordinates to accomplish the goals he set forth, causing disappointment. A little tact and softness would have prevented the negative response from life from occurring.

(Roy Posner)



Reversing Grudge That Brought Negative Business Conditions

"When I opened an office in south part of Tamil Nadu all my good work in sales promotions, the name and the incentives went only to the Area Sales Manager of that company and even he got promoted as RSM with very good pay scale. Repeat orders were not passed on to me and they went to other distributors. Then I started to search for correspondence in me but could not find exactly the same or anything that can justify his act. Eventually, I had to close that branch due to losses. For about one year - always boiling whenever his thought comes or whenever I hear about him. One day it dawned that having negativity or grudge about someone is itself a link to get offended though I am not doing anything that is negative - I tried to consecrate it whenever that thought comes as " all is for good". This happened in 2012.

After few weeks I got calls from south part of Tamilnadu like Tuticorin, Thirunelveli Rajapalayam -wherein he developed the market but as and when some of them needed the services they found that he is incompetent and found that I was the brain behind him. Since then, till now, whenever the Chennai market is down only the south market is giving the profitable business with no overheads like branch office, staffs, travels etc., etc., Now other companies also came to know about my technical competence through which I got distributorship of leading products without any deposits, bank guarantees, minimum sales targets etc.,"

(RK)



Ridding Ourselves of Bad Sales Attitudes

Example bad attitudes of salespeople to be gotten rid of:

Unwillingness, closed-mindedness, disdain for certain individuals, prejudiced view, lack of knowledge that leads to unfettered opinions; lack of truthfulness, jealousy, feelings of superiority, lack of humility, impatience, lack of punctuality, inability to listen, too much talking, concerned with the sale (not the benefit to others and their needs), greed, lack of empathy, slovenliness, giving up too easily, over-expectation, over-anticipation, self-doubt, self-pity, weak-minded, fearful, uncooperative, sarcastic, etc.



Power of Intense Enthusiasm in Work

We see the relationship between achievement, even mass achievement, and an intense underlying level of enthusiasm.

We can see that the Complete Act often is incomplete because real enthusiasm is lacking. Skills, knowledge, and effort may be total, but the act is incomplete until the work flows through the emotions.

If the emotions, the enthusiasm is brought to bear, good fortune quickly follows; often taking us to the next level of success in life.



Vibrancy in Work

Vibrancy in work comes from high values and ideals, intense aspiration for improvement, vast knowledge and skill, perfect organization; while being in tune with changes in the world. Vibrancy is thus integral of all planes, i.e.- physical, vital, mental, which is spiritual-like.

If we add ACTUAL spirit, not only will doors open wide for you, but they will bring success already accomplished!

(thanks to Kosalai)

Ego Effect

EGO

Book Review Surprise

If we observe ourselves closely, we will see that our Ego constantly takes control of us during the course of our day. Our obligation then is to catch it each time it presents itself and then suppress it, which will enable us to maintain harmonic relationships with others and life, as well as avoid negative life response consequences. The other benefit of suppressing our ego movements is that it can instantaneously attract positive conditions. Here's a recent example:

A man was thinking about his communications with a fellow business associate. In particular, he dwelt on the response he received to an email he sent to that colleague. Thinking about the content, the man got a little irritated, believing that the associate was restating the obvious. He then began to rationalize his viewpoint to such a degree that his higher self came to the fore, enabling him to recognize that his Ego was getting the best of him. Now clearly perceiving that fact, the man stopped his egoistic thoughts in its tracks, and as a result, his mind resumed its normal quieter state.

When he then opened his email to begin his work day, he saw a message from a journalist that the book he had written about a famous spiritual sage had been favorably reviewed; the first such response since he had published the work.

In other words, by catching an Ego movement and halting it in its tracks, the man instantaneously attracted a ray of good fortune from out of nowhere.

(Roy Posner)



Pessimism Attracts Negative Outcomes; Opposite for Optimism (from Inc Magazine)

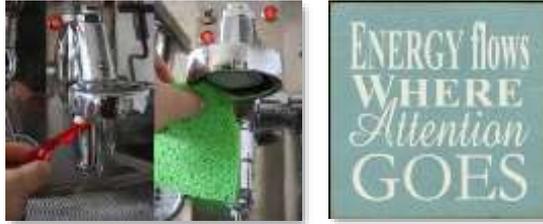
<https://www.inc.com/.../3-ways-successful-people-remain...>



Insistence Cancels

Insisting on a small reward can cancel the project or work completely Example: A man insisted that a very large European financial client pay for and over-budget hotel bill, instead of remaining still. As a result the partners attracted the cancellation of the entire project.

Power of Attention



Attention Towards Others, Objects Attracts

Everything in life responds positively to personal attention - whether people, objects, stocks of inventory, or money. When we increase the attention we give, that person or thing will not only be energized, but life tends to quickly bring luck back to our own selves. E.g., out of the blue, machines will start working better, orders will suddenly pour, and unexpected sums of money will move in our direction. There does not seem to be any obvious correlation between such things, but that is in fact the way life works.

A horse-racing jockey perceived how a new horse he was riding had been abused in the past, and how he "needed to become a horse again." The attention heaped on the animal by the rider then attracted a wonderful result when the horse suddenly and most unexpectedly shed his lethargy, and bolted through the countryside in a dramatic ride, something he had never demonstrated before. This turned the tide for the horse, as it was now not only cooperative, but showed the great speed that would be the basis of his great victories in the future.

In another example, a manager in a struggling company had ignored a machine for years, which gathered dust without any attention. He did not think it had any use. One day, through the advice of a consultant, he decided to clean it and get it in some working order. Suddenly out of nowhere business started booming at the company, and even the machine started mysteriously working at double its rated capacity! It was a miracle of life response that came about by giving greater attention to something that had been ignored.

(Roy Posner)

Personal Organization



Thoughts on The Power of Organization in Life

-To know what organization is not is to know what it truly is. To imagine an existence without structure and order is to appreciate how organization has shaped every aspect of our lives.

-Organization is the ordering mechanism that coordinates and integrates all aspects of life, providing a foundation for stable existence.

-Organization is a power that turns unruly, unordered, disparate existence into manageable, utilitarian reality so life can thrive.

-Taking to higher levels of organization not only creates practical results, but powerful life response results as well.

-Life has a particular tendency to respond to higher levels of cleanliness. It is perhaps the quickest way to evoke a positive response from life.

-Cleanliness reaches its apex and perfection when accompanied by higher levels of orderliness.

-Whereas cleanliness makes objects more presentable and appealing to the eye, orderliness puts them in recognizable patterns for easy access.

- To systematize a thing is to organize that object or matter into orderly and logical patterns that maintain themselves and repeat. When taken to in greater degree, it tends to evoke good fortune.

-When we take facts and turn them into organized knowledge, life responds to that effort; often attracting more or greater knowledge in that domain.

-When you make the maximum use of a resource, you attract more of it, as well as other positive developments.

-Giving an object or individual more attention energizes it, brings out its full potential, and attracts powerful life response results.

(Roy Posner)



Vast Efficiency from Higher Levels of Organization

Organization of one's self, of a routine, of an activity, of a process, of a system can increase efficiency of result 10-100 times. E.g. Henry Ford revolutionized manufacturing in 1913 by creating a process that broke the assembly of the Ford Model T automobile into 84 distinct steps as the car moved down the line on a conveyer belt. The process revolutionized production and dropped the assembly time for a single vehicle from 12 hours to 90 minutes. Ford was able to reduce the cost of the Model T from \$850 to \$30 and produce a car every 24 seconds.

What do we need to organize in our personal or work life to a greater degree?

(Roy Posner)



True Personal Organization

Personal organization is not just a cleaning or ordering of your desk, or creating a to do list and an updated schedule. It's also the organization of your mind; including a clear understanding of your goals and values and beliefs; of your intentions; of the processes you engage in; of the projects and activities you are

involved with; of the knowledge and skills required to be successful in your work and life.

Ultimately, organization is to be clear about who you are, and what you want to become. Clearly answering the question of "who am I" is the organization of your Soul and Being.

To what degree then are you organized?

(Roy Posner)

Cleanliness, Orderliness



Call Center Miracle

Sri Karmayogi says every act, article, object, material, word, has “jeevan” (soul-like consciousness) - and they remember everything we do to them, and give an appropriate response at the appropriate time.

Example:

Few years back one of my friend- who is resident of a town Thirupur, a faraway place from Chennai –planned to open call centre for some service provider –but for some reason dropped the plan. The place for the call centre was booked long before that, and so it was lying idle for about eight months. As he asked another friend-in Chennai- to look after the place once in a while –the Chennai friend asked his office-maid to visit that place-which is about two KM from his office- once or twice a week and clean it-and paid telephone electricity bills etc.

After some time, my Thirupur friend vacated the place-as he felt the outsourcing business would no more be feasible. Now-after a year or so-when the Chennai friend needed an office for his new venture-and we both went looking for one.

We had a shock of the lifetime when the broker took us to the same office space which my Chennai friend looked after once-at much cheaper rentals than he expected and fully furnished with no extras cost. (Ramesh Kumar)

Comment by RP: demonstrates the power of Cleanliness and right relation to money by paying one’s bills, can attract startling conditions.

Perfecting Work



Perfection Factors

How can we know the factors that we want to maximize in any work?

In any work we can list out all of the key factors that lead to perfection, and then measure to what degree we have reached the high end of the scale.

When we reach the highest level on each factor, we approach Perfection. As we approach and attain perfection, we witness startling positive conditions move in our direction.

In business we call it “Standards of Performance,” though it applies to any type of work.

(From “Life Response in Work” by Roy Posner)



Integral Perfection in Work

An integral, many-sided perfection of a work takes it to supramental status, where one attracts vast, infinite-like possibilities and results. Perfecting every detail, in every dimension is perhaps Sri Karmayogi's central approach to work. His method is to list out half a dozen scales of measure by which one's work can be perfected; e.g. in terms of accuracy, timeliness, responsiveness, level of organization, intensity of effort, maximum utilization of resources, etc. Then act

to move the work higher in each scale. Positive life response will break out; as the infinite replaces the current finite.

(Roy Posner)



Radical Perfection and Change

The public and their business leaders scorn the idea of perfection, as it appears to stifle innovation and change. But that is not the Perfection we advocate, which embraces Uncertainty and other forms of Radical Change as part of that effort to Perfect.

Perfection is therefore not just to do everything exactly right, but to also embrace change perfectly from moment to moment.

--

and let's not forget perfection of organization, attitudes, values, etc.

(Roy Posner)



Layers of Success & Perfection in Work

We can imagine success and perfection in one's individual work as a kind of globe, with the outer, Physical visible layer of excellent skills and full persevering effort; influenced by a deeper layer of the Vital's enthusiasm, will, and right attitudes; itself determined by a deeper layer still of Mind (of understanding, organization, planning including envisioning new possibilities, and personal

values), affected by and radiating a deepest, core level of Spirit (peace, silence, patience, equality, faith, Force, goodwill, self-givingness, etc.), all leading to perfection and therefore infinite-like response and success.

Comment: Ramesh Kumar explains it from a somewhat different perspective, including how each plane/layer in the work builds up in the first place:

Making Higher plane working on lower plane:

- Pure physical work, gives skill.
- Vital work, emotional involvement, builds capacity and gives agreeable attitudes towards that work.
- Mental comprehension of physical skill and emotional experience results in good understanding of all that is related to work its persons and environment.
- After raising oneself to the Spiritual values and consciously introducing these values in physical, vital, mental plane - makes us to understand the intent of the Divine.

Practically this can be done as:

- When we do any work-as we know-is doing in physical/matter.
- When we bring bit of emotion/vital -like doing it with interest, an artistic or any other lateral view of the work is exposed, and way to perfection is found.
- Then if we think that “is there any way to improve this” by using knowledge/mind - this bring out the innovation, creativity etc. To give a new perspective to the work we are doing.
- If all the above are subjected to spiritual values we know, we come to know the purpose of the work being entrusted to us and Divine intent behind that.
- So this can be construed as- higher plane acting on a lower plane of work.

(Roy Posner)



Ways of Releasing 4 Powers in Work

Karmayogi asks us to minimally concentrate on values of the Spirit every moment in work so that every action of ours submits itself to the divine Power of Truth.

- At the PHYSICAL level, the concentration should be on - orderliness, cleanness, productivity, maximum utilization of all available resources etc. bringing out the required power at the physical level.

- Concentration on VITAL/EMOTIONAL level should be on – temperament and a wide variety of attitudes required for that work. Communication, coordination, team work, planning, systematic functioning, perseverance etc. bringing out the vital power needed for that work.

- Concentration on MENTAL level is having clarity in the work, its requirements; plus, accuracy, attention to details, perfection, self-reliance, skills, capacity, knowledge etc. releasing the mental power.

- Concentration on SPIRITUAL level is - Harmony, truthfulness, trustworthiness, integrity, faith in divine, gratitude to all concerned etc. releasing the spiritual power.

(Ramesh Kumar)



Perfection In Detail

(from article 'Secrets Behind The Secret' by Garry Jacobs)

Another very powerful, subtle strategy for accomplishment is based on the importance of the Infinitesimal. When we seek a great goal, we often disregard the small details as insignificant and unimportant when, in fact, the very opposite is true. The best way to progress toward a great accomplishment is to make every small act as perfect as possible. To us, the Infinitesimal and the Infinite seem like opposites. But spiritually, the Infinitesimal is a manifestation of

the Infinite. That is why it is very difficult to perform even the simplest act perfectly. If you try to keep a room perfectly clear, you will constantly discover areas that have been missed or that cannot be maintained in that condition. If you try to make everything you write - even the most casual message - error-free, you discover that it requires enormous attention and effort.

The CEO of a small, local beverage company in South India wrote to one of the largest multinational soft drink companies applying for a distributorship in that area. He put enormous concentration into preparing the letter without a single error or imperfection. To his utter amazement his small company was selected over much larger firms. When he asked the VP of the multinational why his small company had been selected, the VP replied that he was extremely impressed by the letter the CEO had written.

High achievers know that perfection in small matters is powerful. Avoid clumsy movements, loud noises, spilling, breaking, tearing and every other form of disharmony with the environment. Avoiding small incidents of friction, dispute, quarreling and annoyance is even more important. When your goal is high accomplishment, the very best method is to make every small act as perfect and harmonious as possible. It is a method that brings a much greater result much sooner. As a senior executive of IBM put it, "God is in the details."

Personal Values



Levels

The depth, sincerity, and degree of implementation of personal and business Values determine the level of energy, and sales and profit capacity of one's products and services.

(Roy Posner)



Levels of Value in Doing a Work

Here are several levels of attitude, perception, and values we can subscribe to when engaging in a work: ordered from lower to higher consciousness.

- Just doing the work mechanically, without feeling, without concern
- Doing the work to gain some personal benefit, such as higher salary, greater position, personal prestige, etc.
- Doing the work so that it is personally fulfilling
- Doing the work with concern that it enables great benefit to those who use its products, services etc.
- Doing the work so it brings individual and collective benefit for Society

It is said that if one adheres to high personal Values, luck will descend and you will attract great fortune from life.

A salesman had worked hard for a company, and yet produced hardly any results. Though the product was very difficult to sell, he did not blame anyone, and went further and thought about taking personal responsibility.

And so at one point he made the conscious decision that he would not receive payment unless he succeeded. A week later, he was still unable to secure a sale, and so decided to not bill the client for that period.

Interestingly, on the day that he would ordinarily send the bill, not only did he not do so, but much to his surprise and glee several checks of considerable value arrived at the same time. It was a most unusual and unprecedented experience in this stage of his career.

Because he dug deep and did what he believed was just and right – in this case, adhering to the personal values of Integrity and Truth – Life rewarded him with a sudden cascade of income.

(Roy Posner)



Deeply Appreciating a Value (of Business Ethics) Attracts

I am taking "Business Ethics" for my students this academic year and I was going through a study guide from IAM UK. It was so interesting and was offering me some new insights in the field of ethics. I started comparing it with the Values of Business put forth by Garry Jacobs and Inner Outer Correspondence view by Roy Posner and it had given me a kind of silence this morning. I was really seeing at least for a moment the importance of ethics and its connectivity with the sustainability of a firm.

I came out of my thoughts with a call from V, a Bangalore based person whom I had done a business some 6 months back and was yet to make a payment..., which I never asked. I was exactly understanding the concept of prompt payments as a Value for progress and sustainability through my readings and the



Values, Methods, And Life Response in The Organization

Higher values evoke Life Response (sudden good fortune) for the organization. In addition, each individual can practice particular inner methods to evoke life response in his/her job, which brings him positive reward through the Life Response phenomenon, which also vibrates out to the organization.

(Roy Posner)

Power of Adding Values to Your Vocation

Whatever your vocation, when you add values to it, you will see Prosperity in abundance is the result. Honesty, integrity, truthfulness, fairness, and justice are higher values. Punctuality, politeness, pleasantness, record keeping, orderliness, soft speech, cleanliness, accuracy, precision, workmanship, and thoroughness are physical values. Perfection is the wider term that covers both. Be where you are. Do what you are doing. Add values to your work. Go on adding them in quantity and quality. You will reach the heaven of Prosperity. Sri Karmayogi.



Untitled

When you give up a particular resistance or reluctance in your being, Life does the same for you, quickly working on your behalf.

Eg each time Apple gave up a resistance to offer certain products, it triggered a sudden, unexpected, and overwhelming boom in their business. The same dynamic holds true for the individual. Where then are our resistances? Shedding them can go a long way in determining whether or not we will truly be successful in our lives.

(Roy Posner)



Sincerity in Sales Attracts

What are some examples of being sincere in the field of sales?

- doing what you say you will do
- being truthful with the customer
- not taken to exaggeration
- truly wanting to help the customer

-truly adopting the values you say you subscribe to

-truly believing in what you sell

-truly committed to accomplishing your goals

(as leader)

-practicing what you preach.

-being a model of your values toward others

Increased sincerity in sales attracts sudden good fortune from the field of life - whether as increased sales or in other unexpected forms.



My Favorite Values

Some of my favorite life and work values are simplicity, clarity, essence, knowledge, openness, creativity, individuality, fairness, harmony, and truth. I also aspire to one day truly value service, self-givingness, and humility. What are your current or aspirational values?

-You can see a list of personal values here

<https://1drv.ms/w/s!AjayTOYvR8hZgZcAplZnjiRny24qQQ>

BALANCING COMPLEMENTARY VALUES

Perhaps the great issue of the day is how do we **Harmonize** the values of **Individuality** and **Entrepreneurship** with that of **Cooperation, Fairness and Equality**.

Personal Growth



Untitled

In a given work, project, competition, etc., building up personal Character is more important than immediate success.

(Roy Posner)



Untitled

It is claimed that of all the qualities that enable one to become a great manager or leader none is more important than our aspiration to continually be a Student and learn. That includes our desire to learn about ourselves, our character, including our strengths and weaknesses.

(Roy Posner)

True Individuality



Untitled

Steve Jobs was great not because he created a successful company, but because he discovered the soul-value that "an Individual can change the world."

(Roy Posner)



My Aspiration

A reader asks how I have created such abundant output over the years. I.e. what has created my Aspiration to create and achieve. My answer is that the Aspiration comes from-

- the radiating Inspiration of others who subscribe to the deepest personal and spiritual values (in my case Karmayogi)
- Learning, educating myself in areas that are of great interest to me
- Looking inward, discovering, and subscribing to my deepest values

- Having marvelous, even miraculous-like experiences that have reinforced my knowledge, interests, values, et al
- Being tuned into changes in society and a desire to be part of that wave of innovation and change
- Doing work(s) I truly love (and accepting those works that are given to me, whether loved or not, as means of progress along the path)
- Establishing specific goals in my life, strategies to implement them, and following through with vigor and positive attitude
- Being disciplined and staying on target.
- Being a True Individual (thinking for myself), not following the herd view
- Seeing the benefit and rewards that others derive from the works

All of this (and more) creates the Energy that flows outward through activities in ever-accelerating output.

If you also learn the Subtle Principles of Life, including spiritual methods that evoke the miraculous, the Energy is intensified that much more, generating even greater and deeper amounts of output - whether of knowledge or any other form of worldly success.

Responsibility and Super-Responsibility



Taking Responsibility & Super Responsibility

By taking Responsibility and especially by taking Super–Responsibility, there is never a reason to blame anyone for anything. And as a result you can reverse any negative condition in life, including those you were technically not responsible for.

Responsibility: (1) I faltered, causing my staff to fail, and I take responsibility and will try to improve things. (2) My staff faltered, yet I take responsibility. I will examine the corresponding negative element of consciousness in myself and change it, which will cause life to work in all our favor.

Super-Responsibility - I have just been hired on to lead the staff I have had no association with in the past. They have experienced failure and discontent. I will take super-responsibility by looking inward to move life in a positive direction for my staff. Eg I will intensely consecrate (open to the higher consciousness) and thereby loosen their failures that occurred before my arrival. I am thus taking super-responsibility for something I had little or nothing to do with. Now life can respond positively for all parties involved!

(Roy Posner)



Consciousness Responsibility

Shift from blaming others to taking responsibility. This is a laudable human movement that tends to evoke positive conditions, while aiding your growth as a person.

Now go a step further and take responsibility for problems caused by others; that you have NOTHING to do with. It is called "Consciousness Responsibility" by Karmayogi. It is a supramental movement as your subtle sense perceives your relationship to all things. That nothing is outside yourself. That you are the Reality. And as a result of that action - consecrated or otherwise - life responds overwhelmingly for any and all parties.

Example: I have just been hired on to lead the staff I have had no association with in the past. They have experienced failure and discontent. I will take super-responsibility by looking inward to move life in a positive direction for my staff. Eg I will intensely consecrate (open to the higher consciousness) and thereby loosen their failures that occurred before my arrival. I am thus taking Consciousness Responsibility for something I had little or nothing to do with. Now life can respond positively for all parties involved!

(Roy Posner)

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Comments:

NR: Lee Iacocca is one example.

RP: Yes, very true. He took responsibility for entire mess at Chrysler he had nothing to do with creating, and radically changed the organization, with great (life response) success.

Integral Knowledge



Knowledge Of The Whole In What We Do

In whatever we do, we should have knowledge of the whole. We should look at all points of view. Knowledge of the whole means the good and bad, the high and low, without judging, without reacting; objectively we should understand where we are. We should not distort things one way or another. (Karmayogi)

Taking Another's Viewpoint



The Happy Food Stand Proprietor

One of the great subtle observations of life is that when you give in to a request you have so far resisted, the whole world can suddenly open up.

A proprietor/cook at a tiny food concession stand, refused to hire an elderly woman because of her age and disfigurement. He lived a lonely life, working hard to pay off debts incurred as a result of a terrible incident that occurred several years earlier. As a result, a kind of darkness continually spread across his face.

One day a young woman implored him to take on the old lady as a helper. He fought against it at every turn. But then his heart melted when he observed the utter goodness in the elderly woman, and hired her on.

When he did, his business suddenly boomed - in large part due to the elderly woman's delicious recipe.

Thereafter he also shed the darkness that weighed on him, and developed a fresh new business that had the effect of making his face continually shine.

(Roy Posner)

Handling Work Challenges



Untitled

In a work, it is often how you react to psychological challenges that is key to attracting a great outcome.

(Roy Posner)



The leader who consistently sees the opportunities behind a serious problem will rise (along with his organization) to the pinnacles of success.

(Roy Posner)

Handing Change



Accepting New Possibility for Jobs Succeeds

When Steve Jobs was fired from Apple in 1985, he created a new company NeXT, where he developed a computer that many believed was even better than the Mac. But it didn't sell. In one sense, his was a vendetta against Apple for being cast out. Yet when he was convinced to take up a NEW direction in his life by investing in Pixar animation, Jobs had great success. Thereafter Apple invited him back to lead a failing company, using his NeXT software technology, and went on to create iPod, iPhone, and iPad, making it the most valuable company in business history. Accepting a new possibility in a different direction from the old, and thereby shedding some psychological baggage, was pivotal in the turnaround of his life, and the history of technology.

(Roy Posner)

Goodwill, Self-Givingness



Goodwill and Life Response

Goodwill is one's wish for the best for another; for their happiness, success, and well-being. It is a higher vibration and emotion, related to spiritual aspects of Harmony, Goodness, and Love. When we feel and express our goodwill towards others, not only do we help establish a more positive atmosphere that lends itself to their further success and well-being, but we also tend to attract positive conditions back to ourselves.

For example, one person felt goodwill for a business associate of his over several years. Then sometime later, he discovered that through that company he had earned the biggest referral fee of his life. That is the power of goodwill towards another. It raises the consciousness of the atmosphere and in the process, attracts sudden good fortune from out of nowhere for the recipient as well as the benefactor. Another individual inwardly sent vibrations of goodwill and gratitude to various clients and friends through the air. Soon after, there was an avalanche of good news from each of them in terms of sales, money, and other forms of good fortune.

(Roy Posner)



Goodwill And Self-Giving

(from article 'Secrets Behind The Secret' by Garry Jacobs)

The best way to escape and transcend the limits of ego is to feel genuine, intense good will for others and to practice total self-giving. To feel joy in the joy of another is Good Will. The ego is highly competitive. It judges its own importance and success relative to the achievements of other people. When others accomplish more, it feels smaller and as if it had less than before. Therefore, generating intense goodwill that takes joy in the accomplishments of other people is a powerful means for transcending the ego. Those who can ardently aspire for others to succeed and prosper generate the maximum receptivity for success and prosperity in their own lives.

Self-giving is even more powerful than goodwill. To grow by giving is Self-giving. Moving from selfishness to selflessness helps a being expand and increases the energy of the personality. To give oneself in thought, feeling and action without calculation of return is the ultimate spiritual discipline and path to higher accomplishment. That giving may be to a person, an ideal, an organization or to God. It is most powerful when there is no thought, expectation or demand for recognition or return, only the joy of giving oneself

Not everyone can practice self-giving, but everyone can raise their level of personal efficiency. This is a less powerful method that has a similar result because it gathers and concentrates our available energy to be more effectively utilized. Efficiency is a laborious physical method; Self-giving is an enjoyable spiritual method.

Rising above the ego through goodwill and self-giving can invoke the highest powers in the universe to act in our lives. When we do this, the universe invariably responds, bringing what we aspire for. Since, in this case, our aspiration is not selfish, the benefit comes not only to the one who aspires but to everyone.

Harmony



Couple's Business Surprise Issuing From Harmony

You must always have harmonious relationship with men, machines and materials. The moment you begin a quarrel with someone or mishandle an instrument, you are declaring war against your own prosperity.

Surendar used to quarrel with his wife over all petty things. He would criticize every word and movement of his wife. She would criticize his character and his parents. They never thought that their restaurant business was slowly going down because of disharmony between them.

One day, they watch the movie Titanic together. The love between Jack and Rose suddenly changed their hearts and each began to apologize to the other. That was the moment they understood how much they loved each other and the quarrels were just an expression of their deep love. They resolved not to quarrel again over anything. Their decision was genuine and sincere.

The next day the young couple received an offer from an apartment builder to acquire the old restaurant building and they made a profit of a few million rupees. It would have taken them more than 16 years to earn that money through the restaurant business.

by Ken Gold/Chandrasekaran (from 'Honey, Let's Make Money')

Spiritual Approaches to Success



Methods of Spiritual Prosperity in Business

We can say devotees are People who are all trying to attain a prosperity based on Spiritual Values and as such it should be somewhat different than the normal prosperity attained by normal people. If so, let us see what are the signs of spiritual prosperity in business that sets it apart from ordinary prosperity.

1. Spiritual Prosperity is achieved by a display of abundant goodwill. For example, a consultant following Mother's method of Management shows plenty of goodwill for his client's prosperity as he goes about implementing spiritual values in his consultancy. The client happily shares his own increased prosperity with the Consultant and thereby increases the consultant's prosperity.
2. Spiritual prosperity is achieved through the power and application of values such as cleanliness, hard work, quality, harmony, honesty, perfection and organisation etc.
3. The devotee achieves prosperity more on the strength of consecration, faith and surrender and such other spiritual values than on the strength of life values such as hard work and efficiency etc. The former become more important than the latter. In other words, big orders for work are secured more by consecrating such orders than by ordinary canvassing alone.
4. Devotees enhance their prosperity by turning problematic situations into one of huge opportunities. For example, desertion by one big customer that the person was relying on comes as big problem. The devotee does not sink in despair. Instead he actively tries to expand his client base and diversifies his products and emerges as a big winner in the final round.
5. The devotee expands his prosperity by happily sharing his prosperity with his staff, his customers, suppliers and government etc. When his profits improve, he increases the wages of his employees, lowers the prices of his products to

customers, happily agrees for price revision of his supplies from suppliers and pays more taxes happily also.

6. By consecrating every single order big or small, the devotee ensures that he gets a steady supply of orders in an ever-expanding manner.

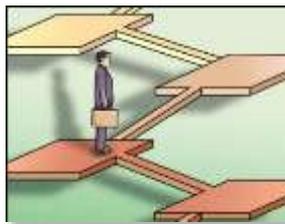
7. By utilizing every aspect of his business activity to 100% capacity (such as machinery capacity, power availability, worker's working time, accts updating, and cleaning of the premises etc.) he ensures that the finite capacity of his business enterprise is conquered and that the infinite dimensions open up.

8. By giving excellent personal attention to visiting customers he keeps them most happy and induces them to give more orders than they even had in their mind originally when they came in.

9. For everything that goes wrong in the outer market he finds inner correspondences and this very attitude prevents anything going wrong outside such as problems with supply, falling demand, worker dissatisfaction, shortage of power and water etc.

10. By viewing his human resources as more valuable than money resources he wins the loyalty of this staff and induces them to maintain the peak of their productivity. For example, if a key employee is severely injured in an accident and if hospital treatments will cost several lakhs, the owner does not mind spending that much and treating the patient and in this way wins that employee's loyalty forever.

(N. Asokan of MSS)



Success in Life That Does Not Plateau

Most people who rise fast due to their capacity, receptivity, et al, also level off after some time. As soon as their life rises, all the lower urges -- competition, jealousy, self-assertion, demand, desire, etc. -- rise up. However, through Spirit one can continue to rise if one develops the necessary inner qualities that build up success; such as overcoming negative attitudes and fixed habits, thwarting

ego movements, applying high personal and business values, maintaining high levels of aspiration and will to achieve, being open to all possibilities, maintaining inner silence, and calling to the Mother and Her Force. Then one builds up a powerful, magnetic level of receptivity that attracts the Force, evoking ever-increasing levels of success into one's life.

(Roy Posner) (based on thoughts of Sri Karmayogi)



FOUR QUADRANTS APPROACH EXPLAINS UNEXPECTED LATTER SUCCESS

Often a person's focused intention and aspirations for something to come about gets fulfilled, beyond all expectations, in the near or distant future, long after he has forgotten about the matter!

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We can see an example of this dynamic utilizing Karmayogi's 4-quadrant system of predicting success.

In one instance we can see how the inner intention was there and positive (quadrant 2), but the outer was not, as it was somewhat negative. As a result, according to the rule of that quadrant, the result did not occur short term. But longer term it could occur, and in this instance did occur because not only did the inner intention still maintain itself,

This occurred with an aspiration of mine ten years ago for Microsoft Project to join the Microsoft Office set of apps. I mentioned that the masses would use it, whereas now it is only being used by a limited set of individuals. This was thus a positive inner, i.e. of my aspiration.

However, the Microsoft leader countered that by keeping it the way it was, they were making huge sums of money off the exorbitant price of the app. He brazenly admitted so! Obviously this was negative.

Since the outer was negative back then, the inner aspiration that was positive was not enough to make his aspiration come about; and it failed to materialize.

However, years later Microsoft has reversed itself, and is now taking up what the devotee aspired for. So now Project will enter the Office 365 domain, and likely be a boon to all people in the world using software to track projects.

In Quadrant 2 the inner is positive, but the outer is negative, so the possibility fails in the short run, since the outer determines immediate success or failure. It can however succeed in the long run, since the inner aspiration maintains itself. In this case the aspiration persisted and Microsoft took it up.

—

4 Quadrants:

Quadrant I is (+,+) meaning all the inner urges and outer factors are positive. Result: Unfailing success

Quadrant II is (+, -) the inner is positive and the outer is negative. Result: Difficult to begin but will end in a success.

The III is (-, -) a quadrant where both are negative. Result: Cannot begin, but if begun will fail.

The IV is (-, +) the inner is negative and the outer is positive. Result: Make a good start but end in a failure



OVERCOMING BAD INNER/BAD OUTER

“If you try to rise up in a negative atmosphere where you also are not inwardly prepared, life will bring forth circumstances that can crush you out of existence.”

This quote is a reflection of one the 4 scenarios, 4 boxes of the Success Matrix Karmayogi has created for decision making.

1. Good inner, good outer (i.e. atmosphere). Always leads to success.
2. Good inner, bad outer. Short term failure. Longer term success.
3. Bad inner, good outer. Short term success. Longer term failure.
4. Bad inner, bad outer. Short and long term failure.

The quote you mentioned is essentially the 4th scenario. Under these conditions no effort will succeed.

Best then to either wait for the outer to become more positive or make the inner more positive. To do the latter requires rising in consciousness relative to the psychological needs of the work - usually related to one's limitations in attitudes, organization, values, beliefs, effort-level, habits etc.

So it takes self-scrutiny or life guidance from others to help one make the climb out of the limited Inner state. In addition to above determinants (attitudes et al) Spiritual methods would be included in the mix, like Non-Reaction, Mental silence, Consecration and all.

Power of Silence



Roofing Contract and The Power of Silence

Recently an associate of mine narrated an interesting story to me that was a reminder of the power of Silence; i.e. how holding back speaking at crucial moments can elicit overwhelming response from life.

My associate friend told me that many years ago he was running a roofing company in the Napa Valley in California. It would eventually grow to become a successful, nation-wide business. However, at the time of the story, it was in its infancy.

Well, one day R went to visit a prospective client. The purchasing agent listened attentively as R described how his service would save his businesses loads of money. In essence, my friend's company could repair existing roofs for commercial buildings at a much lower price than replacing them with new ones, and yet would last just as long. This was the case because of an innovative technology that my associate friend devised in his roofing services.

And so my friend R explained the service to the prospective buyer from every angle. In fact, he just continued to ramble on, describing the product with hardly taking a breath. Meanwhile, the potential customer listened attentively, without saying a word. In fact, there was no sign on his face indicating whether or not he was interested in the service, as he just stared blankly back at my associate friend.

Well at one point my friend realized that he was simply talking too much in his presentation; not giving the potential client a chance to speak. And so R ceased all talking, allowing the properties' owner to have his say. In the next minute or so, the man asked my friend one or two basic questions about the service, which R then responded to.

At the completion of my friend's answer to his simple questions, the purchaser immediately reached into his filing cabinet and pulled out a stack of folders. He then put the folders on the table and said to my associate friend, well “Let’s start with these.” In essence, he gave my friend the contract for all of those properties!

My friend stared in disbelief at this turn of events. On further reflection, he came to see that the moment he stopped talking and allowed the potential customer to speak, the whole world opened up. It would be one of the seminal moments for his fledgling company; one that would help propel the company to nation-wide status.

As you see, when you speak uncontrollably, you waste precious energies that would better be served by being Silent. When you then catch yourself and halt all such excessive speech, you release powerful positive energies into the field of life that align with the very best of conditions - including an overwhelming response that can change the course of your business and your career!

(Roy Posner)



Verbal Silence (Non-Speaking) Attracts

One astonishing principle of life involves how we communicate with others; in particular the level at which we express ourselves through speech. When we reduce the amount of speaking we do in the presence of others, we tend to attract positive conditions from life.

A family business was failing and one of the brothers suggested that the company reduce the amount of and the volume of their speaking. They took up the suggestion, and within two years the principals were so successful that they could have retired for life.

Why does conservation of speech have this power? It is because speech expresses our life energy. When we speak too much, we tend squander our energy. But if we reduce the amount of speaking we do, we conserve our

energies, which causes it to further build up, which then attracts magnetic-like corresponding positive circumstance from the field of life.

(Roy Posner)



Silent Will

(from article 'Secrets Behind The Secret' by Garry Jacobs)

Silence is one of several important issues that are not mentioned in *The Secret*. You learn as a child that when you make a wish, it is better not to speak about it to other people. This belief is based on a profound truth of life: speech is an act that consumes energy in the process of giving expression to a thought. Each time we speak about our goal to others, we are throwing out energy that can be better conserved as fuel for accomplishment. Silence is powerful. Silent will is more powerful than will expressed in words. This is especially true when we speak about our aspirations to others who may feel jealous or threatened by our accomplishment.

Furthermore, when we speak about our intention of a great accomplishment, it is very difficult to prevent the ego from deriving pleasure or a sense of importance from the communication. When we take pleasure merely in talking about an accomplishment, that sense of satisfaction saps our energy for the accomplishment and we end up only talking about it, never doing it. Pride, satisfaction and contentment with what we have or are is the enemy of higher accomplishment. Of course, there are times and people to whom speaking of our goal is appropriate or even essential. Speaking to those who have intense goodwill for us will magnify the power of aspiration. Speaking to those whose consent or cooperation is essential for accomplishment is necessary to avoid conflicts later on. Most spiritual disciplines advise practitioners not to speak about their experiences to other people, except to the guru whose guidance and support is essential for accomplishment.

Rising above the ego through goodwill and self-giving can invoke the highest powers in the universe to act in our lives. When we do this, the universe invariably responds, bringing what we aspire for. Since, in this case, our aspiration is not selfish, the benefit comes not only to the one who aspires but to everyone.



An Experiment: Silent Sales Efforts

Years ago I was a salesperson for my company Kenroy. I did my sales presentations with some degree of consciousness, but not enough according to my current standards!

If I had to do it all over again, I would engage in the following experiment:

After greeting the buyer, I would put my wares on the counter, and not say a single word; not even thinking a thought. I would also consecrate the act (i.e. offer it to the Spirit); then SEE WHAT HAPPENS.

I think I am likely to experience a startling positive response from life in one or more of these Silent Sales Efforts. Then I would do it this way over and over again, until I evoked infinite-like results, where previously there was only finite outcomes.

This approach could be extended to any other field or aspect of Life!

Listening Skills



Tips On How To Become A Great Listener

Here are a few tips to become good listener, which will tend to attract positive conditions, and avoid attracting negative ones:

--When others speak, listen carefully to the words, the ideas, not just the voice or superficially

--When listening keep the other person's line of thought. Observe if your mind is wanting to go in a very different direction.

--Resist the temptation to start thinking of your slant on things. Stay with their idea.

--Never interrupt unless absolutely necessary.

--Interruption is closely related to impatience. If you are impatient, you will not be a good listener.

--If your own mind tends to be still, then you are less likely to interrupt or interject your thoughts.

--Consider who you know is a good listener and observe how they listen well to others. Try to emulate their listening skills.

--Listening shows you care and value the other person, which is a sign of goodness.

from book 'Life Response in Work' by Roy Posner

<http://royposner.weebly.com/life-response-in-work.html>

Intuition, Spiritual Mind

New Age of Speed and The Emergence of Spiritual Mind

In the emerging business/organization world, SPEED is determining the future. Speed of insight, speed of choices and options, speed of decisions, speed of actions, speed of access to resources, speed of expansion, speed of movement, speed of reacting to change, speed of altering course, speed to team up and team down, etc.

With speed increasing exponentially as it is, the Mind's limited capacities to perceive and know are causing strains in consciousness. Thus, Mind needs a higher form of itself:

- as Insight to coordinate and expand ideas
- as Light of knowledge, with solutions bursting forth as visualized understanding
- as Intuitions of knowledge entering the mind without thought
- as Revelations of Truth
- as Supramental Perception of the many-sided truth in a flash, accompanied by the full manifestation of its form in the material world.

We can learn to access these spiritual dimensions of Mind by shifting our center of awareness to a deeper poise within. Practicing non-reaction, taking the other person's point of view, and consecration makes this fully possible.

(Roy Posner)

Deeper Connection Within



Living in The Depths and Vast Accomplishment

Living on the surface of our being - where most humans are centered, - limits our success and accomplishment. There ego, ignorance, time, and finiteness dominate.

On the other hand, as we center ourselves in a deeper poise within, we gain more power to accomplish. There we experience silence and stillness, harmony and oneness with others and life, a deep integral knowledge and wisdom, an intensity and power, the joy of life's experiences, the capacity to overcome space and time (life response/sudden good fortune) through our aspirations and actions, etc. All previous finites, limits of possibility, become infinities of accomplishment.

(Roy Posner)



Power of Connecting to the Essence of the Individual, Company, Society, and Universe

A person can be viewed from various levels, from the outer, material, physical (i.e. body) to the inner depths (soul or psychic being). In between are sensations, emotions, intentions, and thoughts, among others.

So too a company be perceived from the outer material (products, machinery, plants, et al) to the inner most plane of business values (i.e. the “psychic center”). Likewise, in between we see systems, activities, projects, procedures, and goals to be achieved

The greatest power of outer, material success comes from the implementation of deepest Corporate Values. Likewise, going to the depths of a person - the psychic/soul being - produces the greatest outer accomplishment, including psychological and spiritual fulfillment.

The parallels between the individual and a company extends to the society as well; even to the process of Creation by which the material universe emerged from a divine source.

At the heart of everything there is an Essence, a Spirit. Discovering it, tending to it, bringing it out, helping it grow and blossom throughout one's nature enables the infinite to emerge from the finite in that or any other aspect or realm of life.

Consecration Power



Beyond Business in Work to Opening to Mother

We are busy, busy with work. But opening to the Force cancels busy-ness, as future outcomes sought through considerable effort occurs at the beginning.
(Roy Posner)



From Agenda to Offer to The Mother That Sets Positive All Conditions

Before a meeting with others we tend to have our own agenda in mind; often taking the form of our own little grumblings of what should and should not be. Rather than take this into the gathering, release yourself self of such thought and open and offer the matter to the Divine, the Mother, and then let it go. Now when the meeting takes place, watch what transpires. You may be pleasantly surprised how life unfolds; as fresh, new, unexpected and highly beneficial discussion and direction takes shape.

Reader: Hi Roy I did this 2 hours ago and I now have a new corporate client.
(Roy Posner)



Consecration Contains “The Complete Act”

Based on the teachings of Sri Aurobindo and his view of the process of creation, Karmayogi has conceived of "The Complete Act." It is the combination of certain factors executed consecutively in a process that all but guarantees perfect execution and outcome, including an often startling, unexpected positive response from life.

The Complete Act begins with the conception of what one wants to achieve, followed by one's supporting will and emotions for it to be carried out, out, followed by the physical execution of the act, supported by right attitudes and skills, leading to an outcome that is perfect; even unprecedentedly so.

One can follow this process for any major activity, like a project, or even the smallest act, such as brushing one's teeth. It is as microcosm of and similar to the process that enabled the universe to emerge from a Divine source.

Consecration is the opening to the Supramental Power that has descended into the earth's atmosphere, that engages in and fulfills all stages of The Complete Act process in a single spiritual gesture, returning immediate unprecedented, infinitely creative results.

Consecration is the spiritual method of opening to the Supramental power, aspiring for a great outcome, yet indicating "Thy Will Be Done;" where the Spirit's Will of the outcome is paramount, not our own will, which can limit the result.

One can consecrate before engaging in The Complete Act, at each stage, or even retroactively.

(Roy Posner)



On Rising To The Pinnacles Of Success

We can apply this method to achieve anything: put the urge of our being behind it, seek the enjoyment of that experience, commit ourselves to the idea, work out the necessary plans, and release our full enthusiasm. Then if we add the one extra ingredient of relying on Mother and Her force, rather than on ourselves and our capacities, and with that Force we act, there is nothing in the world that we cannot accomplish.

(paraphrase of Sri Karmayogi by Ramesh Kumar)

Additional (from same source): Motivation is one that integrates - the aspiration for the goal, increases level of obligation, sincerity to adhering to the force that helps to attain that goal, understanding the rules of the atmosphere to get necessary strength.



Overcoming Habit, Preoccupation; Consecrating Work to Elicit Freshness and Vast Success

..It can also get rid of the preoccupation by not resorting to a habit, by doing the work as a piece of divine work through consecration. That way mind is lifted out of the stress-generating preoccupation, to Divine instantaneous execution.

Consecration brings in Mother's consciousness and along with it the Divine Freshness. The Freshness takes old of the work, executes, and leaves behind no trace.

To look at mind at moments of preoccupation or simply being occupied and endeavor to detach the work from the preoccupation will lift us out of the human moment to Divine eternity.

This is a patient work to be done little by little, item by item, where each little thread is to be disentangled from the knot. But the result will be rewarding.

To accomplish the feat once with one item of work will reveal all the process involved. That itself will be a great gain. To proceed to complete it is regular yogic exercise whose rewards are great.

(from 'Mother's Fulfillment in Human Life' by Karmayogi)

Process of Creation, Accomplishment

Creation Process Same for Divine and Us

Sri Aurobindo's comprehension of Reality as explained as (1) Involution from a Divine Source to matter, followed by (2) Evolution from matter to spirit is virtually the same process we follow when we successfully engage in a project or the smallest activity.

It is a process of first apprehending the goal through Mind (for the Divine it is Cosmic Mind/Supermind); then having the vital will and drive for its manifestation as real (for the Divine it is the conversion of cosmic Idea into Cosmic Energy); and finally physically executing strategies to make it happen (for Divine, it is the conversion and breakdown of Cosmic Energy into atomic existence, which appears as matter in the universe).

For the Divine, Supermind coordinates the entire process. For Man he can rise to intuition and then Supermind to engage in the process for perfect execution that formulates a miraculous-like Response from Life (sudden good fortune from out of nowhere).

(Roy Posner)



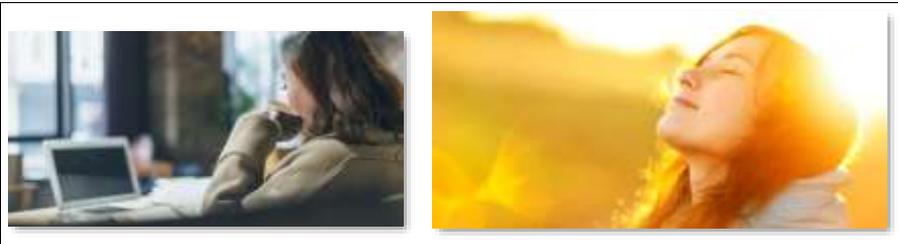
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Thanks to Ken for finding this among his papers. It is the process of creation in a nutshell; including the opposition that arises that we can transcend.

"Creation Process

What happens when your vision inspires you

Your mission is clear
You decide to go for it
You meet your resistance
You choose paradox
Your intention is strong
You take in new information
You stay through chaos and creation
You get support
You are congruent
You are in synergy
You choose responsibility
(Unknown)"



Ultimate Means of Manifesting the Infinite in Life

"...One who has the complete knowledge, one who knows the complete process of creation, has the power to manifest the Infinite in life. And when that power manifests, it does not take time. It generates results instantaneously. The aspiration, the decision, the action and the result are simultaneous and fully integrated with one another..." (The Book, by Garry Jacobs, page 687)

Garry Jacobs adds to his own statement above:

"One can apply the process of creation in practical day to day life by **Constant Remembrance of the infinite spirit of Mother that is always present **and Instantaneous Consecration of each action and event at the moment it occurs.** This discipline can reveal the Infinite in Life."**

SUPRAMENTAL ENTREPRENEURIALISM

Supramental Entrepreneurialism

"Don't worry about your future. Instead create your own future."

Eg so many of us still hope for a job working for a company. But why not create your own business or similar endeavor? Now you have the opportunity to elevate yourself to the highest heights - both success-wise and consciousness-wise They will be integrally related, especially if one knows and practices Higher Consciousness/Mother's principles that is available to the devotee; tor to anyone else. It is Supramental Entrepreneurialism; with access to Its Force. Its time has come!

Character of Life and Work

Recognizing Subtle Life Patterns



Advantage of Observing Life Patterns

Observe the world from within yourself, and notice the subtle patterns unfolding around you - both visible and unseen. It will give you a great advantage over life - in terms of knowledge, strategies, values, behaviors, and actions.

(Roy Posner)



Observing Subtle Signs

Observing the subtle signs will reveal the inner and outer tact to take which will bring one the sale and then some in record time.

Developing the inner psychological knowledge of life will be a great aid to vast sales success.

(Roy Posner)



RIGHT RESPONSE TO THE NEGATIVE THAT LIFT'S ONE TO THE HEIGHTS

You can do everything right in the world, and yet unexpected negative karmas can come one's way. Therefore, it is how you RESPOND to them that can make all the difference in the world - to a career, to an organization, to a movement, etc.

Often it is simply to realize that the negative serves a Purpose in the unfolding; provides the necessary energy and opposition that when overcome lifts one to where one wanted to go; or, as is often the case, to levels of success undreamed of.

Life Response Phenomenon



Intro to Life Response

An American businessman who promised an Indian fertilizer company a 70-crore loan from a bank, met the Bank of America officers in 1972. In those times, these were novel ideas but he was determined to call at as many banks as necessary. Bank of America said that only 2 days earlier they had opened their South-East Asian fertilizer division!

In pursuit of an important work, we want to meet a friend whom we have not met for a few years. On leaving our house, in a pleasant surprise, he enters our house. Life is full of such strange events. Literature too is teeming with such incidents. History has the same character. I call this phenomenon of ready help coming in an inconceivable fashion 'Life Response'. "Thank God, you have come," we exclaim. We also feel we are in luck. We are right.

But this is not the caprice of Life. There is a law behind such occurrences. Some half a dozen such events described in detail and the laws underlying explained will make it clear that such a phenomena follow their own rules. One who knows such rules will always discern how such events come to pass. There is more.

Should one not submit to life, but rise above the social average and evoke the Spirit, he can make Life Respond. Life Response is a known phenomenon, not the capacity to evoke a Life Response. Still it is not totally unknown in life. Extraordinarily courageous people say, "Well, I have never been let down". Optimistic persons, when their hopeless project comes round, say, "I know it will come round." It can come round to anyone who relies on the Spirit. (Karmayogi)

(Roy Posner)

Synchronicity



Disparate Things Arising Together Are Related

According to a deeper view of life, all events which occur at the same time or at same place are related to one another in some manner, even if on the surface they seem to have nothing to do with one another. Often the relationship is in the form of a subtle correspondence between the events, including a similarity, a

mirror image of one another, or even a reverse expression of the same type of situation.

Eg you are having a conversation with a friend who is explaining the concept of personal Values, and in the middle of the dialogue a senior author calls who is a friend of the friend of mine, and who is known for writing about business Values for the American Management Association, of which he was president. Superficially you may not perceive a connection, but if you think a bit about what this person represents, you will see a connection; that he has called at this time as a synchronous circumstance to your learning about those same issues he is deeply involved with,

Thus, when things are happening to you in a certain direction in the course of your day, pay attention to what otherwise suddenly arises from an entirely different direction. If you seriously think about what is going on, - the issues involved, who the parties are at play are, and their propensities and beliefs, et al, - you will begin to see the subtle correspondence between the circumstance that you did not perceive originally. When you perceive the deeper connection, it is startling to behold. As a result of this approach, you can an entirely different perspective of life's unfoldings!

(Roy Posner)



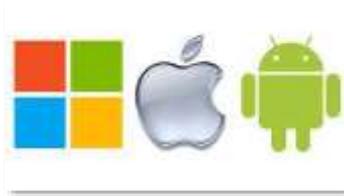
Synchronous Events are Related

One subtle principles of Life is that all events which occur at the same time or at same place are related to one another in consciousness, even if they appear to have no obvious association. Often the relationship is in the form of a correspondence between the events, a mirror image, a similarity, or even a reverse expression of the same type of situation.

E.g. several individuals are discussing the idea of business values because one individual has come to visit and learn about such things, and in the midst of it, completely from out of the blue, an associate calls, who on further thought is

recalled to be one of the pioneers in educating the public about such values.
(paraphrase of MSS by Roy Posner)

Repetition Phenomenon



Life Repeats in Business

It is said that life circumstance will repeat again and again until a different consciousness is brought to bear. Consider these facts:

--(2006) Microsoft Windows based PCs has ~90% market share. Apple PCs has <10%

--(2016) Google Android based Smartphones has 80%+ market share and growing. Apple Smartphones has <10%

It is the difference between an open system vs. closed system. Microsoft and Google allowed other companies to manufacture their OS. Apple only allowed itself to build them. The world takes to the open system, not the closed away. Closed ones can be for elites, but then it becomes a barrier to global success and becoming a world standard.

It is a subtle principle that life repeats unless a force of Change is brought to bear. Microsoft's and Google's more open system, based on a kind of generosity and open-mindedness of the founders, and Apple's closed system based on a kind of possessiveness of its founders, of keeping its products close to its vest has repeated.

Apple still has time to change course for its future products however. A shift in consciousness will reopen the doors of infinity for them if they so choose.

(Roy Posner)

Embracing the Small



Getting Back in The Game by Embracing the Seemingly Insignificant

If you are not "in the game" - such as not being called on to work on a project, or scheduled to do any training classes, - a minor issue or problem may soon arise that one may tend to ignore, as you have these other more pressing issues to address.

And yet if you take up this seemingly insignificant activity, you may find that life suddenly opens up with new opportunities, putting you right back in the game!

Thus, be vigilant of and never ignore the small situation that comes to your attention, because this seemingly insignificant finite can quickly open the portals of infinite success.

(Roy Posner)

Life's Initiatives vs. Our Initiatives



Negative Indicators of Self-Driven Initiatives

When we initiate an undertaking on our own, there will be eagerness or expectation experienced in our nerves. There will be an urge and impulsiveness to execute things as we decide and actually do it. Such unbalanced, self-driven initiatives tend to fail as much as they succeed. In addition, it can be accompanied by a sense of strain or even push back in such an undertaking. On the other hand, initiatives of Life-- i.e. one's sanctioned by higher consciousness, the universal plane -- will not have these qualities, and as a result tend to succeed greatly.

A man undertook an initiative to reenergize an old business that had essentially died out. There was a sense of urge and expectation in him in the undertaking. There was also strain as others were not very supportive of the project, even leading to push-back from certain quarters. Though there was some initial success, things soon petered out, and the project was soon abandoned.

Thus our approach should not be to act/initiate when the urge and impulsiveness rises in us, or to continue to pursue in this direction when there is strain and push-back. Instead we should let such feelings recede, which in turn will allow Life to take its own initiatives, which will appear before us as new Opportunities. When we recognize and take them up, they invariably tend to succeed; often exceeding what we thought would happen or what was possible. (Thanks to RK for his inputs.)

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Reader: When life took initiative, I resigned from a company in August 2008 – to start my own venture – a pan India company voluntarily called me to give distribution agency without any guarantees and deposits to start at Coimbatore - which was hitherto unknown place for me. I agreed and the development was miraculous.

After two years I thought how any growing company can be without business in Chennai and so I voluntarily took up another product of International repute for distribution in Chennai but till date it runs with hiccups and every time I have to run to Mother to solve the problems.

Similarly, In Coimbatore, I took an office cum warehouse that came on my way, without any conditions attached as I was desperate at the time to start immediately and was ready to accept whatever comes first. But I didn't like that, as it was small and not easy for lorry movement. Nevertheless, I took that as I had no other option at that time.

Again, after two years, as an expansion plan, I voluntarily decided to open a branch in Madurai. But this time I planned elaborately –in outskirts good location, good for vehicle movement, loading unloading etc. and got it, as I wished. But after few months -when I analyzed the business I saw that -that life’s initiative -in Coimbatore-is yielding results in different angle. As it is in commercial location and nearest to “town bus stand” small time dealers of nearby towns finding it easy to come, purchase and return by same bus which has developed some sort of retail market –which was not in my business plan at all. But in Madurai it is very difficult to maintain the big office, particularly the cleanliness and difficult to approach as even our labors are finding it difficult to reach, very difficult to generate business in this time of business slow down.

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Response: R, excellent examples of how life initiatives tend to succeed, and our own unsanctioned initiatives tend to sputter or fail, (though we have Karmayogi's exception caveats when related to social wave, deeper aspiration, subconscious influence, etc.).



Take Up Life’s Initiatives, Not Your Own

Normally we take initiatives to accomplish in life. But our research has shown that when one initiates on one's own, it is more likely to fail than succeed. Is there a way out? Yes, it is by responding to LIFE'S initiatives. When life comes to you with an opportunity and you take it up, success is almost always guaranteed.

One man moved across country with the idea of starting a house painting business. It was a self-driven initiative, and it ultimately failed. A while after, a friend of his family asked him to work at one of his chain stores. When he did, an astounding series of positive successful outcomes followed; and his life was changed forever. That is the power of responding to Life's initiatives rather than taking one's own. It is a power of stillness and silence in which we wait for life to take us to the next level.

(Roy Posner)



Success Through Life's Initiatives, Not Our Own

I would like to discuss a rather startling conclusion I have come to regarding the way we achieve in life. If we closely examine life situations, we would see that we are far more likely to attract success when we follow life's initiatives and take up those opportunities than when we initiate action on our own.

For example, at various points in his career one individual was asked to take up important works by different outside individuals. Virtually each time he did, it led to success; in many cases long-term success. However, when this same individual took up his own initiatives, based solely on his own volition, without any external compelling signs -- whether to start another business or to attract people at a web site, etc. -- the results were successful far less often.

It appears that when life approaches you with opportunities, there is something in your nature that is attracting them for your own well-being and personal growth. There appears to be a kind of cosmic compulsion and guidance that is urging you to embrace these in order to elevate your success, as well your level of consciousness. Though uninvited personal initiatives can do the same, very often they do not. In fact, our own conclusion is that such initiatives fail as much as they succeed, whereas "life-driven initiatives" coming from outside or others seem to succeed nearly every time.

With this in mind, try to be acutely aware of opportunities coming in your direction. Take them all seriously, no matter how small or how subtle they appear; for they can be openings to a new, wonderful stage of success and well-being in your life.

Sales



Startling Sales Training Technique

One day many years ago I found myself sitting in a chair on a stage next to my sales manager who sat in another chair opposite me. Other sales people observed the proceedings in the audience.

The goal was for me to ask for the sale from the customer (played by my sales manager) to see if I had the necessary skills in that area.

And so I proceeded to ask him for the sale: "Would you like to buy it" I said to him with a sense of clarity and certainty. He looked in my eyes for a second, and then answered "No."

I somewhat bemusedly thought that his response was interesting. And so I gathered myself once more and asked him again for the sale, this time with a little more conviction. Again he responded "No."

Well this strange, yet amusing interaction would go on for perhaps 10 iterations. Each time I would try to muster up more conviction and persuasiveness, but each time to no avail. Now frustration was building. Also, each time I had to ask I also had to overcome the hilarity of the situation; especially my sales manager with his brilliant dead-panned "No."

Then on the next round when I was nearly at my wits end, he shocked me by answering "Yes" to my offer! I was startled by his response, but I knew this time I not only had conveyed conviction, but I was not worried in the slightest whether or not I would secure the sale. And so, my sales manager detected that dual capacity, and therefore accepted my offer!

In retrospect, it seems that he too was simultaneously attached and detached in his sales skills teaching method!!

It was a hilarious and profound learning approach and experience, and certainly helped me in later sales efforts.

Done right, I suppose this little episode could make a humorous, yet instructive scene in a film or a sales instruction manual.

(Roy Posner)



"Inner Selling" That Attracts Ultimate Sales Results

Ours entire Sales approach is predicated on a single principle: "the Inner moves the outer." This means the capacity to evoke great results through minimal outer effort, yet significant inner, higher consciousness means.

The methods to implement this powerful sales approach are varied. They include:

- Consecrating every sales act - whether making a presentation, sending a follow up letter, etc. This is the single great key.
- Observing the signs around us to know what to do and what not to do.
- Eliminating all negative attitudes - whether towards others, towards work, or towards life.
- Being fully organized at all levels. That includes cleanliness, orderliness, systemization, etc.
- Focusing our Intention in the extreme
- Willingness to go the extra mile
- Reduced speaking, and wherever possible, a silent mind
- Always being agreeable. Constantly taking the other persons point of view.

Each of these, whether perceived as practical or not, have a vast capacity to quickly attract dramatic sales results.

As a result, one of the two owners of the high-end, multi-location restaurants suddenly appeared from out of nowhere in front of us and was very interested in wanting to learn of our service. We hadn't even solicited this gentleman. We had

been interested in merely talking to one of the outlet managers, when the higher up appeared from out of the blue!

(Roy Posner)



Higher Consciousness Selling

In higher consciousness Sales - as indicated at the site www.TenFoldSales.com -- all you care about is what the customer needs; nothing more, nothing less, not to sell what I want; even if it means smaller initial sale; or no sale at all. It is one aspect of self-givingness that ends in Customer Delight. Essentially it is the complete abandonment of Ego in the sales process and after sale. Yet life responds to our self-givingness with more sales there or elsewhere or with something else positive.

(Roy Posner)



Unexpected Sales Development

We (two salespeople and LAMERE founders working together) recently had a marvelous sales life response. It was due to the following qualities all mixed together:

- Making the extra effort
- Doing something we ordinarily do not do
- Persistence and will

- Perceiving synchronicity with other events
 - Really appreciating the contacts stunning outlet
 - Taking to Silence by one of the salespeople
 - Consecration (opening to the spiritual Force) at each point
- (Roy Posner)



Pride and Prejudice Character Lessons for Sales Improvement

Each Pride and Prejudice character can teach us something about selling:

- Wickham - A deceiver. So don't be deceiving. It comes back to haunt you.
- Darcy - Don't be proud, and accept the smallest sale with happiness and gratitude. Otherwise Life will return the favor negatively.
- Bingley and Jane - always have a positive, cheerful attitude. It's a winning strategy that always attracts success
- Mr. Collins - Avoid braggadocio and ass-kissing. It will not serve you well.
- Mrs. Bennet - Stop whining, complaining, and condemning. You will look foolish at every step of the way.
- Mr. Bennet - Don't be cynical, sarcastic about others as he was toward his children, which came back to haunt him, when one of them ran away and eloped.
- Eliza Bennet - Be intelligent, forward-thinking, affectionate towards those close to you. Thus, know your product and market perfectly. Be creative. Care for those around you.
- Lady Catherine - Don't be condescending to anyone. You might lose the chance for your biggest sale because you acted stuck-up and superior to someone.

(Roy Posner)



Selling Management on a New Idea

You often see someone within a firm selling management on an important new idea. That too is "sales" . It takes-

- a good idea
 - some courage.
 - some charm
 - belief in yourself, the idea
 - good presentation skills
 - good use of media
 - being direct and to the point
 - making a great argument
 - being able to think on your feet when responding to questions
- (in other words, being fully prepared, both technically and psychologically)

Home-Work Balance



Perfecting Work & Our Relation To Family

Business is a part of life which includes family, relationships, society in general. We cannot achieve perfection in work if there is dirt or disharmony at home. Cleanliness, Harmony and self-discipline at home are as important as they are in work. We cannot achieve prosperity in work if personally we do not discharge our rightful responsibilities to family, repay our debts, restrain our personal impulses. Ideal expression in work should be matched by ideal expression in relating to others personally.

A successful businessman accepts that the customer is always right and should be pleased at all cost. The same attitude extended to family is much more powerful.

(Garry Jacobs, MSS)

Miscellaneous



Greatness of Professions

- Doctors are greatest when they focus on the psychological cause of illness.
- Attorneys are greatest when they get at the Truth, beyond anyone's particular version of the truth.
- Accountants are greatest when they understand the subtle laws of money.
- Athletes are greatest when they see themselves in the integral context of the team.
- Religious leaders are greatest when they harken to the original spiritual experience of the founder.
- Workers are greatest when they create works of perfection offered in service to a higher power.
- Politicians are greatest when they abandon their ideology and seek connection to the truth of the Whole.
- Writers are greatest when they express Life's Character in a way that is forceful and moving.
- Leaders are greatest when they lead by example, and motivate others to greatness.
- Scientists are greatest when they embrace the invisible, the subtle, the not measurable, in addition to the material.

(Roy Posner)



Detailed Analysis of Tv Series 'House of Elliott' Based on Consciousness Approach to Business and Life

About a decade ago I had the privilege of developing an extensive analysis - over 150 pages - of the wonderful British TV series 'House of Elliott,' the story of two dynamic young women who create a successful clothing design business in 1920s London. The analysis is based on the "Consciousness Approach" to life, work, and business that I learned from Garry Jacobs and Karmayogi of Mother's Service Society.

Please keep in mind that it is best to buy the entire tv series collections (over 12 disks, costing around \$80) if you want to simultaneously view the series and educate yourself about the vast inner power that the analysis reveals.

You can download the entire pdf-based study here for free:

<http://royposner.weebly.com/.../2.../analysisofhouseofelliott.pdf>

(Roy Posner)



'Consciousness Approach To Business Management'

(by Mother's Service Society) - free pdf (62 pages)

<https://1drv.ms/b/s!AjayTOYvR8hzgahMvi3Sx1VYIKbwuw>



Concept Clarified Attracts

When you make the extra effort to clarify a concept for someone else, sudden good fortune will come your way: from that person or somewhere else. It is the Life Response power of taking to higher levels of mental organization.

Eg a man was having trouble working out with a colleague overseas a method by which his social media posts would get to the wider public. Rather than giving up on the issue, he made the effort to explain it even more clearly. A minute after posting that updated instruction his colleague on the other end informed him that the entire problem had been solved!

(Roy Posner)

APPENDIX



'A Day in The Life of An Evolving Being'

by Roy Posner

A NEW DAWN

Rosa Sanchez awoke on a beautiful spring morning in the Central Valley of Northern California. After a few moments gazing out the window at the hills in the distance, it dawned on her that she now has far more energy than she used to have at this time of the day. Normally, it took at least a cup of coffee to get rid of the morning cobwebs.

She wondered what it was exactly that was giving her this new-found energy. She thought about it for a moment, and then began to understand. Well, for one, she'd really been energized and excited by her new job. Just a few months ago, Rosa was struggling to find the right type of job. However, at that time she used the evolve! website and made a 30-day personal commitment to move to the next level in her life. In one of the evolve! learning lessons she read about the idea that there was a process of growth that one can follow to take ourselves to the next level of achievement and success in life. She decided to follow this process, focusing on elevating her career to the next level. As a result, life responded with a wonderful new job! In fact, it almost seemed like the position had come to her instead of the other way around!

As she gazed out the window, Rosa wondered what it was that enabled her to acquire this job. What did she do that made life respond to her efforts?

She then recalled that the first thing she did at the time was to use evolve! to set a 30-day goal to acquire a number of new skills in the areas of business and project management. When she executed that objective, it really energized her.

Then after when she *fully committed* to finding a good position in that field while also making the inner effort to overcome her reluctance to aggressively seek work - - both tracked through evolve!'s Life Planning system -- everything started going right. Life suddenly started moving towards her as work offers began to arrive from seemingly out of nowhere. In fact, Rosa received solicitations for work from organizations she hadn't even made an effort to contact!

This response to her efforts -- including the actual job she secured -- gave Rosa an enormous boost. No wonder she felt so energized on this beautiful spring morning! Adding to this was the fact that she had dramatically reduced her carbohydrate intake, lost twenty pounds, updated her wardrobe to match, and looked great. Rosa was operating at full throttle!

Now compelled to meet the new day, Rosa turned away from the window, showered, dressed herself in one of her new outfits, and set off to work.

A NEW ATTITUDES AT WORK

When she arrived at her job that morning at IntegralNet, she noticed her friend Alicia down the hallway, and waved to her. When Rosa first arrived at her new job, she had felt a certain tension with her. There always seemed to be something about Alicia that bothered her.

Fortunately, back at that time, Rosa remembered the idea that if one can overcome such negative feelings towards another, good things can suddenly start happening. In fact, on one particular day last month, Rosa was really feeling a bit irritated by Alicia, yet somehow managed to catch herself and control her feelings. She was even able to turn her irritation into the smallest amount of good-feeling towards her friend.

On further thought about this incident, Rosa realized that later on that day her boss called her in and told her that she had been named project manager for the company's big product push! That gave Rosa far more responsibility than she ever had in the past. It also placed her in a much higher-level job position, which meant a boost in both her status and her salary. At the time, it was hard for Rosa to equate her change in attitude toward Alicia with the sudden new opportunity

that came to her minutes after; but Rosa was now sure there was a direct connection!

Changing an attitude and then experiencing a sudden, miraculous-like "life response" was a phenomenon that Rosa had begun to get used to. She had seen this miracle at work at least a few times in the months she'd been working on the new job. For example, she saw that each time she overcame her irritation, something good would happen -- whether a positive development on a project she was working on, or good news on the home front, and in other areas. Often the response seemed to come out of nowhere, as people she hadn't heard from in years would suddenly call; or someone from half way around the world would offer unsolicited new opportunities for the firm; and in other peculiar ways.

As a result of her new understanding, Rosa made the commitment to overcome *all* such negative attitude and feelings in her life, right down to the *smallest* details of her moment-to-moment existence. She had decided back then that whenever she was bothered or irritated about something or someone, she would catch herself and stop it in its tracks.

Rosa then went a step further. She also made the unusual commitment to consider how such negative feelings related to particular aspects of her life -- such as her childhood conflicts with her father, and the problems she had with boyfriends in the past; both areas she had never really dealt with. This overall daring and brave approach to life enabled Rosa to see her own true nature in a new light, while uncovering several negative qualities in her being that needed scrubbing.

One direct result of this effort of self-improvement was that she was becoming calmer and more balanced in her being. In fact, the other day, when Tom came into her office and as usual carried on a bit too much, she remembered how she was able to get over her irritation, and just go with the flow of things. In fact, in that meeting she reversed her attitude of impatience towards Tom to such a degree that she actually listened to him very attentively; even encouraging him about his ideas on taking their project in a new direction. Instead of pushing him away in irritation, Rosa's new-found calm enabled her to have a relaxed, friendly interaction with Tom, in which new potentials and possibilities of work suddenly revealed themselves. Now, a week later, Rosa recalled how Tom's suggestions in that meeting were absolutely crucial to the eventual success of their project. If she had remained bothered and irritated, she may have never heard Tom's important suggestions, and their wonderful recent success on the project might never have happened.

On reflection, Rosa realized that being calm, balanced, and open to others, devoid of any negative feelings and poor attitudes certainly opened the way to very positive developments in her career and life.

ACCEPTING THE GIVENS OF LIFE

Speaking of which! In the first stages of the project Rosa was presented with tasks that she didn't exactly find to her liking. As a result, she either put them on the back burner or simply ignored them. It was only later on that she realized just how important these tasks were to the outcome of the project's success. Fortunately, as it turned out, at some point after she visited evolve! and read about the need to overcome one's reluctances in life. She learned about the fact that life presents us with situations we want to avoid and not deal with; perhaps because of a missing skill, or a lack of confidence, or some other insecurity or fear. She read there that what life presents you is often *more* important than what you would like to happen or do; more critical to life's outcomes than our own wants and preferences.

After seeing how avoiding the givens had put her in a hole in the early part of the project, Rosa became more attentive to, and proactive towards what life presented her, especially in relationship to the project. Instead of demanding what she wanted and fighting the givens before her, she *embraced* them in full. Most interestingly, she noticed that every time she overcame her reluctance and gave into the demands of the Now, whole *new* possibilities opened before her! Not only did the work go far smoothly than she imagined, but new, positive, and most unexpected developments occurred on the project. Wonderful things she never thought possible just seemed to appear out of nowhere. Once again, she realized that by overcoming a negative attitude, -- in this case her reluctance to embrace the present conditions -- life miraculously responded in kind.

Rosa by now had really been intrigued by these ideas about changing one's attitudes toward others and life, including the importance of embracing what life presented. Now as she looked down the hall at Alicia, she felt a small shiver as she knew that her life was not only different on the outside, but was also quite different on the *inside, within herself*. She now understood that these ideas were far more than abstract concepts, but were practical, hidden truths of life that were having dramatic effects on her life. As a result, Rosa was now beginning to view the world through entirely new eyes.

Most intriguing to Rosa was the concept of how taking certain actions -- like a conscious change in one's attitude or overcoming a reluctance -- triggered miraculous "life responses;" where positive things start suddenly happening from seemingly out of nowhere. Rosa smiled and felt a rush of energy just thinking about her experiences of this phenomenon as she made her way toward her office this bright spring morning.

CONSECRATION AND A NEW OPPORTUNITY

When she arrived at her office Rosa sat down on her leather chair, started up her computer, and thought about looking at her email. Then she caught herself, and decided that she would try something different. Instead of clicking on the Connect button on her screen, Rosa paused, and then remembered to "offer" the activity she was about to engage in to the Higher Power.

Rosa had read about the spiritual method of "consecration," and thought why not try it now. So she relaxed, concentrated herself, and then thought in her mind "I offer what I am about to do to the spiritual Force. I have faith in Its action to bring about the very best results." Then she relaxed herself, focused her thoughts on the needs of the present, and continued on with her work.

A moment or two later, she opened her email and noticed the usual assortment of messages. However, on closer examination, she noticed an email from her supervisor. Rosa opened up the message and learned that she had been invited to a high-level management meeting regarding the strategic direction of her division. She was thrilled by this message, knowing that this meant she was now going to be involved in the decision-making process for her entire division!

This was a breakthrough in Rosa's career, and as a result she was ecstatic and overjoyed. Interestingly, she also had the presence of mind to perceive that this astonishing result was another of those little life responses; this time in response to her "offering" of the act of retrieving her email to the Higher Power a moment before. Dazzled and dazed, Rosa once again shook her head in wonder.

Now as her thoughts drifted back to her present situation, she suddenly realized that the meeting was going to start in 30 minutes!

A half hour later Rosa was understandably a little anxious about the meeting; after all she had no real experience in the areas that were to be discussed. However, remembering the earlier "offering up" technique, Rosa once again tried it just before walking in the door for the meeting.

An hour later when she walked out of the conference room, Rosa was amazed at how well the meeting had gone; how clear and understandable everything on the project had become; how amenable everyone was to one another; and perhaps, most significantly, how much she had actually *participated* in the discussion! "I guess this opening to a higher Source method really works after all," she thought to herself as she walked down the hall on the way to the cafeteria. It was another startling, even profound moment in her life.

POWER OF ORGANIZATION

After lunch Rosa returned to her office to work on her big project again. She looked for a file on her computer and had a little trouble finding it. She also looked for her project management software manual and couldn't find that either.

It turns out that Sherri dropped by the office at that very moment, and saw Rosa in a state of confusion. Rosa looked up and said, "I can't find anything around here!" Sherri smiled sympathetically at her friend, to which Rosa said sardonically "Sure it's easy for you, you're organized to the hilt! This place is a mess!"

Rosa slumped back into her chair, not knowing where to start. She had to do *something* about the intolerable state of her desk. Fortunately, she then remembered a series of articles at evolve! where they described different aspects of personal organization. Rosa then immediately wrote herself a note to reread that section when she had the chance. Now after a moment of reflection, Rosa was now committed to changing this aspect of her life as well.

An hour later, Rosa told her two aides that she needed a little quiet time. She then walked down the hall and went to the company's business library. She took a seat at one of the high-speed Internet connected computers and went directly to the key Power of Organization article at evolve! The part of the article that really got her attention was the list of determining factors that indicate whether or not one was organized. It included:

--The way we organize physical things around us -- such as our home, our paperwork, our finance, etc.

--The way we manage our time, our schedules, and our work

--How systematized certain aspects of our lives are -- such as having systems for our finances, schedules, appointments, and to dos.

She wrote them down on her highly visible yellow notepad with the understanding that she was going to come up with a plan to right this wrong in her life. When Rosa then lifted her head up a moment later, she saw Tom of all people standing right in front of her.

He then told Rosa that he found out she was in the library and so he decided to come over and tell her the good news. "What good news?" Rosa asked. Tom then relayed the fact that the first phase of the project had been completed; three days ahead of schedule! He explained that the programming work had gone much faster than expected. Rosa was clearly elated by the news!

Then a little voice in the back of her mind reminded her that she had just made a commitment to better organize herself. "Yes, I remember," she thought, "the evolve! site said that if you change an attitude or make a commitment for improvement, such as I just did to better organize myself, life suddenly responds in kind." This news about the early completion of the first phase of the project certainly seemed like an instant life response to her decision to better organize her life.

She then realized that even before she actually made the actual effort to better organize herself she got the response. I.e. just the desire to improve one's self can bring about the life response result. It was another "wow" moment for Rosa; only a few minutes after the previous ones!

A NEW WAY OF LIVING

A while later Rosa returned to her daily job chores. She was so energized by the turn of event of the day that at one point she began to softly sing to herself. Then a moment later she quickly got up from her chair, but *whap!*, she banged her leg into the corner of the table.

Her first reaction was an expression of pain, followed by a fear that she had done something serious to her leg. However, she caught herself, stayed calm, and pushed the idea of a bone being broken or some other serious damage occurring out of her head. In fact, she decided not to give it all a second thought.

Twenty minutes later, she realized that after that initial painful and worrisome moment, she did not remember having a single twinge of pain from her little accident. She recalled reading awhile back that reacting to and thinking the worst about one's physical pain only increases it. In fact, the other day she had a similar situation when she felt a sharp pain in her side. Rather than dwelling on

it, giving in to it, having fear about it, which would have surely kept the pain intact, she ignored it, and again, a few minutes later, noticed in retrospect that it had completely disappeared.

"What a day!" she thought.

On the way home, as she made her way through the traffic spilling out of Silicon Valley, she thought about how she had begun to gain control over her life; how she felt so much more happy, alive, energized, and in control.

But what felt best was that she had begun to understand the deepest secrets of life, a feeling which enriched her to the core of her being. Rosa then decided that in addition to exploring ways to better organize herself, she wanted to understand more about those hidden secrets of life and existence that were alluded to at the evolve! site. She was also interested in learning more about why and how life in our universe came into being, how we came to be who we are, what we humans are really up of, and where we are headed in our human evolution; all topics addressed at evolve! In particular, she really wanted to learn more about those magical "life responses;" how to trigger them, and how to live one's daily life filled with these small and large miracles.

As her thoughts drifted to the traffic ahead, she felt a soft peace and tranquility envelop her. She had reached a point beyond feeling and thought, and bathed in what felt to be a higher presence.

(entries through Sep 15, 2020)