

Holistic mindset in the business environment



World's research shows us that any investments in training to improve skills, performance increasing, sales and communication skills too, etc, are not sufficient anymore. All trends in the world, in the field of corporate training, require employees, teams and the entire organizational system to be seen from a wider framework, in other words, they require systemic perception.

The practical work shows us that modern business, that aspires to maintain constant development, invests in the personal development of employees the most. This investment shows us that it is reversible at a long run only because it motivates the whole development for personal and systemic awareness of each employee. The most valuable capital of any organization is all self-conscious employees.

Changes are part of the process of each organization. Development is an option!

There is no development that can be realized if employees are not motivated to deal with changes. Some organizations in our country still own the same mindset from the previous century:

"We don't invest in employees, because there is a great chance for them to escape us!" Only imagine, if you don't invest in them, how will it be if they stay at their workplaces?

Each process makes a change which moves from the current to the desired situation. In the whole process of changes, a complex interaction is the most important, between affected people in the process of change. Many of the projects are not successful because of their steps, which are not well understood, or properly shared too.

The human factor is the most important part of the process of change. It's possible to plan different tasks and invest in the implementation of different techniques to manage the changes, but if you don't succeed in managing the attitude of the employees in terms of changes, any change will be short-term.

Therefore, if any organization wants long-term success, it's necessary to invest in their employees, especially in their personal development. The systemic approach gives another dimension in monitoring the process of change. By focusing on the skills of leadership coaching, the process is facilitated, motivation strengthens and the performance rises. How the individual works in the system, and the organizational system as a whole, creates the organizational culture.

For that reason, it's necessary to create a holistic mindset. If each of us starts living his/her life consciously and taking responsibility for his own happiness and pleasure too, beautiful changes will happen. As long as we live egoistic life and always make some excuses for our personal failure, nothing will change.

We act through 4 fields: mental field, a field of the body, energy, and field of the soul. All these fields affect one another and complement each other. The main skill is to know how to recognize in which field it's necessary to act and create harmony in all other fields. Is it necessary to make any changes in the way you perceive the others, yourself and the environment? To expand your mental framework? Maybe you need a more physical activity or bigger emotional awareness?

What is happening now is not only the result of the circumstances in which we live but also the awareness of the majority of people who accept to survive, not to live.

It's not about purpose, but about standards. Do we want to satisfy only material needs and survive, to be mediocre, excellent or extraordinary?

More organizations over the world move from a hierarchical management system to a system of growth. Anyone, who is an employee, is a leader in his job. His purpose is personal and professional development and growth. The companies which are socially responsible, which have developed systemic awareness too, surpassed the creation of EGO leaders and moved to mindful leaders.

However, everybody first needs to be a leader of his own life, to lead himself. Conscious leadership needs commitment, care, and respect for the collective. This leadership does not satisfy individual aims but systemic, collective. The conscious leader is a vigilant leader. First of all, the mindful leader takes care of himself and his mental immunity. He devotes great attention to his health and the calmness of his mind. He is aware of where he comes from, which kind of systemic dynamics and family values he has and how these values manage his behavior.

One of the most significant features of a mindful leader is his developed systemic perception. A mindful leader always looks at the bigger picture. The main goal of a conscious leader is to support balancing and harmonization of his ego and soul, as well as ambition and mission too.

Charisma itself, as well as passion and self-awareness, comes naturally when these two forces are aligned with each other.

The process of developing a holistic mindset in an organization creates an organizational culture which vibrates at a high level of awareness. Every person and team, or even the whole organization, act through these four fields.

The mental field refers to the team's mindset if it's individual or collective, proactive or reactive too.

When we talk about body field, it's connected with behavior, which is a result of a team-based mindset and it becomes visible through mutual communication and action.

The energy field of a human manages motivation itself. This tells us which way all the employees manage time and emotions at work.

Through the soul field, the dynamics of the systemic movements of each employee creates organizational culture. Each team or organization owns its own dynamic which is noticeable through employees' behavior, all the communication they have, motivation and the attitude of the employees with each other, as well as to the team, organizational values and the mission and vision of the whole organization.

The balance between these four fields depends on satisfaction and integrity degree of basic human needs. They are different for everyone and depend on the environment where the individual comes from. Depending on it, each person creates their own expectations, is oriented through beliefs and values and shows this through their personal behavior, which, in many cases, comes unconsciously and spontaneously. The holistic approach itself gives us a chance to look behind the behavior and make all unconscious limiting processes and dynamics conscious, so positive change will be created.

Regardless of which organization you work, who your colleagues are, there is always an opportunity to invest in your personal upgrade.