

inities;
library

Web".

India:
ations,

York:

16/.

7. Practical Wisdom to Weave Spiritually Enabled Organisations

Dr. Kavita G. Kalkoti

Associate Professor, Nagindas Khandwala College, Recognised Guide for Ph.D in Commerce
(Banking and Finance), University of Mumbai.

In the changing world and its markets, which are strongly characterised through globalisation, we see volatile environments and shorter product life cycles. We also see organisations breaking rules and laws of land. The writing is on the wall: traditional organisational paradigms will soon be a thing of the past. Top-down rigid hierarchical structures are not capable to face the tsunami of change. The old structures were suitable in a time of greater simplicity and propagate a management philosophy that focussed mainly on command and control. The command and control model of leadership has outlived its usefulness long ago but still it is prevalent in workplaces, which has weakened attempts at innovation led performance and productivity. Most important it has hampered the crucial ability of organisations to respond to change. The Volatility, Uncertainty, Complexity and Ambiguity (VUCA) world has impelled organisations to rethink, rejig, rearrange, reposition and restructure not only their physical resources but their thought resources too. Now organisations are successful not because of how they produce or earn profits but because of how they foster an environment that helps employees to think.

Spiritually enabled what does it mean?

Spirituality is a part of us—it does not require great efforts to experience it.

- Living happily depends on how much we, as a group of people and organisations are at peace with what we are, with our thoughts, our beliefs, our processes and methods.
- An organisation can grow and sustain if it has a work culture that steers it to peaceful interactions with the world, concern for others, for nature.
- A spiritually enabled business will put in conscious efforts to make a positive contribution to society.
- It will create an internal discourse which makes an organisation a thinking organisation.